

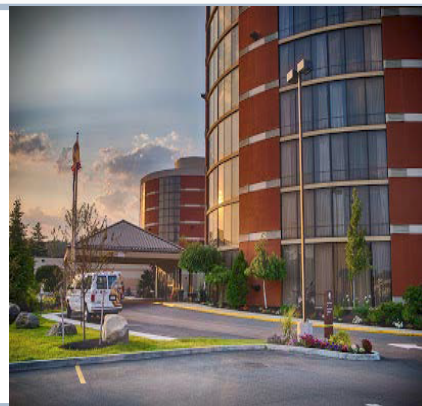


*Maine*  
Cumberland **County**

# 2018 CONVENTION OF MAINE COUNTIES

September 14, 15 & 16, 2018

**DoubleTree by Hilton  
Portland, Maine**





# M.C.C.A.

Thomas Coward, President  
Cumberland County

Amy Fowler, Vice President  
Waldo County

Carol Maines, Secretary-Treasurer  
Knox County



Maine County Commissioners Association  
4 Gabriel Drive, Suite 2  
Augusta, ME 04330  
207-623-4697  
[www.maine counties.org](http://www.maine counties.org)

Charles Pray  
Executive Director

Lauren Haven  
Office Manager

---

## MAINE COUNTY COMMISSIONERS ASSOCIATION

To the attendees of the 31<sup>st</sup> annual MCCA Convention:

On behalf of the Board of Directors of the Maine County Commissioners Association, it is my pleasure to extend to you a warm welcome to the 2018 Convention of Maine Counties. Thank you all for coming!

The County of Cumberland proudly hosts the 2018 Convention in South Portland, next to the County Seat of Portland. Cumberland County Commissioners, Neil Jamieson, Jr., Susan Witonis, Stephen Gorden and James Cloutier are pleased to share the beauty of Cumberland's three cities, 25 towns, many scenic islands and expansive lakes, all of which clearly show the unique and diverse characteristics of Maine.

I'm delighted to announce Kevin Hancock, award-winning author, speaker and CEO of Hancock Lumber will be our luncheon speaker on Friday. He will unravel the story behind his book, *Not For Sale: Finding Center in the Land of Crazy Horse*. Copies will be made available to everyone in the audience. The Saturday luncheon will feature NACo's Membership Outreach Manager, John Losh, who is here today as well. Please take time to stop by his exhibit booth and introduce yourself.

Friday afternoon and Saturday morning will be filled with a wide variety of high quality educational sessions chosen to engage participants from various county departments. Enclosed please find a complete schedule of events including details about our guest speakers, educational sessions, vendors, sponsors and other helpful materials.

The DoubleTree by Hilton handles numerous conferences each year and has provided us with their expertise in presenting a markedly successful event in the heart of Cumberland County. I encourage you to capitalize on everything the meeting has to offer including peer networking with colleagues throughout the state, training sessions taught by experts in their field, and team building recreational activities.

Finally, I would like to take this opportunity to thank the Convention Planning Committee and MCCA staff for organizing the many details of this year's event. I also want to thank the many sponsors and exhibitors who have generously contributed to this conference without whom this conference could not take place. Their support has enabled us to provide you with a great program and I entreat you to visit with every vendor who has set aside their precious time to be here with us. Thank you all for coming and have a great weekend!

Sincerely,

Thomas S. Coward, MCCA President

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**Meal Dot Color Key**

Front of Badge

Color	Day	Meal & Price	Online
Blue	Friday	Sept 14 Breakfast \$27	\$28.08
Red	Friday	Sept 14 Lunch \$30	\$31.17
Green	Friday	Sept 14 Dinner \$49	\$50.72
Yellow	Saturday	Sept 15 Breakfast \$27	\$28.08
Orange	Saturday	Sept 15 Lunch \$31	\$32.20
Blue	Saturday	Sept 15 Dinner \$34-\$48	Varies
Green	Sunday	Sept 16 Breakfast \$27	\$28.08

Eligible for All Event Meals

Back of Badge

If you've ordered Saturday dinner you'll find a card with your entrée selection. Please place the card on the table in front of you at dinner.

**Do you need to add a meal?**  
**No Problem!**  
 Cash or check will be accepted at the door, or  
 to pay using a credit card or debit card go to:  
<https://squareup.com/market/MaineCounties>  
 Scan the QR code below to go there now.

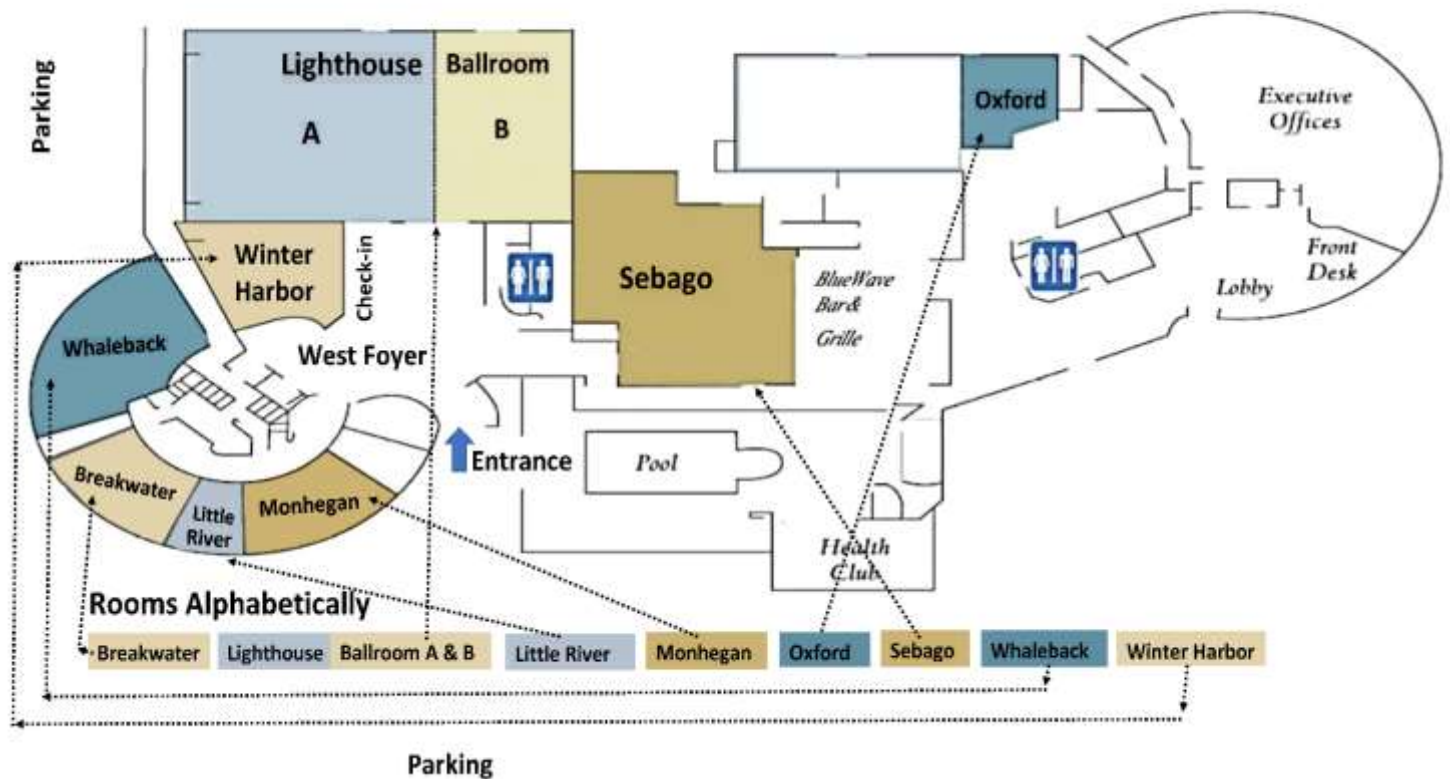


**Many Thanks to Barbara Arseneau, Waldo County Extraordinaire**  
 for the *Fabulous* 2018 Convention Program Cover Design!





# DoubleTree Conference Rooms



## ~ Cumberland County Board of Commissioners ~



Neil D. Jamieson, Jr.



Susan E. Witonis



Stephen Gorden



Thomas S. Coward



James F. Cloutier

**Thank You**



*Maine*  
Cumberland County

**Cumberland County Host of the  
2018 Convention of Maine Counties**



James H. Gailey  
County Manager



Company Name: Info Quick Solutions, Inc. (IQS)

Contact Name: Joe Murman

Address: 7460 Morgan Road, Liverpool, NY 13090

Phone: 800-320-2617

Email: [joem@iqsworks.com](mailto:joem@iqsworks.com)

Website: [www.iqsworks.com](http://www.iqsworks.com)

IQS is committed to catering our services to meet your specific needs. We have become the leader in customizing solutions that work for our clients, making document management more efficient, accessible, secure and cost-effective. Our expertise at providing end-to-end solutions is rooted in a thorough understanding of the back-office functions.

- Land Records Management Systems
- E-Recording
- Imaging Services
- Data Entry Services
- Backfile Conversion (Image & Data)
- Archival Microfilm Processing & Duplication
- Document Audit & Verification
- Filming Services
- Record Binders
- Digitizing Microfilm
- Film to Paper Conversion

# Schedule of Events

Friday, September 14, 2018

Time	Event	Location
7:30-9:00	Hearty Breakfast Buffet	Lighthouse Ballroom A
7:00-8:00	Vendor Setup	Sebago
7:30	Registration/Check-in	West Foyer
8:00-1:00	Maine Sheriff's Association	Whaleback
8:30-10:00	Helping Employees Succeed - FMI see page 6	Monhegan
9:00-5:00	Visit Vendors and Exhibits & Refreshments	Sebago
9:00-10:00	MCCA Board of Directors' Meeting	Lighthouse Ballroom B
10:00-12:00	MCCA Risk Pool Meeting	Lighthouse Ballroom B
	Maine Assoc. of County Clerks, Admins & Mgrs	Lighthouse Ballroom A
	Maine Association of Registers of Probate	Winter Harbor
	Maine Registers of Deeds Association	Breakwater
	Maine Association of County Treasurers	Oxford
10:30-12:00	Tangled Web of the FMLA, ADA & Workers Comp	Monhegan
12:00-1:30	Lunch with Kevin Hancock	Lighthouse Ballroom A
1:30	Meet & Greet Book Signing with Kevin Hancock	Sebago
1:30-5:00	Visit Vendors and Exhibits	Sebago
1:45-3:00	Educational Sessions	Various
2:45-3:15	Snack: Brownies, Granola Bars & Fresh Fruit	Sebago
3:15-5:00	Educational Sessions	Various



**Kevin Hancock, President**  
Hancock Lumber Company



**KEVIN HANCOCK** is the President of Hancock Lumber Company. Established in 1848, Hancock Lumber operates ten retail stores, three sawmills and a truss plant. The company also grows trees on 12,000 acres of timberland in Southern Maine.

Hancock Lumber is a multi-year recipient of the 'Best Places to Work in Maine' award. The company is also a past recipient of the Maine Family Business of the Year Award, the Governor's Award for Business Excellence, the MITC 'Exporter of the Year' award, and the Pro-Sales national dealer of the year.

Kevin is a past chairman of the National Lumber and Building Materials Dealers Association. Kevin is a recipient of the Ed Muskie 'Access to Justice' Award, the Habitat for Humanity 'Spirit of Humanity' Award, the Boy Scouts of America 'Distinguished Citizen' Award, and *Timber Processing Magazine's* 'Man of the Year' Award. Kevin also spent 15 years coaching middle school basketball for the Lake Region school district.

Kevin is a graduate of Lake Region High School and Bowdoin College. He is also a frequent visitor to the Pine Ridge Indian Reservation in South Dakota. In 2015, Kevin published a book about his experiences with the Oglala Sioux Tribe titled, *Not for Sale: Finding Center in the Land of Crazy Horse*. The book won the 2015 National Indie Excellence Award, the 2016 Independent Authors Network Award, and the 2016 New York Book Festival Award.

Kevin is an advocate of strengthening the voices of all individuals—within a company or a community such as Pine Ridge—through listening, empowering, and shared leadership.



8:30-10:00 Friday Morning Educational Session	Location
<p><b>Helping Employees Succeed When Performance is Suffering</b></p> <p><b>Alyssa Tibbetts and Pat Dunn</b>, Jensen Baird Gardner &amp; Henry  The principles of progressive discipline are intended to be constructive and corrective rather than punitive, but it's often difficult to determine whether specific performance failures can be improved and how to make those improvements or when a higher level of discipline is warranted. This session will cover how to decide when a performance improvement plan (PIP) is appropriate, how to develop a PIP plan, how to implement and monitor a PIP plan, and what to do when the PIP plan is unsuccessful.</p>	Monhegan
10:30-12:00 Friday Morning Educational Session	Location
<p><b>The Tangled Web of the FMLA, ADA and Workers Compensation</b></p> <p><b>Tim O'Brien</b>, Libby O'Brien Kingsley &amp; Champion  FMLA, ADA and Workers Compensation laws inevitably intersect at one time or another creating complex issues and requiring thoughtful decision making by an employer on what leave related obligations and requirements may simultaneously apply. This session will explore the overlapping requirements of the laws, the areas where problems may arise, the manner in which the courts and the administrative agencies have addressed the issue, and practical suggestions for employers in responding to situations when these three laws collide.</p>	Monhegan
1:45-3:00 Friday Afternoon Educational Sessions	Location
<p><b>Evolution and Status of FirstNet in Maine</b></p> <p><b>David Maxwell</b> FirstNetME, <b>Bruce Fitzgerald</b> AT&amp;T, &amp; <b>Lori Stone</b> First Responder Network Authority.  This session will acquaint the audience with the purpose and history of FirstNet, the national public safety broadband network being built and operated by AT&amp;T. Presenters will report on the current status of the project as well as the anticipated coverage at the end of the five-year build out.</p>	Breakwater
<p><b>Investment Opportunities for Counties</b></p> <p><b>Richard Davies</b>, Kennebec County Treasurer &amp; Representative(s) from Kennebec Savings Bank  The presenters will teach about county investments in investment grade corporate bonds and Federal Government securities, and related investment types allowed under Maine law.</p>	Monhegan
<p><b>Eating Well: Growing Food Security through Education and Volunteer Efforts</b></p> <p><b>Kathy Savoie</b>, Food &amp; Nutrition Educator, U-Maine Cooperative Extension  Join UMaine Cooperative Extension faculty, Kathy Savoie, to learn about successful efforts to help increase food security for Maine citizens throughout both rural and urban communities. Successful efforts include direct education, volunteer led projects and community-based initiatives.</p>	Winter Harbor
3:15-4:30 Friday Afternoon Educational Sessions	Location
<p><b>How Counties Can Play an Important Role in Combating Domestic Violence</b></p> <p><b>Faye Luppi</b>, Cumberland County's Violence Intervention Partnership Director  This session will address how a county government Coordinated Community Response (CCR) can play a critical role in the battle against domestic violence. Cumberland County's CCR Director will explain how the county has funded its CCR in part through federal and state grants for the last twenty years, and launched nationally recognized risk assessment, EPIC, incarcerated victim's advocacy, high risk response team, and electronic monitoring projects.</p>	Monhegan
<p><b>How to Survive an Inspection</b></p> <p><b>Mike LaPlante</b>, SafetyWorks, Maine Department of Labor  This session will cover the Bureau of Labor Standards mission, fatality, injury, illness reporting, SafetyWorks training and consultations, tools to make your jobs easier including compliance directives.</p>	Winter Harbor
<p><b>Gubernatorial Forum</b></p> <p>MCCA Executive Director, Charles Pray, will facilitate a forum with participating 2018 candidates running for the office of Maine's next governor.</p>	Lighthouse Ballroom B





Alan Caron (I)

Caron, 66, Freeport, founder and CEO of Envision Maine, a nonprofit lobby on behalf of an innovation economy which has suspended operating temporarily during the Caron's campaign. Prior to that, Caron founded the nonprofit GrowSmart, an economic development advocacy group. Caron earned a master's from the Harvard Kennedy School and has not held elected office.



Terry Hayes (I)

Hayes, 59, Buckfield, served four terms in the Maine House from 2006 to 2014, as a Democrat. In 2014, the Legislature elected her state treasurer and re-elected her to the post in 2016. Prior to that, Hayes served on the MSAD 39 school board, from 1991 to 2004. Hayes earned a bachelor's from Bowdoin College and a master's from Thomas College.



Shawn Moody (R)

Moody, 58, Gorham, founded Moody's Collision Centers, a Maine chain of auto body repair shops. In 2010, he ran as an unenrolled candidate unsuccessfully for governor. Governor LePage appointed Moody to the boards of trustees for both the University of Maine System and the Maine Community College System. Moody graduated from Gorham High School.

.....  
 Candidate Shawn Moody  
 chose not to participate in  
 the MCCA  
 Gubernatorial Forum  
 .....



Janet Mills (D)

Mills, 70, Farmington, Maine's attorney general. She was district attorney for Androscoggin, Franklin and Oxford counties, 1980 to 1992. Mills was elected to the Maine House of Representatives, where she served from 2002 to 2008. In 2008, the legislature elected Mills to serve as attorney general, the 1st woman to win the post. She served a term until Republicans gained control of the Legislature in 2010. Democrats regained control in 2012; she was re-elected as attorney general. In 2014, she again won the post, where she continues to serve. Mills has a bachelor's from the University of Massachusetts and a law degree from the University of Maine School of Law.

**2018**

## **Gubernatorial Candidates**

## Time Event

5:30-6:30 Cocktail Hour – Cash bar and hors d'oeuvres sponsored by **Bernstein Shur**  
6:30 Opening Ceremonies, Welcome to Cumberland County, and Buffet Dinner  
Invocation by Reverend Jeffrey McIlwain  
Honor Guard presentation Deputy Kim Emery, Deputy Brandon Correia,  
Detective Brian Ackerman, and Sergeant Pat Ferriter  
Dinner wine sponsored by **Libby, O'Brien Kingsley & Champion**  
Entertainment provided by The Tina Kelly Band

**BERNSTEIN  
SHUR**

## Location

Lighthouse Ballroom A



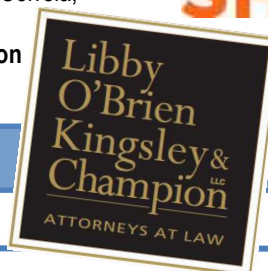
**Saturday, September 15, 2018**

## Time Event

7:30-9:00 Hearty Breakfast Buffet  
8:00-12:00 Vendors, Exhibits and Refreshments

## Location

Lighthouse Ballroom A  
Sebago



## 8:15-9:30 Saturday Morning Educational Sessions

## Location

### Records Preservation Workshop

Monhegan

**Dennis Curran**, Kofile Technologies and **Jim Harper**, PFA Subsidiary of Kofile Technologies

Get ready to learn the hard facts about maintenance and the fragility of paper, microfilm and digital collections and most importantly, how to secure funding for saving your irreplaceable records.

### Our Unconscious Biases at Work: Science and Solutions

Winter Harbor

**Linda McGill**, Bernstein Schur

Implicit biases are simply unconscious tendencies to favor one thing over another, which we all have. Brain research shows that our implicit biases result in stereotypes about those who are different than we are—in gender, age, sexual orientation, race and the like. These stereotypes influence our interactions with and decisions about people in the workplace, in subtle but important ways. We'll look at how implicit bias can show up in the workplace and how to become more aware of its impact on personnel management.

### Drug Impairment in the Workplace

Breakwater

**Scot Mattox**, Dirigo Safety

An overview of drug impairment, how it can affect safety in the workplace, and the current issues pertaining to use, abuse, and impairment in Maine. Maine is undergoing a drug abuse epidemic: overdoses occur at alarming rates; prescription drug rates per capita remain among the highest in the US; and ultra-concentrated THC marijuana has become recreationally legal. While an employee's right to use certain drugs at work may be protected, that does not include a right to be impaired on the job. Drug impairment endangers safety and productivity. Can your managers recognize the difference? Do your policies accurately reflect the distinction? Furthermore, there are many common misperceptions about drug abuse in the workplace: Can a worker be legally impaired on their own prescription drug? Does Marijuana dangerously affect physical or mental processes? Dirigo Safety, LLC employs lawyers, and law enforcement trained Drug Recognition Experts to teach drug abuse awareness to the line workers, and drug impairment awareness to management. This program will give employers the basics on what they can do to address the issue.

## 10:00-11:45 Saturday Morning Educational Sessions

## Location

### Property Tax Abatement & Appeals

Winter Harbor

**Nichole Philbrick**, Maine Revenue Service

An overview of Maine's property tax abatement and appeals process. This session will review constitutional provisions, statutory requirements and applicable court cases for different types of abatements – including overvaluation and hardship appeals.

### Supported Decision-Making in Maine

Breakwater

**Nell Brimmer**, Disability Rights Maine

In July 2019, Maine's new Probate Code will go into effect. Join Disability Rights Maine (DRM) Managing Attorney Nell Brimmer to discuss Supported Decision-Making and Guardianship under the new law. Attorney Brimmer oversees DRM's long-standing work on alternatives to guardianship and directs the agency's Developmental Services Advocacy Program, supervising a statewide team of attorneys and advocates working to protect and enforce the rights of individuals with developmental disabilities across Maine.

### It's Hard to Say Good-bye: Terminations from Top Down

Monhegan

**Jim Pross & Amy Dieterich**, Skelton Taintor & Abbott

This session will cover the range of issues that county governments have to deal with as opposed to private sector – some folks are elected, some are appointed, and most all have to have Loudermill hearings and, wait, are probably members of unions. On top of that, there are concerns/risks that the private sector has as well – did the person just make a complaint of harassment, just have an accident or illness, or just report a safety issue? Is there a Maine Human Rights Act risk involved?



Time	Event	Location
12:00-1:30	Lunch with Artisan Flatbread Pizza and more!	Lighthouse Ballroom A
12:30-1:00	Luncheon Speaker <b>John Losh</b>	Lighthouse Ballroom A

NACo Membership: A Blueprint for Success.

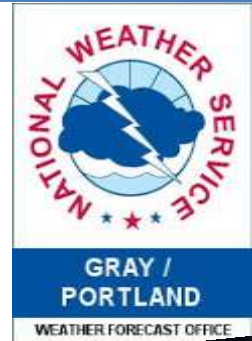
This talk could also be named, Making the Most of Your NACo Membership.

John joined NACo in January of 2017 and serves as the Membership Associate. He is responsible for supporting the membership team with recruitment and retention efforts, updating membership marketing materials, representing NACo at state association conferences, membership mailings, exhibit booth coordination and serves as the liaison to NACo's Ambassador Program.



John Losh  
Membership Outreach Manager

Time	Event	Location
1:00-5:30	Afternoon Activities	Various



**Golf:** Sable Oaks Golf Club, 505 Country Club Drive, South Portland, Sponsored by **Wheeler & Arey**

**National Weather Service:** Take a Free Tour with Executive Andrew Pohl, 1 Weather Lane, Gray

**Maine Brew Bus Tour:** Attendees who have reserved seats will be picked up at 1:15 at the West entrance. This activity was sponsored in part by **Browntech, Inc.**

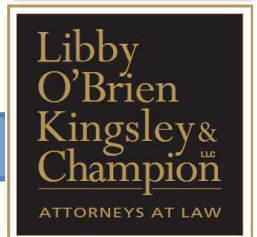
**Pineland:** Explore the working farm, hike, play disc golf, see the perennial, herb & veggie garden and enjoy the farm market.  
15 Farm View Road, New Gloucester

**Maine Mall:** Shop to your heart's content across the street from the DoubleTree. Check out the action at Round1 offering bowling, arcade games, billiards, darts, ping pong and much more!

**Do your own thing:** Enjoy the hotel lounge, swim in the heated pool, take advantage of the fitness room, or just relax.

## Saturday Evening, September 15, 2018

Time	Event	Location
5:30-6:30	Cocktail Hour – Cash bar, and hors d'oeuvres sponsored by <b>Bernstein Shur</b>	Lighthouse Ballroom A
6:30	Plated Dinner and Awards Ceremony	Lighthouse Ballroom A
	Dinner wine sponsored by <b>Libby, O'Brien Kingsley &amp; Champion</b>	Lighthouse Ballroom B
	followed by Casino Night with Fun, Inc.	Lighthouse Ballroom A
	Trivia Games with Todd Charles in	Lighthouse Ballroom A

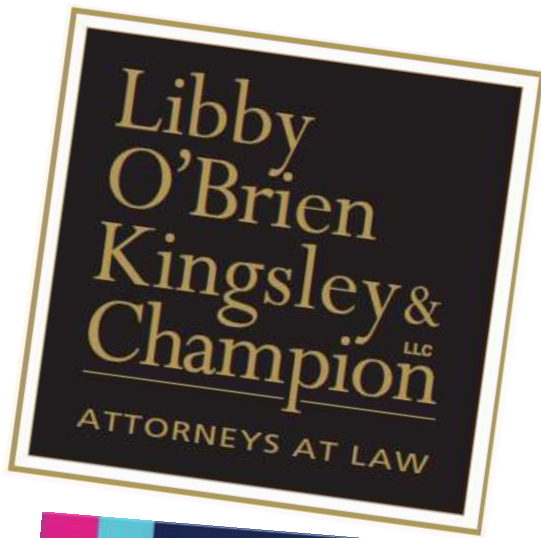


## Sunday, September 16, 2018

Time	Event	Location
7:30-9:00	Hearty Breakfast Buffet	Lighthouse Ballroom A
9:00-11:00	Visit with attendees, pack up and travel home	Lighthouse Ballroom A

*Thank you for participating in the 2018 Convention of Maine Counties!*

Many thanks to our Sponsors & Advertisers!



Info Quick Solutions





# Speakers

Session: Helping Employees Succeed when Performance is Suffering  
When: Friday, September 14 at 8:30 am

**Alyssa Tibbetts, Esq.**  
and Pat Dunn, JBGH



Alyssa is a member of the firm's Government Services and Employment Law practice groups. In her employment practice, Alyssa represents both public and private clients in all aspects of employer-employee relationships, including employment contracts, separation agreements, personnel policies, benefits administration, investigations, collective bargaining, arbitrations and matters before the Maine Human Rights Commission and Maine Labor Relations Board. In her government services practice, Alyssa represents both public and private clients in land use, zoning and development matters, which include ordinance drafting, permitting, site plan and subdivision approvals, code enforcement and tax increment financing. Alyssa is a member of the National Association of Bond Lawyers and her government services practice also includes representation of public entities in public finance transactions such as general obligation bonds and anticipation notes.

Prior to joining the firm in 2014, Alyssa served as the Assistant Town Manager for the Town of Cumberland where she was responsible for the Town's human resources services and economic development initiatives. Alyssa is a graduate of the University of Maine School of Law where she served as Chair of the Moot Court Team and a representative to the Student Bar Association. Alyssa is a Portland native and currently lives in Scarborough with her family.



**Tim O'Brien**

Libby O'Brien Kingsley & Champion

Session: The Tangled Web of the FMLA, ADA and Workers Compensation

When: Friday, September 14 at 10:30 am

Timothy J. O'Brien has over 25 years of litigation experience. As a former prosecutor and in the course of his work in civil litigation, he has tried numerous cases before judges and juries. His practice focuses on the many issues confronting businesses and individuals in today's litigious society including employment, information security and collegiate sports law issues.

Mr. O'Brien regularly handles a wide variety of employment issues including wrongful termination and discrimination claims, harassment claims, wage and hour claims, non-competition matters, theft of trade secrets and proprietary information, contract disputes, whistle blower and retaliation claims, OSHA violations, and labor law issues throughout New England. He handles matters on both an individual and class action basis. He also

counsels employers on privacy and data security issues, training and policies as well as hiring and promotion decisions. He guides employers through employee performance, disciplinary and termination decisions. Mr. O'Brien provides training on employment law and information security topics and conducts internal audits and investigations. With cyber security issues becoming one of the most significant employment related concerns, Mr. O'Brien assists employers in implementing safeguards to protect against the theft or misappropriation of information by current and former employees and competitors. Mr. O'Brien also advises universities and conferences on topics including Title IX, NCAA rules compliance, eligibility, coaches' compensation, pay equity, harassment, hazing, and disability discrimination issues. He provides training for institutions and conferences on all sports and employment law subjects. He has participated in and moderated programs for the ABA, the NCAA, athletic conferences and educational institutions on many sports law topics involving athletic departments. He is an editor of a daily website focusing on topical collegiate sports business news and issues: [www.collegesportsbusinessnews.com](http://www.collegesportsbusinessnews.com).

Session: Evolution and Status of FirstNet in Maine

When: Friday, September 14 at 1:45 pm

**David Maxwell, FirstNetME**

**Mr. Maxwell** is the Program Director for the FirstNetME Project, administered by the ConnectME Authority, the state agency charged with facilitation and expansion of broadband in Maine. A career public servant, he has held a number of posts in various program and policy areas at the Department of Environmental Protection and at the Maine Office of Information Technology. David is a resident of Winthrop where he has previously served as chair of the Town Council and as a member of the Kennebec County Budget Review Committee.



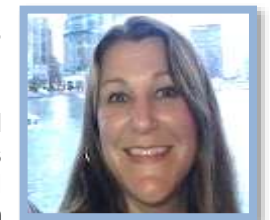
*Bruce Fitzgerald*

**Bruce Fitzgerald** is the AT&T Principal Consultant of the FirstNet Program for Vermont, New Hampshire and Maine. Prior to joining AT&T, Fitzgerald was the Director of the Maine Emergency Management Agency and has experience in crisis management, fiscal and program direction, and government relations at the federal, state and local levels.

**Lori Stone** is a Senior Public Safety Advisor for the First Responder Network Authority. Based in Maryland, she is responsible for engaging with public safety in Delaware, the District of Columbia, Maryland, Virginia, and West Virginia. She most recently served as the Single Point of Contact in Maryland for FirstNet and as the Statewide Broadband Coordinator for the planning and deployment of the Network in Maryland. Ms. Stone also worked on the planning and legal requirements for the deployment of Maryland FIRST, the statewide 700MHz public safety radio communications system, and managed public safety communications federal grant programs. She previously worked at the Maryland Emergency Management Agency, focusing on public education campaigns for emergency preparedness and on Continuity of Operations Plans and exercises for higher education institutions, hospitals, and non-profits.



*David Maxwell*



*Lori Stone*



**Kathy Savoie,**  
Nutrition Extension Educator

Session: Eat Well: Growing Food Security through Education and Volunteer Efforts  
When: Friday September 14 at 1:45 pm

Kathy Savoie M.S., R.D. is an Associate Extension Professor at the University of Maine. With two decades of home food preservation education experience and a decade of training Master Food Preserver volunteers, Kathy has made a significant impact on revitalizing the art and science of food preservation in Maine. Through Kathy's efforts and expertise, Maine is the only New England state to offer the Master Food Program to train volunteers to help extend the reach of food preservation education within our communities.

Session: How Counties Can Play an Important Role in Combating Domestic Violence **Faye Luppi**  
When: Friday September 14 at 3:15 pm Violence Intervention Partnership Project Director

Faye Luppi graduated from the University of Maine School of Law in 1985, and worked as a prosecutor for several years, and in private practice, before opening her own research and consulting firm. Since 1999, she has been the Project Director of the Violence Intervention Partnership, a coordinated community response against domestic violence in Cumberland County. She has also taught Juvenile Law as an adjunct instructor at the University of Maine School of Law. She serves on the Maine Commission on Domestic and Sexual Abuse, where she co-chairs the risk assessment and electronic monitoring sub-committees. She also provides national and international consulting services on developing a coordinated response to domestic violence, and risk assessment in domestic violence cases.



## Michael LaPlante

Program Manager, Maine Department of Labor



Session: How to survive an Inspection  
When: Friday, September 14 at 3:15 pm

Michael LaPlante is the Program Manager for the Maine Department of Labor's Workplace Safety & Health Division. His position oversees the "Public Sector" enforcement and safety consultations.

Mike has been with the Department of Labor since 2004, previously was a department manager with Hannaford Bros. for 28 years, additionally performing various safety initiatives. Mike was also a reserve police officer for nine years, and has been a firefighter for 39 years, and is currently an assistant fire chief.

Session: Records Preservation Workshop  
When: Saturday, September 15 at 8:15 am



**Dennis Curran** has been involved with the field of permanent records preservation since 1985. Through his work with George Cunha, "Coonya", "The Father of Document Conservation" and founder of NEDCC (North East Document Conservation Center). Denis has enlightened Municipal and County Officials, Judges, Records and Records Managers in hundreds of municipalities around the USA. His extensive experience in identifying and prioritizing those permanent public documents which are in need of conservation has helped hundreds of communities establish and implement records preservation programs based on common sense!

Dennis lives in Underhill Vermont with his wife Jory and has two sons, Luke and Jesse, both graduates of the University of Vermont.

## Jim Harper

Jim Harper is a co-founder of PFA, Inc. a high technology company that specializes in document conversion and preservation services. Jim graduated in 1971 from the United States International University in San Diego, California where he earned degrees in philosophy and mathematics. Jim has been an active participant in various real property related organizations. Such as:

- The County Recorder's Association of California
- The International Association of Clerks, Records Election Officials and Treasures (now IAoGO)
- The National Association of County Clerks, Records, Election Officials and Clerks (now IAoGO)
- The Property Records Industry Association (PRIA)
- American Land Title Association
- Association for Title Information Management

At these conferences, Jim has presented educational programs on the value of land records in our economy, the importance of maintaining the integrity of historical documents, and methods for preserving recorded documents on film and in computer systems. Jim is a currently co-chair of PRIA's Electronic Records Preservation Workgroup that is tasked with developing strategies to preserve electronic records in their native format.

In 2016, PFA became a wholly owned subsidiary of Kofile Technologies, a company that is focused on the management and preservation of documents held by county recorders across the country.





## Linda D. McGill

Bernstein Shur

Session: Our Unconscious Biases at Work: Science and Solutions

When: Saturday September 15 at 8:15 am

Every employer, no matter the industry, sector, or size, must be able to manage its workforce for success. With more than 30 years' experience in every facet of labor and employment law, Linda helps companies, nonprofits, and state and local governments do just that. She digs deep to understand the culture of her clients' business, and helps them maximize employee productivity, remain compliant with laws and regulations, and avoid or mitigate personnel issues. When Linda isn't working, she is jogging, listening to classical music, reading, gardening, taking French lessons and traveling. She also actively participates in a number of bar and community activities in Maine, has served as a senior legal consultant for the Human Rights Law Network and the Center for Constitutional Rights

in New Delhi, India, and was named Volunteer of the Decade for her work with the International Senior Lawyers Project based in New York.

Session: Drug Impairment in the Workplace

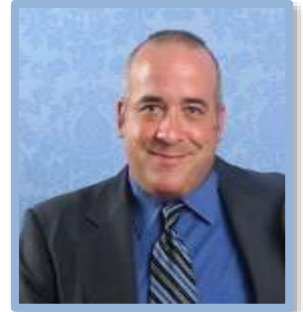
When: Saturday September 15 at 8:15 am

Scot Mattox retired in September 2013 as a Sergeant with the Portland Police Department after 26 years in law enforcement. During his career, he held a number of positions within the police department including Patrol Sergeant, Directed Patrol and Tactical Enforcement Sergeant, and Internal Affairs Investigator. He holds a Bachelor's Degree in Criminology; a Master's Degree in Public Policy and Management; a Juris Doctor from the University of Maine School of Law; and is currently a member in good standing of the Maine Bar. He is formally a Maine licensed Paramedic; an Adjunct Instructor in Police Use of Force and Police Procedure at Southern Maine

Currently, Mr. Mattox is the owner of Dirigo Safety, LLC where he continues TSRP contract work for MeBHS; as well as overseeing Dirigo Safety's contract work with the Maine Center for Disease Control's for Administrative Oversight of the Enforcement of Underage Drinking Laws (EUDL) grant. He is also a reserve officer for Falmouth PD and a Special Assistant District Attorney for District 4 (Kennebec County).

## Scot Mattox, Esq.

Owner Dirigo Safety, LLC



## Nichole Philbrick

Maine Revenue Services

Municipal Services Manager, Property Tax Division

Session: Property Tax Abatement & Appeals

When: Saturday September 15 at 10:00 am

Nichole Philbrick has worked in various roles for the Property Tax Division of Maine Revenue Services since 2006 and has served as the Manager of Municipal Services since 2015. Nichole regularly teaches courses on property tax related topics to assessors and other interested parties.

## Nell Brimmer, Esq.

Session: Supported Decision-Making in Maine

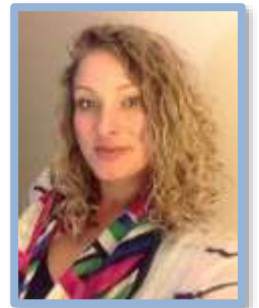
When: Saturday September 15 at 10:00 am

Managing Attorney, Developmental Services Advocacy program

Disability Rights Maine (DRM)

Nell joined DRM as a staff attorney in June of 2016 after relocating from Atlanta, Georgia. She became managing attorney in March of 2017 and directs the delivery of advocacy services to Maine citizens with intellectual disabilities or autism who receive, or are eligible to receive, developmental services through the State of Maine. Nell also represents individuals in preserving and regaining their individual legal and civil rights.

Nell also oversees the agency's long-standing work on Supported Decision-Making, an alternative to guardianship that promotes self-determination, autonomy, and protects an individual's fundamental constitutional rights. She conducts workshops and trainings throughout the state to community members and stakeholders to highlight Supported Decision-Making as a viable alternative to guardianship.



## Amy Dieterich & Jim Pross

Skelton Taintor & Abbott

Session: It's Hard to Say Good-bye: Terminations from Top Down

When: Saturday September 15 at 10:00 am

**Amy** represents individual clients and businesses in commercial disputes, family matters, employment and labor law issues, as well as litigation, arbitration, and regulatory proceedings. Amy is admitted to practice in both Federal and state courts in Maine and New York. Amy was selected for inclusion in 2017 New England Rising Stars © in the category of Business Litigation. Amy is experienced in all aspects of litigation, from motion practice to discovery and trials. She can quickly identify the issues and work with her clients to develop strategies that are consistent with their goals and budget. Always representing her client's best interest, she strives to resolve cases in the most effective and cost-efficient way possible.

**Jim Pross**, also an attorney with Skelton Taintor & Abbott, concentrates his practice in: Commercial Real Estate, Landlord /Tenant, Municipal & Government Law, Social Security Disability, Workers' Compensation Law and Commercial Real Estate. In his landlord/tenant practice, Jim has primarily represented the interests of landlords in eviction actions. He has obtained vast experience in landlord/tenant law working with large and small landlords alike, in district courts statewide from Bangor to Portland, Maine. Jim's clients appreciate his pragmatic approach to advising clients on landlord/tenant relations. His experience has resulted in a deep familiarity with the wide range of common problems and pitfalls that landlords face in Maine.





# Thanks!

This Convention was made possible through the efforts of MCCA Staff, the Convention Planning Committee, generous volunteers, and our 2018 host Cumberland County.

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