

MMA YEAR IN REVIEW 2018

Looking back at 2018

The Maine Municipal Association (MMA) is pleased to provide you with its 2018 edition of the “MMA Year in Review.” The report outlines the programs and services MMA provided its members during the past 12 months. In addition to offering members core services such as legal, personnel, advocacy, publications, training, technical assistance, and group self-funded insurance programs in 2018, MMA also focused on emerging issues for its members. We launched an initiative to address the growing municipal work force recruitment issue, fought for home rule authority over medical and recreational marijuana facilities and conducted numerous training sessions and provided advice on marijuana legalization. We also focused on establishing a positive state-municipal partnership in anticipation of a new Governor and Legislature. MMA’s Executive Committee interviewed all four candidates for Governor discussing important municipal issues and we produced a Municipal Issues Paper outlining those issues for legislative candidates. MMA staff continued its efforts to visit our members to learn about issues they face and discuss how MMA can assist.

MMA is all about providing its members with quality, valued services and programs to assist municipal officials to do their jobs and lead their communities during challenging times. For example, one of those challenges is the difficulty municipalities have hiring for jobs such as police, assessors, finance directors, code enforcement officers and snow plow drivers. This is driven by Maine’s demographic challenges of baby boomer retirements, an aging population, and fewer young people to fill open jobs. During 2018, MMA kicked off its “HoMEtown Careers” initiative to market the good jobs and career opportunities that exist in Maine’s municipalities. MMA produced a number of videos of young employees doing important jobs in Maine’s cities and towns promoting those careers. Through digital and social media ad buys, over two million impressions of the “HoMEtown Careers” logo and videos popped up on websites from Amazon to Zillow and smartphone apps like the Weather Channel. Individuals clicked on those impressions and landed on MMA’s “HoMEtown Careers” website to learn more about municipal job opportunities. MMA will continue promoting “HoMEtown Careers” in the coming year.

We hope you find this “MMA Year in Review” informative and encourage you to contact MMA if you would like additional information on your membership services and programs or if you have any questions. We also invite you to visit MMA’s website www.memun.org to learn more about the Association.

On behalf of the MMA Executive Committee and staff, I thank you for your membership in the Maine Municipal Association. It is a privilege to serve you.

Offering our best wishes for 2019...

Respectfully,
Stephen W. Gove, Executive Director

Advocacy Services



MMA’s advocacy services are provided through its State & Federal Relations (SFR) department, consisting of four employees. Their primary focus is to ensure that the municipal perspective is considered in the laws enacted by Maine policymakers and in the regulations promulgated by various state agencies. On all these matters, MMA’s advocates are guided by the Association’s 70-member Legislative Policy Committee (LPC), which is made up of two municipal officials from each of the state’s 35 Senate Districts who are elected by the boards of selectmen and town and city councils in their region to serve two-year terms.

2018 Legislative Session. Over the course of the second year of the 2017-2018 legislative biennium, both the state’s medical and adult use marijuana laws were amended to provide muni-

palities with greater regulatory control. With respect to adult use marijuana, LD 1719, *An Act To Implement a Regulatory Structure for Adult Use Marijuana*, provides municipal officials with nearly limitless municipal home rule authority and the “opt in” provision, prohibiting the operation of retail, manufacturing, cultivation and testing establishments, unless expressly authorized by the local legislative body. There are only two limitations on local regulation: (1) municipalities may not authorize applications for establishments to be located within 1,000 feet of the property line of a pre-existing public or private school, unless the municipality adopts an ordinance lowering that distance to a minimum of 500 feet; and (2) approval may not be granted to an applicant who has not demonstrated ownership or lease of the property from which the proposed establishment will operate.

Advocacy Services *(cont'd)*



With the passage of LD 1539, *An Act To Amend Maine's Medical Marijuana Law*, the Act's pre-existing municipal school setback and dispensary regulatory authorities were replaced with express home rule authority to regulate state registered medical marijuana caregivers, dispensaries and testing facilities. Locally adopted ordinances, however, cannot prohibit registered caregivers from operating within the community's boundaries, nor limit the number of registered caregivers authorized to operate in a municipality. In addition, the law grandfathers the operation of existing caregiver retail stores that received municipal approval. However, caregiver retail establishments seeking to open after Dec. 13, 2018, may only do so in communities where the local legislative body has authorized the activity.

Despite being described by members of the Legislature as a "solution in search of a problem," the 11th hour enactment of an amended version of LD 1629, *An Act To Protect Homeowners Affected by Tax Lien Foreclosures*, marks the SFR department's greatest disappointment of the 2018 session. The bill, as originally submitted on behalf of Governor LePage, would have essentially allowed all resident homeowners 65 years of age and older – and regardless of financial means – to live in their homes without paying for their share of municipal services, until the property taxes owed exceeded 50 percent of the assessed value of the home. Only then would the municipality be authorized to foreclose on the home and sell it to recoup the lost property tax dollars. Although as enacted, this law makes it unnecessarily more difficult and time consuming for municipalities to dispose of tax acquired property previously owned by homeowners 65 years of age or older who meet certain income and asset eligibility standards, MMA was able to influence the final and much improved outcome.

2018 Federal Advocacy Efforts. The SFR staff annually develops and publishes the Federal Issues Paper. The paper serves as the agenda for the March meetings organized by MMA and held in Washington, D.C. between Maine's Congressional Delegation and town and city officials. The programs and policies featured in the 2018 edition of the report included federal funding for the Community Development Block Grant program, the preservation of tax exempt status for municipal bonds, continued access to public safety grants, and federal funding for public infrastructure improvements. This year, nearly 20 municipal officials representing the communities of Augusta, Bath, Brewer, Portland, South Portland and Vassalboro participated in the meetings.

2019 Legislative Session Preview. In preparation for the 2019 legislative session, MMA's advocacy staff also assisted the Legislative Policy Committee in developing the Association's 2019-2020 legislative agenda. The bills on the platform, which were submitted to the Legislature for consideration, focus on the reestablishment of the state/municipal relationship necessary to ensure that efficient and fairly funded governmental services are provided to Maine residents, businesses and guests. The 10 planks in the Association's legislative platform focus specifically on: restoring and protecting state funding for the Municipal Revenue Sharing Program; requiring the state to share recreational marijuana sales

related revenue with municipalities; facilitating the expansion of access to reliable broadband internet service; ensuring that qualifying healthcare services provided to county jail inmates are covered by Medicaid; and, providing property tax relief to Maine residents through the expansion of benefits and reimbursement currently provided under the Homestead Exemption program and the reestablishment of the state's senior tax deferral program.

Communication & Educational Services



The Communication & Educational Services (C&ES) staff has an array of responsibilities critical to MMA's mission of member service. The department is responsible for developing and maintaining effective communication vehicles for MMA members, promoting MMA policy priorities and helping the public better understand the importance and value of municipal government. The department oversees MMA training and professional development efforts, including more than 90 workshops held throughout the state, two annual conferences and the annual MMA convention. It works closely with professional affiliate groups comprised of municipal employees.

Training and Professional Development. The department continued to add new training events to help our members stay abreast of current trends. Topics such as legal marijuana, employment practices, sexual harassment, and leadership skills were examined. Our 2018 Annual Convention saw a 10 percent attendance increase over 2017, and was one of the best-attended conventions in years.

Municipal Affiliate Groups. C&ES staff supports many professional Affiliate Groups, representing more than 8,000 municipal and municipally related employees, with their board meetings, budgets, websites, membership data and statewide events. We view this service as a critically important extension of overall member relations and service which, after all, is why MMA exists. We are pleased to report that the Maine Government Finance Officers Association will become our 15th "under contract" affiliate group in 2019.

Communication, Publications & Resource Center. Working with our colleagues in State & Federal Relations and our Executive Office, C&ES played a major role recording and producing videos of all four candidates for Governor, when they met separately with our Executive Committee in June 2018. These videos remained on our website for months and were viewed more than 2,000 times. A print article about the candidates was published in our monthly magazine, *Maine Town & City*. Several Maine media outlets reported on this effort and what the candidates said.

Citizen Education. An important function of MMA is to educate citizens about what municipal government does and how it is a good place for people to consider serving their communities in elected or appointed capacities. Among other activities, we reach out to thousands of high school and middle school students each year through our Municipal Literacy Project (now in 102 Maine high schools) and seventh-grade essay contest, which draws more than 150 entries per year.

Communication & Educational Services *(cont'd)*



Media Relations. MMA participated in 125 media interviews in 2018, covering the broad spectrum of public issues faced by our members. Media coverage included intense focus on municipal employment needs, senior citizens and property taxes and legalized marijuana.

Information Technology (IT) Services



The Information Technology (IT) department is comprised of a vast array of services necessary for the successful operation of an IT environment. Fundamental needs include infrastructure, applications, security, remote access, and training. MMA has recognized the increasing need for IT support and education within the municipal community. This is driven in part by emerging threats that jeopardize the safety and security of your information resources.

In 2016, MMA formed a partnership, to complement this member service, with a technology vendor that offers statewide coverage to service our members. Workgroup Technology Partners has been serving Maine for over 20 years and provides a complete package of services from hardware sales and support, to desk-top and complete network support and monitoring. Additionally, MMA's internal IT staff possesses the technical expertise and ability to offer quality training and education services directly to the membership. MMA's Information Technology Services offers the following contracted services, tailored to fit the needs of your community:

- **Cyber Liability Requirements.** MMA's IT staff can assist you in meeting the requirements for cyber liability coverage through the MMA Property & Casualty Pool.
- **Policy Development.** MMA can assist you in developing or updating Computer Use Policies, Privacy Policies, Vendor Confidentiality Agreements and other required or necessary documentation.
- **Internal Assessments.** MMA offers internal risk assessments as well as infrastructure or network assessments performed by MMA's partner vendor at a reduced market rate.
- **Compliance Assistance.** MMA can assist you in meeting various regulatory requirements.
- **On Site Training.** MMA offers on-site group training programs for municipal employees. These programs are designed to strengthen computer security awareness. Programs are tailored to each community's needs.

MMA staff have conducted on-site security training sessions as well as presented cyber security and general computer security training at various conferences. Additionally, staff can assist members with their Property and Casualty requirements for cyber li-

ability coverage during the renewal period this spring. This effort is done at no cost to the members through a grant from MMA's reinsurer. MMA looks forward to continuing efforts in the IT field services area along with our partner, Workgroup Technology.

Legal Services



MMA's Legal Services program responds to legal inquiries from municipal officials, produces manuals, information packets and other publications, participates in the development and delivery of training programs, and advocates for municipal interests by filing "friend of the court" briefs. The Legal Services department consists of six attorneys and an administrative assistant.

Inquiries. During 2018, we expect to have logged nearly 5,500 inquiries and estimate that approximately 95 percent of our members will have used the Legal Services program. During 2018, we handled inquiries concerning the legalization of recreational and medical marijuana in Maine. We also responded to many questions relating to moratorium ordinances, local food ordinances, election procedures, tax liens and poverty abatements. The handling of public records requests, land use issues, board relations, and citizen petitions also accounted for numerous inquiries, along with the perennial questions about roads and town meetings.

Publications. Legal Services maintains 13 manuals and over 50 information packets providing guidance on municipal legal issues. In 2018, the department published supplements updating the *Town Meetings & Elections Manual*, *Roads Manual* and *Guide to Municipal Liens*. By the end of 2018, we also updated nine information packets and developed a new packet addressing regulation of drones. Throughout 2018, we published updates, guidance materials and sample ordinances relating to recreational and medical marijuana legalization, including two new information packets on those subjects. A new edition of the *Assessment Manual* is expected in 2019, as is a new edition of the *Town Meetings & Elections Manual*. The Legal Services staff also publishes "Legal Notes," a monthly column in the *Maine Town & City*, addressing current legal issues facing municipalities. All publications are available to members free of charge on the MMA website.

Training. Legal Services staff participated in numerous MMA and Affiliate Group training programs throughout the year, including Town Meetings and Elections, Municipal Law for Clerks, Municipal Law for Tax Collectors and Treasurers, New Managers Workshop, Managing Freedom of Access Requests, Social Media "Do's and Don'ts," and numerous Planning Board / Board of Appeals Workshops and Elected Officials Workshops. The Legal Services staff also spoke at MMA's Human Resources and Management Conference and at MMA's Annual Convention. In addition, staff participated in outside trainings for harbor masters, public works personnel and for land use planners. Legal Services staff continues to administer and provide legal educational programming for meetings of the Portland-based ROMA group of municipal attorneys.

Judicial Advocacy. No requests were received to file amicus curiae ("friend of the court") briefs in any cases of significance to our members in 2018.

Legal Services *(cont'd)*



The Legal Services staff also continued to consult with MMA's State & Federal Relations staff on municipal legal issues presented by pending legislation. In 2018, the Legal Services staff provided significant input on municipal regulation of adult use marijuana, medical marijuana and property tax lien issues.

Municipal Employees Health Trust



The Maine Municipal Employees Health Trust (MMEHT or the Trust) has provided cost-effective, quality employee benefit plans at competitive rates on a self-insured basis to local government and eligible quasi-governmental employees, retirees and their dependents since 1983. The MMEHT, administered by MMA, allows participating employers to aggregate their purchasing power and take advantage of self-insurance, an efficient financial tool.

An 11-member Board of Trustees governs the Trust. The Board is comprised of Health Trust plan participants committed to offering high quality employee benefits to member employers and their participating employees. In 2018, the MMEHT provided health insurance benefits to nearly 20,000 participants in its medical plans, offered by more than 450 municipalities, counties and special districts. The Trust also offers dental, life, vision, short term and long term disability plans.

Continued Plan Choice and Flexibility. The Trust offered seven medical plans in 2018, and will continue to offer all seven plans in 2019, although two plans (the POS A and PPO 1000) have been closed to new membership. Employers participating in the Trust may choose to offer up to three different health plans to eligible employees.

Commitment to Improving Health. In 2018, the MMEHT Wellness Works staff conducted more than 320 health education classes throughout the state, reaching over 4,900 Health Trust plan participants. These classes covered a wide variety of health promotion topics such as nutrition, diabetes, heart health, fitness, and stress management. The Trust disbursed over \$120,000 in wellness incentive grants in 2018 to help underwrite local, on-site wellness programs. Trust staff continued to promote the value of the Trust's Employee Assistance Program (EAP) for employees and their family members. In addition to providing individual services to employees and family members who called to request assistance, the EAP also provided several Critical Incident Stress Debriefings to Trust participating employers during the year. The Trust continued to offer Telephonic Diabetes Education and Support programs in 2018. These programs provide incentives to participants with diabetes to better manage their condition.

Value Added Services. Trust staff presented several workshops and e-mail updates on Health Care Reform under the federal Affordable Care Act (ACA), and assisted a number of large employer groups in understanding the process of compiling and filing their Forms 1095-C and 1094-C as required by the ACA. Trust

staff also presented a series of Administrative Workshops, to assist employers in administering their coverage through the Health Trust; Retiree Workshops, to educate retirees and soon-to-be-retirees on the coverage available to them through the Health Trust after they retire; and Reporting Meetings, to provide Trust participants with updates on the Trust's financial condition and upcoming benefit changes.

Trust staff also met with many of the Trust's large, individually rated employers to discuss their health plan claims experience and cost drivers, in an effort to assist these groups in better managing their health care costs.

Commitment to Lowering Costs and Improving Quality. In 2018, the MMEHT continued its support of the Healthcare Purchaser Alliance of Maine (formerly the Maine Health Management Coalition), a purchaser-led partnership among multiple stakeholders. The Alliance publicly reports on quality of care provided by doctors and hospitals across the state through its website, www.getbettermaine.org. The Trust is committed to helping our participants get the highest quality and value out of their health care dollars. The Trust's overall cost for administering its benefit plans is well below the industry average.

Personnel Services & Labor Relations



The Personnel Services & Labor Relations department staff of three has two distinct functional areas: providing human resource management for the MMA organization; and, providing personnel management and labor relations advice, training and consulting services to MMA's municipal and associate members. The internal human resource functions include assisting with all departmental recruitment and hiring, maintaining MMA's performance evaluation and merit-based compensation systems, administering the employee benefit programs, production of payroll, providing in-house training, and providing advice and counsel to MMA management and staff on personnel policy matters and any employee performance issues.

Labor Relations. In 2018, MMA Personnel Services & Labor Relations staff assisted and represented five municipalities as they negotiated with 16 different collective bargaining units. Several of the collective bargaining efforts included representation in mediation after the parties reached an impasse. The labor market in 2018 remains very tight, with an unemployment rate below 4.0 percent, continuing the trend of an increasing shortage of workers and new entrants into the labor market. This is causing municipalities to have difficulty attracting and hiring replacement employees. Members also face challenges retaining the qualified employees they already employ. This translates into upward wage pressures on municipalities as they compete for a scarcer commodity – qualified workers. This hasn't gone unnoticed by the employees, and we are seeing proposals for market wage adjustments beyond normal COLA adjustments. This trend is not likely to end anytime soon given the workforce issues and the continuing growth in the US economy.

Executive Search. During 2018, MMA assisted seven municipalities in searches for new town or city managers. There continues

Personnel Services & Labor Relations *(cont'd)*



to be a strong demand for executive searches. Several searches are already scheduled for 2019. Like other municipal employee categories, there is a tight supply of managers to fill these positions. This service provides beginning-to-end assistance to the selectmen or council as they seek a new or replacement municipal manager. In 2016, in conjunction with the Maine Town, City & County Management Association, we established a list of individuals available to be considered for interim town manager positions when the current manager resigns or retires. This list is located on the MMA website and is updated on a regular basis.

General Personnel Management Assistance. Staff provided a higher than usual level of on-site entry level testing for a number of police and fire departments as they recruited new police officers or firefighters. Staff also responded to several hundred general personnel inquiries from our members on issues as diverse as FMLA and the federal health care reform laws. Staff participated in a number of training programs to assist our members in having proper HR practices.

Maine Public Employee Retirement System (MPERS). MMA has been actively involved as a member of the PLD (Participating Local Districts) Advisory Committee as it looked at additional changes to the PLD retirement plans in light of the gap in funding created by the very large hit the retirement system assets took in the 2008-2009 stock market collapse that still impacts the system's funds today. While the system is in very good financial shape by national public pension fund standards, with a funding level of over 90 percent, additional changes were necessary to ensure long-term continued health and sustainability of the PLD plan. These changes were adopted in 2018 by the MPERS Board of Directors. The Advisory Committee continues to monitor system performance to continue their responsibility to protect the health of the PLD retirement plan, as well as overseeing the distribution of surplus MePERS funds back to member PLDs. The changes made in 2018 are specifically designed to ensure the sustainability of the core benefits provided to municipal retirees in the long term and to share market risks with members, retirees and municipal employers. Before these changes, the bulk of market risk was borne by employers in the form of higher employer contribution rates.

Risk Management Services



MMA Risk Management Services administers three self-insurance programs for our members:

- MMA Workers' Compensation Fund, established in 1978
- MMA Unemployment Fund, established in 1978
- MMA Property & Casualty Pool, established in 1987

MMA's staff of Risk Management professionals provides underwriting, member assistance, claims and loss prevention services

to program participants. The financial condition of the programs is excellent due to sound financial management and protection provided by the purchase of high quality reinsurance. Each program is managed individually and governed by its own board of elected and appointed municipal officials. All programs are a partnership of Maine communities that share risk with one another for specialized coverage unique to municipal exposures. We take great pride in the success of the programs and their continued growth. Risk Management Services is preparing for some significant computer upgrades. These upgrades incorporate newer technologies resulting in better control over the data elements, will increase end users ability to create ad hoc reports and include business analytics. The plan is to integrate the Loss Control functions that are critical to the underwriting process into the policy system. This will result in the elimination of the standalone database and provide greater control and access to the data collected.

The Workers' Compensation Fund. The Fund serves 575 members and provides Third Party Administrator services for their Workers' Compensation (WC) claims to the City of Portland and the City of Bangor, both of which are self-insured. The WC Claims department is currently handling a total of 1,125 open claims with combined total payments and reserves of \$83.5 million for the WC Fund, City of Portland and City of Bangor. As we continue to promote safety, our Loss Control department provided training to 531 employees in 36 training sessions through November of this year.

The Property & Casualty Pool. The Pool has grown from 14 original members in 1987 to a current membership of 466 municipalities and special districts. Several coverage changes were made to the program for the July 1, 2018 - July 1, 2019 coverage period. The changes included expanding the Automobile Rental Reimbursement from 21 days to 30 days, increasing the maximum coverage for loss of use of mobile equipment to \$250 per day for 30 days, and eliminating the additional \$5,000 member retention when a Public Officials and Employment Liability claim includes back and/or future salary awards. This broadens coverage to include law enforcement officers and firefighters who render first aid or administer Narcan and increased the maximum flood and earthquake limit for any one member from \$5 million to \$10 million and updated the formula to be used in case of a major flood or earthquake involving damage to multiple members.

Coverage is available for unmanned aerial vehicles/drones (UAVs) to members that have met the requirements to operate their own UAV. EPL Assist is offered at no additional cost through Littler Mendelson, a national firm of attorneys specializing in employment law. The program includes a telephone and email hotline providing expert legal advice on issues surrounding employee discipline, wage and hour, disability accommodation and other employment related questions that our members often face, and includes a very robust website our members are able to use. The pool offers various credits for certified managers, treasurers, tax collectors, dispatchers and law enforcement accreditation.

Unemployment Compensation Fund. The Fund includes 195 municipal members and 50 associate members totaling over 8,000 employees. 424 claims were processed since Jan. 1, 2018

Risk Management Services *(cont'd)*



with \$222,702 in unemployment benefits paid. This is a marked decrease from prior years. The Executive Committee approved an average rate decrease of 9.1 percent and the distribution of \$400,000 in excess balances and dividends for the 2018 Fund Year.

Dividends. The Workers Compensation Fund disbursed \$649,938 in dividends in 2018. The Property & Casualty Pool disbursed \$599,923 in dividends. This is a total of \$1,249,861 paid out by the programs in 2018. Over 80 percent of the members received a dividend which is based on a member's loss experience and length of participation in the applicable program.

Ed MacDonald Safety Grants and Scholarships Program. In an effort to reduce the frequency and severity of worker

compensation claims, the Loss Control department awarded 196 Safety Grants and Safety Scholarships in 2018 for a total of \$257,555. Please check our website www.memun.org for details. Click on "Risk Management Services" under Quick Links and then on "Grants and Scholarships."

Online Training. FirstNet is an online safety training tool that is available at no cost to members of the Workers Compensation Fund or Property & Casualty Pool. This program enables employees to take 77 different safety and liability related training courses at their work sites or at home. The FirstNet NextGen Online Training Safety program was launched this September and has proved popular. In the last year, 19,475 active users completed 12,541 courses.

Staff Visits. Members have direct access to their individual assigned team. Risk Management Services staff averages over 1,000 visits to members each year. Member visits include coverage and claims reviews, program and property evaluations, training and consultation specific to municipal exposures.

MMA 2018: By The Numbers *Numbers reflected are based on 11 months (Jan. – Nov. 2018)*

Membership

- Municipal Members *(towns, cities, plantations and Native American nations)* 485
- Associate Members *(special districts, quasi-municipal, municipal non-profits)* 271

Affiliate & Patron Status

- Business Patrons..... 15
- Individual Patrons 9
- Professional Patrons..... 23
- Affiliated Municipal Professional Organizations & County Municipal Associations..... 34
- Affiliated Municipal Professional Organizations *(under contract for administrative services)*..... 15

Member Services & Programs

- MMA Legal Services Inquiries..... 4,938
- Advocacy - Number of bills introduced by Legislature *(During the 2018 Second Legislative Session and Special Session)*..... 275
- Advocacy - Number of municipally-related bills tracked by MMA staff *(During the 2018 Second Legislation Session and Special Session)* 77
- Advocacy - Number of municipally related carryover bills tracked by MMA *(Carried over from the 2018 First Legislative Session into Second Legislation Session and Special Session)*..... 118
- Workshops, training attendees *(includes MMA & Affiliate Group training)* 6,890
- MMA Annual Convention attendees *(daily average; the Convention is a two-day event)* 1,119
- MMA Technology Conference attendees..... 186
- MMA Human Resources and Management Conference attendees..... 136
- Sponsors, exhibitors and advertisers *(conferences, publications and website)* 248

Group Self-Funded Insurance Programs

- Maine Municipal Employees Health Trust (Municipal Members) 328
- Maine Municipal Employees Health Trust (Associate Members)..... 223
- MMA Property & Casualty Pool (Municipal Members)..... 368
- MMA Property & Casualty Pool (Associate Members) 98
- MMA Workers Compensation Fund (Municipal Members) 421
- MMA Workers Compensation Fund (Associate Members)..... 163
- MMA Unemployment Compensation Fund (Municipal Members) 195
- MMA Unemployment Compensation Fund (Associate Members)..... 50

Mark Your Calendars for 2019 MMA Events:

Municipal Technology Conference

Friday, May 10, 2019 – Cross Insurance Center, Bangor, ME

Municipal Human Resources & Management Conference

Thursday, June 27, 2019 – Thomas College, Waterville, ME

MMA 83rd Annual Convention

October 2-3, 2019 – Cross Insurance Center, Bangor, ME

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