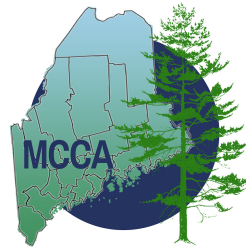


2019 Convention of Maine Counties

September 27th, 28th, & 29th



Hosted by **Waldo County**

Working for a Better Tomorrow



Point Lookout, 67 Atlantic Highway, Northport, Maine

M.C.C.A.

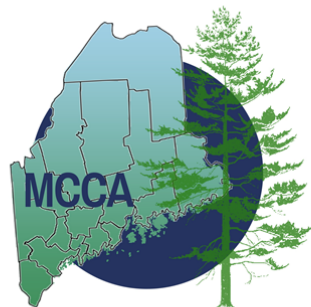
Thomas Coward, President
Cumberland County

Amy Fowler, Vice President
Waldo County

William Blodgett, Secretary-Treasurer
Lincoln County

Charles Pray
Executive Director

Lauren Haven
Office Manager



Maine County Commissioners Association

4 Gabriel Drive, Suite 2

Augusta, ME 04330

207-623-4697

www.mainecounties.org

MAINE COUNTY COMMISSIONERS ASSOCIATION

To the attendees of the 32nd 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 2019 *Convention of Maine Counties*. Thank you all for coming!

The County of Waldo proudly hosts the 2019 Convention in the beautiful town of Northport on the shores of Penobscot Bay. Waldo County Commissioners, Betty I. Johnson, William D. Shorey, and Amy R. Fowler are pleased to share the stunning beauty of Point Lookout's panoramic mountain views of Maine's pristine woods, spectacular fall colors and rugged coastal landscape. As you know, Commissioner Fowler is currently serving as MCCA's Vice President and is continually involved in various ad-hoc and subcommittees.

I'm delighted to announce Friday afternoon's keynote speaker, **Simon J. Anderson**, who is an applied foresight consultant and speaker with his company Venture Foresight. He co-authored the award-winning book *Foresight 2020: A Futurist Explores the Trends Transforming Tomorrow* with Jack Uldrich. He previously served as a core member of the international Communities of the Future network, and having traveled to more than 25 countries, he brings a global perspective to his work. In his role as a futurist, he helps leaders spot opportunities created by change, and teaches specific actions to be better positioned for the future. His session will commence at 1:00 pm in the combined rooms of Marshall and Seal Harbor.

Friday luncheon speakers David Maxwell, Bruce Fitzgerald, and Elissa Tracey will update us on the progress of FirstNetME, the project to improve the first high-speed, nationwide wireless broadband network dedicated to public safety. The Saturday luncheon will feature NACo speaker Jay Kairam, Director of Program Strategy for the County Innovations Lab. NACo hand-out materials will be located at the MCCA display near the Hedges Hall entrance.

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. 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

Color	Day	Meal & Price	Online
Green	Friday	Sept 27 Breakfast \$22	\$22.94
Red	Friday	Sept 27 Lunch \$27	\$28.08
Blue	Friday	Sept 27 Dinner \$47	\$48.66
Green	Saturday	Sept 28 Breakfast \$31	\$32.20
Yellow	Saturday	Sept 28 Lunch \$29	\$30.14
Orange	Saturday	Sept 28 Dinner \$47	\$48.66
Blue	Sunday	Sept 29 Breakfast \$22	\$22.94

 Eligible for All Event Meals



Do you need to add a meal?

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 above to go there now.



Location matters.

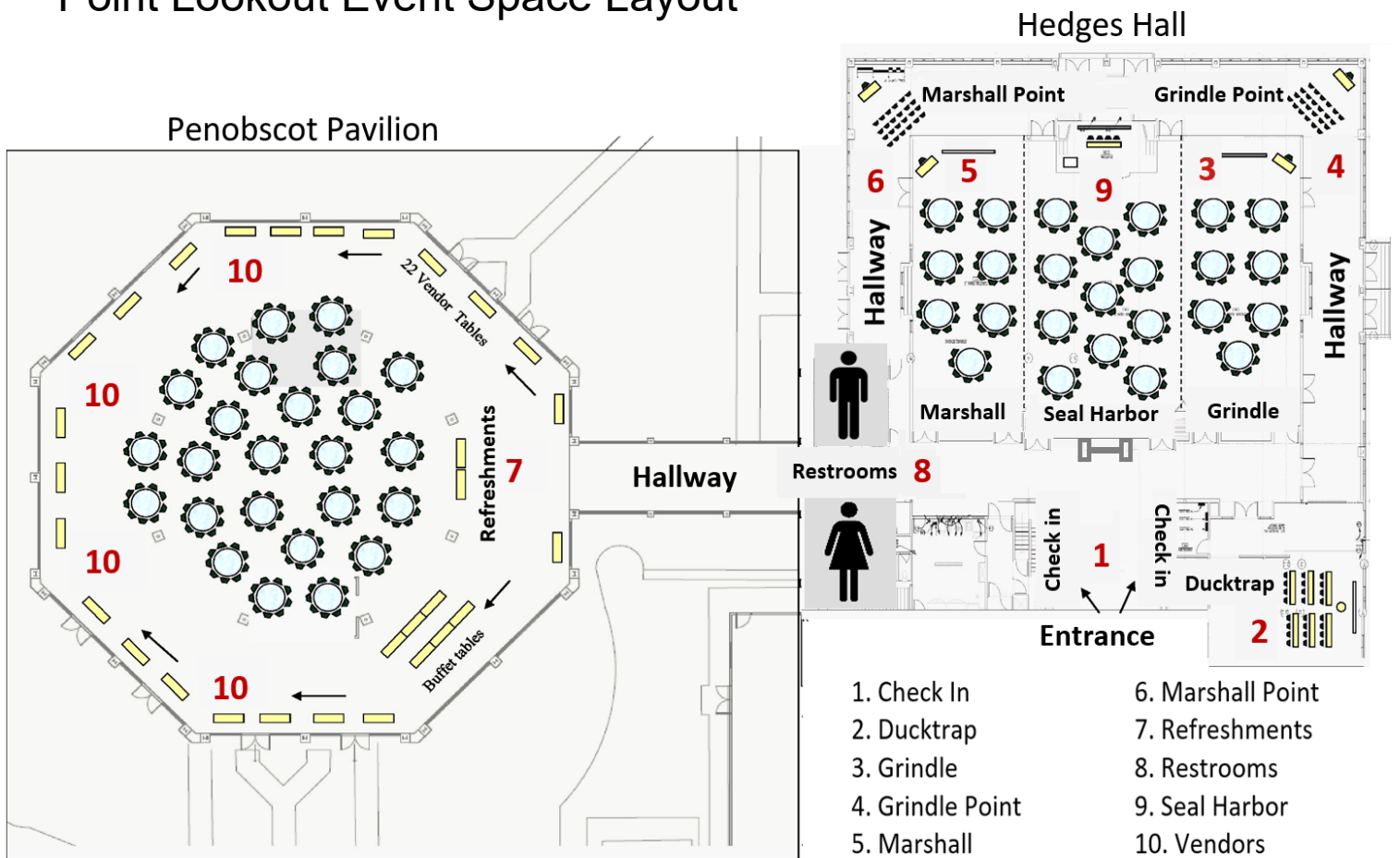
You will always find ST&A attorneys at the top of national rankings. And for over 150 years, our convenient location at the heart of Maine keeps us closer to more of the clients we serve and allows us to offer our services at a greater value.

GOVERNMENT SERVICES ATTORNEYS

Darcie P.L. Beaudin, Amy Dieterich, Jordan Payne Hay, Ronald P. Lebel, James F. Pross, Norman J. Rattey, William K. Skelton, and Theodore Small

95 Main Street, Auburn, Maine
 689 Friendship Road, Waldoboro, Maine
207.784.3200 | sta-law.com

Point Lookout Event Space Layout



Many thanks to Waldo County, Host of the 2019 Convention of Maine Counties!



We offer comprehensive employee benefit support including:

- Experienced, local team
- Full-time Employee Advocate
- Employee engagement
- Compliance resources
- People risk management
- Wellness guidance

Please contact Scott McKee to learn more about how we support our Maine Counties customers.

Email: SMcKee@AcadiaBenefits.com
Phone: 207.822.4381



www.AcadiaBenefits.com

Schedule of Events

Friday, September 27, 2019

Time	Event	Location
7:30-9:00	Harborside Breakfast Buffet	Penobscot Pavilion
7:00-7:30	Vendor Setup	Penobscot Pavilion
7:30-5:00	Registration/Check-in	Hedges Hall Foyer
8:00-5:30	Visit Vendors and Exhibits & Refreshments	Penobscot Pavilion
8:30-10:00	Best Onboarding & Offboarding Practices	Marshall
9:00-10:00	MCCA Board of Directors' Meeting	Seal Harbor
9:00-12:00	Maine Association of Registers of Probate	Grindle
10:00-11:00	MCCA Risk Pool Board of Directors' Meeting	Seal Harbor
10:00-11:00	Maine Association of County Treasurers	Marshall Point
10:00-12:00	Maine Registers of Deeds Association	Ducktrap
10:30-12:00	What Management Needs to Know About Unions	Marshall
11:00-12:00	Maine Assoc. of County Clerks, Admins & Mgrs	Grindle Point
11:00-12:00	Maine's Demographics and Workforce	Seal Harbor
12:00-1:00	Salad and Sandwich Lunch Buffet	Penobscot Pavilion
12:30-12:50	FirstNetME Update	Penobscot Pavilion
12:50-5:00	Visit Vendors and Exhibits	Penobscot Pavilion
1:00-2:45	Keynote Speaker Simon J. Anderson	Marshall/Seal Harbor
1:00-2:30	Unauthorized Practice of Law	Ducktrap
1:00-2:30	Maine Association of Registers of Probate	Grindle
2:45-5:00	Visit Vendors and Exhibits & Refreshments	Penobscot Pavilion
3:00-5:00	Keynote Speaker Simon J. Anderson	Marshall/Seal Harbor
3:00-4:30	Probate Basics Workshop	Grindle
4:30-5:30	Visit Vendors and Exhibits & Refreshments	Penobscot Pavilion



Keynote Speaker
Simon J. Anderson

Join Futurist Simon J. Anderson for an entertaining, interactive, and thought-provoking look at the emerging technologies and trends transforming government and the lives of the citizens it serves. This eye-opening presentation brings attention to important advancements that are reshaping the future and provides new approaches to anticipating the opportunities and challenges that these advancements could create.

Simon J. Anderson is an applied foresight speaker and consultant. He helps leaders and organizations be more future ready and has shared his compelling message with thousands of senior executives and other leaders in a variety of industries from coast to coast in the United States, as well as internationally. In 2013, he founded Venture Foresight, a company dedicated to helping leaders recognize opportunities created by emerging technologies and trends.

Anderson co-authored the 2014 Bellwether Award winning book *Foresight 20/20: A Futurist Explores the Trends Transforming Tomorrow* with fellow global futurist Jack Uldrich. With two new chapters and hundreds of updates, the 2015 "Updated & Expanded" edition broadened the focus to include new industries, insights, and advancements. As a former member of the international organization Communities of the Future, Anderson worked to promote and facilitate "future's thinking" in communities around the world. His work as a futurist also informed his roles as an advisor to several technology startups and a multinational education non-profit organization.

Anderson's insights on emerging technology have been featured in a wide variety of publications including the *Star Tribune*, *Crain's Business News*, *Commercial Factor*, a publication of the International Factoring Association, the Austrian management magazine *the Hernsteiner*, and the Fall 2018 edition of *Executive Connections*, a publication of the International Executive MBA Council. His new book, tentatively titled *Outrunning Automation: A Professional's Guide to Creating Value in a Fast-Changing World* is due for release spring 2020.

Anderson and his wife Helena Cruz Sánchez live in Minneapolis, Minnesota, USA

8:30-10:00 Friday Morning Educational Session	Location
Best Onboarding and Offboarding Practices James Pross and Amy Dieterich , Skelton, Taintor & Abbott Skelton Taintor & Abbott attorneys Amy Dieterich and Jim Pross will present on best practices in hiring and firing county employees. They will offer their insights on the role of the Board of Commissioners in the hiring and firing process and provide advice about how to avoid liability to potential employees and soon to be former employees, including a discussion of responsibilities regarding personnel files. They will discuss the sometimes expensive and cumbersome hiring process for new law enforcement personnel and address new employment laws that impact the hiring process.	Marshall
10:30-12:00 Friday Morning Educational Session	Location
What Management Needs to Know About Unions John Hamer , Rudman Winchell This session will discuss the basics about how unions are formed, how unit composition is decided, the duty to bargain, interest mediation and arbitration, grievances through grievance arbitration, and prohibited practice complaints.	Marshall
11:00-12:00 Friday Morning Educational Session	Location
Maine's Demographics and Workforce Amanda Rector , Maine State Economist Maine's Demographics and Workforce is an overview of recent trends and the outlook for demographics and workforce across the different regions of the state.	Marshall
12:30-12:50 Friday Luncheon Session	Location
FirstNet Maine Update David Maxwell FirstNetME, Bruce Fitzgerald AT&T and Project Manager Elissa Tracey 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&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.	Penobscot Pavilion
1:00-3:00 Friday Afternoon Educational Sessions	Location
Emerging Opportunities: Trends and Technologies Transforming Tomorrow Simon J. Anderson , Venture Foresight Join Futurist Simon J. Anderson for an entertaining, interactive, and thought-provoking look at the emerging technologies and trends transforming government and the lives of the citizens it serves. This eye-opening presentation brings attention to important advancements that are reshaping the future and provides new approaches to anticipating the opportunities and challenges that these advancements could create. This engaging half-day session addresses not only new trends and technologies, but also the increasing challenges of keeping up with rapid advancement. You will learn proven methods to help navigate these changes and think about the future differently. Lastly, specific actions will be shared that can be taken right away to be better positioned to survive and thrive in the future.	Marshall/Seal Harbor
Unauthorized Practice of Law John Cunningham , Eaton Peabody When providing information from a government office to the public, it is not uncommon to be asked how to achieve a certain result or about the consequences or status of rights arising from the information given. In answering such questions, it is all too easy to cross the line into giving legal advice. Although prosecution for the unauthorized practice of law is extremely unlikely, there may be a real risk of complaints and even legal action against the government office because the advice given was not accurate or appropriate. This session will help you to recognize the types of answers and advice that should not be given and suggest strategies to avoid crossing the line.	Ducktrap

3:00-5:00 Friday Afternoon Educational Sessions

Location

Emerging Opportunities: Trends and Technologies Transforming Tomorrow *(continued)*

Marshall/Seal Harbor

Simon J. Anderson, Venture Foresight

Join Futurist Simon J. Anderson for an entertaining, interactive, and thought-provoking look at the emerging technologies and trends transforming government and the lives of the citizens it serves. This eye-opening presentation brings attention to important advancements that are reshaping the future and provides new approaches to anticipating the opportunities and challenges that these advancements could create.

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Probate Basics Workshop

Grindle

Probate Judge Susan Longley

Waldo County Probate Court Judge Susan W. Longley, Esq. offers a free "Probate Basics" workshop. At each workshop, Judge Longley explains the steps in organizing an advance directive for health care and a financial power of attorney. She also will provide attendees with Maine forms for Advance Directives for Health Care and Power of Attorney for Finances.

Importantly, due to ethical and licensing issues, J. Longley can answer general questions but cannot provide specific, individualized, legal advice. In addition, she welcomes group participation. She also has found that attendees themselves often volunteer great ideas on handling delicate family matters, including helping other family members respect and honor the wishes expressed in one's legal documents.

Friday Evening

Location

5:30-6:30 Cocktail Hour—Cash bar and hors d'oeuvres sponsored by **Libby O'Brien Kingsley & Champion**

6:30 Opening Ceremonies, Welcome to Waldo County

Color Guard presentation by Waldo County Sheriff's Office:

- o Detective James Greeley
- o Corporal Darrin Moody
- o Corporal Casey McDonald
- o Deputy Kevin Littlefield
- o Deputy Casey Ashy

Bagpipes and other instruments by Tom Seymour

Dinner Featuring Point Lookout's Farmer's Table Buffet

Wine sponsored by **J&B Diversified Associates, Inc.**

8:00 Entertainment by Comedian Luke Hanbury

Sponsored in part by

Machias Savings Bank



COMEDIAN LUKE HANBURY



Luke is a native of Maine and got his start by taking a standup comedy class in Portland, ME in 2004. He won the title of Portland's Funniest Professional two years later and has not slowed down. Since then, his funny observations and edgy humor have entertained audiences of all ages from Bar Harbor to New York and everywhere in between. His act is based on life experience, his past and current job titles and his bouts with various ailments over the years, including but not limited to his inability to walk away from a Yodel.



Saturday, September 28, 2019

Time	Event	Location
7:30-9:00	Sternman's Breakfast Buffet	Penobscot Pavilion
8:00-12:00	Vendors, Exhibits and Refreshments	Penobscot Pavilion

8:30-9:45 Saturday Morning Educational Sessions Location

Retirement Options Forum, Facilitated by Executive Director **Charles Pray**

Grindle

Mark Lasyone ICMA, **Michael Richardson** Nationwide, **Barbara VanBurgel** Maine Assoc. of Retirees, **Deanna Doyle** MainePERS
Public retirement specialists present options from the viewpoint of different organizations as well as answer questions from the audience about this important transitional process.

Supervisory Personnel: Assets or Liabilities to Your Organization

Marshall & Seal Harbor

Peter Marchesi Wheeler & Arey, and **Malcolm Ulmer** MCCA Risk Management Pool

This program discusses the impact, both positive and negative, of supervisory personnel on your organization and reviews steps that must be taken to limit your organization's exposure to liability and to seize opportunities for improved performance by supervisory personnel.

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

Active Shooter Response

Marshall & Seal Harbor

Jason E. Wing, Maine State Police

In this session, attendees will learn about ALICE (Alert, Lockdown, Inform, Counter, and Evacuate) is an option based active shooter training program for schools, business, healthcare, government, colleges, Law Enforcement and Houses of Worship. Its founder, Greg Crane, a 25-year police veteran developed this program to keep his wife's (an elementary school principal) school safe after the events of Columbine. ALICE takes what we have already trained our students to do (lockdown) and enhances it to provide other options such as fortification of rooms and countering.

Marijuana Use and the Workplace

Grindle

Amanda O'Leary, Maine Department of Labor

Discussion on the legalization of marijuana along with the changes in the marijuana laws and how they relate to employment related substance use testing. The presentation will identify changes to the law and the affect they have on how managers and HR professionals approach employer drug testing and substance impairment detection. Learning objectives: 1. Understanding of the marijuana laws in Maine regarding employment; 2. Understanding of the rules for employer drug testing in Maine; 3. Understanding of the importance of being able to detect impairment at the workplace.

Time	Event	Location
12:00-1:00	Point Lookout Pizzeria	Penobscot Pavilion
12:30-1:00	NACo Luncheon Speaker Jay Kairam	Penobscot Pavilion

Jayant is the Director of Program Strategy at the National Association of Counties (NACo) and brings nearly 15 years of experience in the public and social sectors in developing and driving effective advocacy campaigns and high impact public programs. Jay oversees NACo's portfolio of programs across the areas of health, human services, justice, economic development, resilience, transportation and infrastructure. In addition to overall program management and development responsibilities, he coordinates efforts across a large network of NACo stakeholders including private foundations, nonprofit partners, research entities and other member-driven organizations, and is working to advance greater use of data and analytics, human-centered design and equity-based frameworks across NACo's program practice areas.

Mr. Kairam brings a robust and diverse background in key issue areas to NACo and its members, including expertise in domestic environmental policy, economic development and infrastructure, social equity and local

government innovation. He was most recently the Deputy Assistant General Manager for External Affairs at the San Francisco Public Utilities Commission, where he led a metrics-driven community benefits program, managing the planning and implementation of \$30 million of investments in community-based organizations. Prior to that, he served as the California Clean Energy Director for the Environmental Defense Fund overseeing state-level policy and regulatory operations. He has held leadership positions for the City of New York, including as Deputy Commissioner for the New York City Business Integrity Commission and as Senior Policy Advisor in the Office of the Mayor in New York City, where he helped orchestrate important reforms to New York's solid waste management system and in advancing local sustainability goals. He is a graduate of Vassar College and the Harvard Kennedy School and served as U.S. Peace Corps Volunteer in Cape Verde.



Jayant Kairam
Director of Program Strategy
NACo County Innovations Lab

Time	Event	Location
1:00-5:30	Afternoon Activities	Various (See below.)
<div>   <p>581 Bluff Road, Northport, Maine 04849</p> <p>Sponsored by</p>     <p>Find all the clues for your chance to win a great prize! Details are in your welcome bag.</p>  <p>Sponsored by</p>  </div>		

Golf: Northport Golf Club, 581 Bluff Road, Northport, 04849, Sponsored by **Wheeler & Arey**.

Bowling Challenge: Team up with friends and co-workers and bowl in Point Lookout's own bowling alley from 2:00-4:00 pm
Sponsored by **Browntech**

Scavenger Hunt: Directions for this activity are in your welcome bag. Participants will find clues, collect tickets and continue to the next clue. There will be a special raffle at dinner on Saturday for a great prize donated by **Acadia Benefits**.

Hiking: Point Lookout has many scenic hiking trails on the property. Trail maps are available at the Fitness Center front desk and the Welcome Center. The trails are not paved and have varying levels of difficulty and terrain. If you would like assistance on choosing the trail that is right for you, please contact the Fitness Center.

Beach: Visit Point Lookout's private beach on Penobscot Bay situated across Route 1 just below the south exit gate of Point Lookout. There is a beautiful lawn area leading down to the beach. Another beach is available at Knights Pond, a five-mile lake located on the back of the property, offering a quiet beach and swimming.

Do your own thing: Relax in your luxurious cabin, visit with other county folks, or explore the area.

Saturday Evening, September 28, 2019

Time	Event	Location
5:30-6:30	Cocktail Hour sponsored by Libby, O'Brien Kingsley & Champion	Penobscot Pavilion
6:30	Best American Barbeque Dinner and Awards Ceremony	Marshall & Seal Harbor
	Wine sponsored by J&B Diversified Associates, Inc.	
	Dinner followed by Game Night	
	Games Galore – Cribbage, cards, checkers, chess & lots more	Penobscot Pavilion
	What Do You Meme? Easy to play and fun for all, no skill required.	Ducktrap
	Family Feud – Survey Says there will be plenty of laughs to go around.	Grindle



Sunday, September 29, 2019

Time	Event	Location
7:30-9:00	Harborside Breakfast Buffet	Seal Harbor
9:00-11:00	Visit with attendees, pack up and travel home	

Thank you for participating in the 2019 Convention of Maine Counties!

Many Thanks to Our Generous Sponsors!



Speakers



Amy Dieterich & Jim Pross

Skelton Taintor & Abbott

Session: Best Onboarding and Offboarding Practices

When: Friday September 27 at 8:30 am

Amy Dieterich 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.

Session: What Management Needs to Know About Unions

When: Friday, September 27 at 10:30 am

John K. Hamer, Attorney at Law, practices primarily in the areas of municipal and administrative law, labor and employment law, and litigation. He has appeared before agencies ranging from local planning boards all the way to the Maine Supreme Judicial Court. John represents individuals and businesses as well as local and county governments.

Prior to joining Rudman Winchell, John served for more than eight years as Assistant City Solicitor for the City of Bangor, during which time he authored "Municipal Regulation of Nude Dancing" in 2007 and "Handicap

Discrimination, Zoning, & the Federal Fair Housing Act" in 1998, both of which were published in the Maine Bar Journal. John is a past president of the Downtown Bangor Partnership and a member of the Bangor Target Area Development Corporation.

John was born in Germany and grew up in Amherst, New Hampshire. He received his B.A. from McGill University, and earned his J.D. and a Master of Studies in Environmental Law from Vermont Law School.

John K. Hamer

Rudman Winchell



Amanda Rector

Maine State Economist

Session: Maine's Demographics and Workforce

When: Friday September 27 at 11:00 am

Amanda Rector is the State Economist for Maine. In this capacity, she conducts ongoing analysis of Maine's economic and demographic conditions to help inform policy decisions. Amanda is a member of the State of Maine's Revenue Forecasting Committee and serves as the Governor's liaison to the U.S. Census Bureau. She started working for the state in 2004 and has been State Economist since 2011.

She earned a BA in Economics from Wellesley College and a master's degree in Public Policy and Management from the Muskie School of Public Service at the University of Southern Maine. She is also a graduate of the

Leadership Maine program and serves on the advisory board for the New England Public Policy Center at the Federal Reserve Bank of Boston.

Amanda is originally from mid-coast Maine and now lives in Union with her family.

Session: Status of FirstNet in Maine

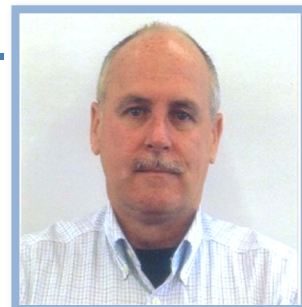
When: Friday, September 27 at 12:30 pm

David Maxwell, Bruce Fitzgerald & Elissa Tracey

FirstNetME Update

David Maxwell

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.



David Maxwell



Bruce Fitzgerald

Bruce Fitzgerald

Mr. 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.

Elissa Tracey

Senior Consultant and Hourly IT Manager

Elissa is a Senior Consultant member of Tilson's Government consulting group and acts as the Hourly IT Manager. Elissa is responsible for helping clients identify and solve critical information technology and security challenges. She acts as a trusted advisor and provides

technical, project management, business process redesign, analytical support, and strategic advisory services in a consulting environment. She works with clients in a range of business areas.

Ms. Tracey is the Project Manager for the FirstNetME Project since 2014, with her years of experience working on IT projects for federal and state governments and private and public sector organizations. Having served as IT Director for several entities, responsible for daily operations of IT staff, and has significant experience overseeing network administration, developing and implementing both short-term and strategic plans, project and budget management.

Elissa is a resident of Randolph where she is an active resident and was recently elected as President of the Pittston-Randolph Consolidated school Parent Teacher Group, and for the past 4 years she has served as a co-leader of her daughter's Girl Scout troop.

Prior to joining Tilson in 2011, Elissa served as Owner of EKB Consulting, a firm that offered consulting services in document management, IT strategy, systems analysis, and desktop and server support. Elissa holds both a bachelors' degree and MBA in Computer Information Systems from Bryant University. She also holds her Certified Scrum Master certificate.



Elissa Tracey



Simon J. Anderson, Applied Foresight Consultant

Session: Emerging Opportunities: Trends and Technologies Transforming Tomorrow

When: Friday September 27 at 1:00 pm

Simon J. Anderson is an applied foresight consultant and speaker with his company Venture Foresight. He co-authored the award-winning book *Foresight 2020: A Futurist Explores the Trends Transforming Tomorrow* with Jack Uldrich. He previously served as a key member of the international Communities of the Future network, and having traveled to more than 25 countries, he brings a global perspective to his work. In his role as a futurist, he helps leaders spot opportunities created by change, and teaches specific actions to be better positioned for the future.

Anderson's insights on emerging technology have been featured in a wide variety of publications including the Star Tribune, Crain's Business News, Commercial Factor, a publication of the International Factoring Association, the Austrian management magazine the *Hernsteiner*, and Executive Connections, a publication of the International Executive MBA Council. His new book, tentatively titled *Outrunning Automation: A Professional's Guide to Creating Value in a Fast-Changing World* is due for release spring 2020. See more at his website www.simonspeaks.com.

Session: Unauthorized Practice of Law

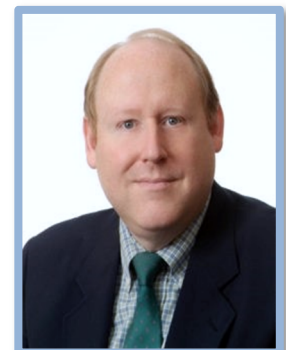
When: Friday September 27 at 1:00 pm

John is an attorney with the law firm of Eaton, Peabody whose practice is concentrated in real estate, ranging from residential title examinations to complex commercial lending transactions. He has focused extensively on issues of highway law, roads, and easements, and has considerable experience with condominiums, planned unit developments, and cooperative housing.

John is a frequent seminar speaker on real estate issues, especially topics concerning roads and easements. John has received an AV® Preeminent Peer Review Rating in the legal directory, Martindale-Hubbell®, and is listed in Best Lawyers in America in Real Estate. John is a graduate of Bowdoin College and Harvard Law School.

John Cunningham

Eaton Peabody



Susan W. Longley

Retired Probate Judge

Session: Probate Basics Workshop

When: Friday September 27 at 3:00 pm

Susan W. Longley is Waldo County's recently retired Judge of Probate. She also is a long-time teacher, lawyer and outdoor enthusiast. As her community service, every fall, she routinely has traveled Waldo County to present "Probate Basics" workshops. Though not acting as a lawyer in these workshops, she does use both her teaching and legal skills to help attendees understand the basics of such legal documents as an advance directive of health care and a financial power of attorney. When not presenting her workshops, these Maine autumn days, she and her dog and sometimes her cat, too, routinely are finding fun walks and hikes in the Maine woods.

Mark Lasyone, Barbara VanBurgel, Deanna Doyle & Michael Richardson

Session: Retirement Options Forum, facilitated by MCCA Executive Director Charles Pray

When: Saturday September 28 at 8:30 am

Mark Lasyone

ICMA-RC Regional Manager (Northeast Territory)

Mr. Lasyone has been employed with ICMA-RC for over 14 years and is currently the Regional Manager for the Northeast Territory. He is responsible for supervising business development and manages the day-to-day activities in the territory, including on-site client service. Prior to this, he served as a Retirement Plans Specialist with responsibility for providing on-site services including working with plan sponsors to establish education goals and meeting with participants to provide personal education on investment and retirement planning.

Before joining ICMA-RC in 2001, Mr. Lasyone was employed as an agent with New York Life Insurance Company, where he assisted clients in planning for their financial futures with insurance and investment products. Mr. Lasyone also has experience as a public sector employee with the City of Norfolk, VA, in the Department of Neighborhood and Leisure Services. As an ICMA-RC deferred compensation plan participant for 10 years while an employee there, he has the unique perspective of understanding the 457 plan from a participant's point of view.

Mr. Lasyone received a bachelor's degree in biology from Hampden-Sydney College. In 1999, he received a Professional Financial Planner certification by completing course work sanctioned by the College of Financial Planning at Old Dominion University. He is a Registered Representative.



Barbara J. VanBurgel, Executive Director of the Maine Association of Retirees (MAR)

Barb has been at MAR for five years. Her goal is to create connections and community among MAR members in Maine and across the country and continue to provide MAR members accurate information on their MePERS pension, insurance benefits, Social Security and other programs impacting the financial security of Maine's seniors. Barb was raised in Michigan and is a graduate of Michigan State University. She moved to Maine in 1976, teaching first in Van Buren and later working with the Aroostook County Action Program. Her career in State government began with the Welfare, Education & Employment Training program in 1983. She moved to Augusta in 1986 and held a series of management positions in the Department of Health and Human Services, retiring in 2011 as Director of the Office of Family Independence. Barb lives on 40 acres in Mercer. Barb can be reached at bvanburgel@maineretirees.org



Deanna Doyle

Deanna Doyle is the new Plan Administrator for Participating Local Districts (PLD) at MainePERS, having been promoted to the position following the retirement of Stephanie Fecteau in March 2019. Deanna herself has been employed by MainePERS for over 20 years, spending much of that time as a Retirement Specialist first serving State employees, Legislators and Judges and then PLD employees for many years. Deanna has literally assisted thousands of members with understanding what qualifies you to retire, how benefits are calculated, and how the various benefit payment options work. Deanna is excited to be here today to share some of her knowledge and to answer your retirement questions.



Michael Richardson, Nationwide Retirement Specialist

Mr. Richardson has been in the retirement plan industry for 20+ years, the last four dedicated to helping employees in the public sector plan for retirement. Before that he had his own practice as a Financial Advisor for several years at Waddell & Reed, and prior to that worked on the private sector side with 401(k) plans. Michael holds Finra Series 6, 63 & 65 licenses, and also holds Life & Health licenses in Maine and Massachusetts. He and his wife just celebrated their 22nd wedding anniversary and have two children, Shane (18) and Ainsley (15).



Session: Supervisory Personnel: Assets or Liabilities to Your Organization?

When: Saturday September 28 at 8:30 pm

Peter Marchesi

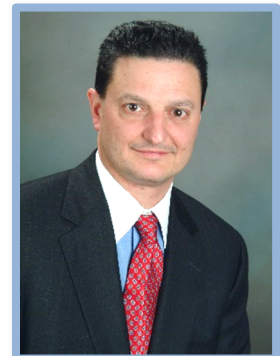
Wheeler & Arey

PETER T. MARCHESI is a partner and shareholder of Wheeler & Arey, P.A. He graduated from Colby College in 1986 with a Bachelor of Arts in Government and received his J.D. from Vermont Law School in 1989.

Mr. Marchesi is admitted to practice before the courts of the State of Maine and the United States District Court for the District of Maine. He is also admitted to practice in the United States Court of Appeals for the First and Fifth Circuits and before the United States Supreme Court. Mr. Marchesi has practiced with Wheeler & Arey since his admission to the Maine Bar in 1989.

Mr. Marchesi's trial practice focuses primarily on civil litigation, including civil rights and insurance-related matters. He has extensive experience in cases involving personal injury, insurance coverage, and police / corrections liability. Mr. Marchesi has successfully represented clients both at trial and on appeal in a number of such cases since joining the firm in 1989.

In addition to his focus on cases involving personal injury, insurance coverage and civil rights, Mr. Marchesi handles cases involving employment law, professional malpractice, and criminal law. His professional affiliations include the American Bar Association, the Maine State Bar Association, and the American Trial Lawyers Association, as well as various national and state insurance claims and bar associations.



MALCOLM L. ULMER serves as risk manager of the Maine County Commissioners Association Self-Funded Risk Management Pool. He graduated from Thomas College in 1990 with a Bachelor of Science in Business Administration.

Mr. Ulmer has managed large commercial insurance risks and self-insurance programs for private and public sector entities since 1990 and has been associated with the Risk Pool since 1993. He is responsible for managing and directing the operations of the Risk Pool and for providing guidance to the Risk Pool's Board of Directors.



Jason Wing
Maine State Police

Jason Wing has been a Trooper with the State Police for 12 years. He is assigned Troop B and patrol primarily in Oxford County. Prior to that he was in active duty in the Marine Corps for four years, and was in the Reserves for six years. Jason has been married for more than five years to his wife Larissa, who is a teacher in the RSU 10. He became a certified ALICE instructor early 2018, and has already taught a couple dozen training events across the entire State of Maine. Since 2010, Jason has been involved in school safety in the Dirigo region and has expanded his involvement since that time.

The picture to the left shows Jason with his wife, Larissa, and their new baby daughter Bristol.

Session: Active Shooter Response

When: Saturday September 28 at 10:00 am

Session: Marijuana and the Workplace
When: Saturday September 28 at 10:00 am

Amanda O'Leary
Maine Department of Labor

Amanda O'Leary has been a State of Maine employee since 2004 and has worked for both the Department of Health and Human Services and the Department of Labor during that time. She is currently working as a Management Analyst II for the Bureau of Labor Standards within the Department of Labor and is also working towards obtaining a bachelor's degree in Human Resource Management. Her work focuses on Maine's Substance Use Testing law where she assists employers in developing their company policies. Amanda is also the instructor for the Impairment Detection Training for Employers course available through the Department's *SafetyWorks!* Institute. She is dedicated to serving the people of Maine in the most efficient and meaningful way she can and understands that great customer service is the best way to achieve that.



Exhibitors





Insurance - Investments - Retirement Planning



Thank you!

This Conference was made possible through the efforts of the Convention Planning Committee, the MCCA Staff, generous volunteers, and the 2019 host Waldo County.

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Please fill out an evaluation form and leave it at the registration table or go to www.mainecounties.org and submit your evaluation online to help the Convention Planning Committee improve your experience in the future.

M.C.C.A.

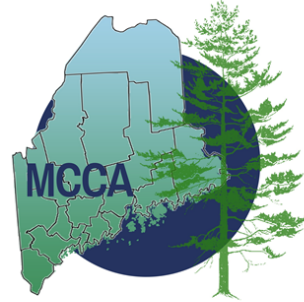
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