



Meet the Speakers

for the June 5, 2026 Program

Listed in Order of Presentation

9:15 AM – Understanding What Actuarial Reports Are Really Telling You About Pension and Retiree Health Insurance

Spencer Tawa, Principal, Plante Moran



Spencer Tawa is a Principal at Plante Moran. Spencer has over 14 years of experience serving governmental clients, primarily serving local governmental units with a specialty in large retirement system audits. His work on large public employer plans has provided him with the opportunity to hone his accounting and auditing technical skills needed for complex public pension systems. In addition, his experience further includes presenting technical accounting updates at trainings, writing articles pertinent to public plans, developing specific audit procedures for public plan clients, and assisting clients in implementing new accounting pronouncements such as GASB 67, 68, 72, 74, and 75.

Spencer is a member of the American Institute of CPAs (AICPA) and Michigan Association of CPAs (MICPA). Spencer earned his Bachelor's degree in Accounting and Master's in Business Administration from Wayne State University in Detroit, Michigan.

Paul LaManes – CPA, General Manager Wyandotte Municipal Services (Electric, Water, Fiber Internet)

Paul has worked for Wyandotte Municipal Services (WMS) since 2012, serving as General Manager since late 2017. Prior to WMS, Paul worked in public accounting and in a finance/leadership role for a tier one automotive supplier. Paul also serves Wyandotte as Chairman of the Retirement Commission and as a member of the TIFA/Brownfield Redevelopment Board. He attended the University of Michigan-Dearborn, graduating in December 1988 with a BBA degree in accounting and has been a CPA in Michigan since 1991.

10:45 AM – Recent Developments in Federal and State Legislation

Joseph Urban, Attorney at Law, Kirk Huth Lange & Badalamenti, PLC



Joe is a trusted advisor to employers and governing boards in both the private and public sectors. Joe's practice is focused on providing practical advice for clients that will lead to practical and positive results.

As a labor lawyer, Joe represents private job creators, traditional and non-traditional public schools, as well as cities, townships, road commissions, and other forms of local government. Joe frequently defends employers in arbitration against unions and negotiates collective bargaining agreements.

Joe is a frequent presenter on issues of governmental law, education law and employment law topics, including collective bargaining and human resources processes that include investigations, employee discipline and policies.

He litigates cases in state and federal courts and advocates for his clients in quasi-judicial proceedings such as investigations by the Office for Civil Rights and the EEOC.

Joe advises clients on employment law, labor law, civil rights law, school law, and governmental law (including the Open Meetings Act, Freedom of Information Act and other laws governing the conduct of public bodies).

As a Red Book bond attorney, Joe uses his knowledge of the public debt markets and familiarity with financial systems to inform his bargaining and to work as a team member funding improvements for public entities.



10:45 AM – Recent Developments in Federal and State Legislation (Continued)

Kristine Bosley, Human Resources Director, City of Traverse City

Kristine Bosley is an experienced human resources leader with more than twenty years of practice across both the public and private sectors. As the Director of Human Resources for the City of Traverse City, she serves as a strategic partner to City leadership, fostering a collaborative culture that supports workforce excellence. Kristine is a Certified Professional through the International Public Management Association for Human Resources (IPMA-HR). She holds a master's degree from Central Michigan University and a bachelor's degree in Human Resource Development from Oakland University. She is known for building strong, positive relationships with both leadership and staff, and for delivering trusted, thoughtful HR guidance. Kristine brings a balanced approach to employee relations and problem-solving grounded in fairness, respect, and sound judgment. She is always motivated by new challenges and opportunities to make an impact.

1:15 PM – Using Pre-Discipline Processes and the Grievance Procedure to Manage and Resolve Disputes

Richard W. Fanning, Sr. Counsel, Clark Hill

Richard W. Fanning, Jr. is a Member in the Detroit office of Clark Hill, an international law firm. Rick is an experienced labor and employment attorney and human resources executive. He is also a human resources professional and served as the director of employee relations and interim associate vice president for human resources at a major university. He has almost three decades of experience representing public and private sector employers in all areas of employee and labor relations. He represents a broad range of clients in collective bargaining, arbitrations, and unfair labor practice charge proceedings before the National Labor Relations Board and state bodies such as the Michigan Employment Relations Commission. He advises clients in all aspects of employment and labor law, helping employers navigate the difficult landscape of overlapping legal and contractual requirements. His experience in human resources allows him to bring a practical perspective to help clients find solutions that work. Rick earned both his Bachelor of Arts and Juris Doctor from the University of Michigan.

Russ Claggett, Retired Assistant Superintendent for Human Resources, Calhoun ISD

Russ Claggett: Currently retired, Russ has over 35 years of labor relations experience, serving as Chief Spokesperson in bargaining, handling grievances and arbitrations, MERC hearings, and civil rights complaints. Russ also served as City Prosecutor for the City of Battle Creek, and served the City of Grand Rapids and the Calhoun ISD. Russ is a graduate of Michigan State University and Cooley Law School, and a proud recipient of the Dudley Sherman Award.

Nancy Niemela, Retired Senior Assistant City Attorney, City of Ann Arbor

Nancy L. Niemela has been practicing in the areas of labor and employment law representing employers for more than 40 years, including 15 years with the City of Ann Arbor. She has represented municipalities, private employers and utilities in state and federal courts and before agencies such as the Michigan Employment Relations Commission, the Equal Employment Opportunity Commission, and the National Labor Relations Board. Ms. Niemela has negotiated collective bargaining agreements and arbitrated grievances, as well as represented municipal employers in Act 312 hearings. She has negotiated and drafted employment contracts, independent contractor agreements, and severance agreements.

Ms. Niemela has advised and counseled management regarding all areas of labor and employment law, including employee benefits, pension, immigration, worker's compensation and the Freedom of Information Act. She has prepared and presented trainings on a variety of employment issues including the Family Medical Leave Act, harassment and discrimination, and labor relations.