




**MAINE MUNICIPAL
ASSOCIATION** SINCE 1936



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2023 MMA Accomplishments. At the directive of MMA’s Executive Committee, in 2023 MMA staff implemented several programs targeted at better serving municipal officials, including the modernization of the Association’s website, and the establishment of the Education and Training Advisory Council, just to name a few. **PAGE 5**

2024 MMA Goals. At the directive of the Executive Committee, staff has a full slate of “to dos.” Over the course of the next twelve months, the Association will focus its resources on: (1) implementing the Serve Strong program; (2) recruiting and onboarding replacements for retiring senior staff; (3) implementing the self-service tools municipal officials need; (4) making investments associated with maintaining an aging building; and (5) continuing to implement member engagement programs and opportunities. **PAGE 12**

2023 Member Recognitions & Achievements. From being awarded the prestigious MMA Ethel Kelley Memorial Award to being recognized for outstanding accomplishments in a variety of municipal professions, to receiving acknowledgment for the exceptional work that goes into publishing the annual report, our members had much to celebrate. Look no further for a list of municipal officials recognized in 2023 for their contributions to local government service. **PAGE 14**

EXECUTIVE COMMITTEE

PRESIDENT

DIANE HINES

Town Manager, Town of Ludlow

VICE PRESIDENT

MELISSA DOANE

Town Manager, Town of Bradley

IMMEDIATE PAST PRESIDENT

ELAINE ALOES

Chair Selectboard, Town of Solon

MEMBERS

ROBERT BUTLER

Selectperson, Town of Waldoboro

DAVID CYR

Town Manager, Town of Frenchville

PHIL CROWELL

City Manager, City of Auburn

TERRY HELMS

Selectperson, Town of Grand Isle

SHILOH LaFRENIERE

Town Manager, Town of Jay

DAVID NADEAU

Councilor, Town of Windham

JUSTIN POIRIER

Town Manager, Town of Monmouth

DINA WALKER

Selectperson, Town of Weld

ANTHONY WARD

Town Manager, Town of Casco

From the Executive Director

Thank you for being a valued member of the Maine Municipal Association. Your ongoing support for our programs and services is greatly appreciated, as is your dedication to local government service.

We are also grateful for your participation in our many educational and training programs, contributions to MMA and affiliate group boards and committees, and the feedback you provide through the conversations with our Health Trust and Risk Management field staff and the submission of program evaluation forms. The comments you provide enables staff to develop new services and refine existing programs to better suit your needs.

As expected, the staff at MMA take seriously our role in supporting your work at the local level.

The products provided by the Association's Risk Management Services and Health Trust protect your employees, volunteers, resources, and assets. Our team of attorneys are available to answer your questions via phone calls and emails, and through our updated website, our members are afforded 24-hour access to legal notes, manuals, sample ordinances, and guidance on a variety of municipal issues. At the direction of MMA's 70-member Legislative Policy Committee, our advocacy team ensures members of the Maine State Legislature hear your voices. Through the email distribution of action alerts and publication of our Potholes & Politics podcast, Legislative Bulletin, and the Maine Town & City magazine, we make certain that you are kept up to date on the most pressing municipal issues.



In that vein of communications, MMA has developed this guide to provide you with one-stop access to important and relevant information. In the accompanying pages you will find a description of MMA's 2023 accomplishments, as well as the Executive Committee's directives for 2024. Descriptions of our departmental functions, as well as a list of resources are provided to assist you in finding the information you need.

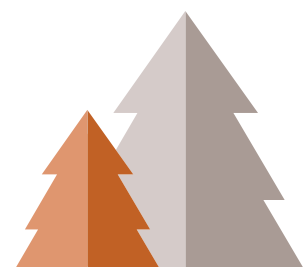
Finally, this document provides the opportunity to celebrate our municipal leaders' successes, by recognizing municipal officials and volunteers whose contributions were singled out in 2023.

I hope you find this document useful. If you have any questions about our resources or suggestions for additional programs and services, please do not hesitate to contact me or any member of our management team.

On behalf of MMA's leadership and staff, thank you for your membership, support of the Association, and continued local government service. It has been a privilege to serve elected and appointed municipal officials over the last year.

Best wishes to you all.

Warmly,
Catherine M. Conlow, Executive Director



MMA Program Centers

MMA services and programs are provided by dedicated employees working in 10 different program centers, which are designed to meet the unique needs of municipal leaders, staff, and volunteers. What follows are descriptions of our program centers, and key contacts, organized by service. The employees listed below can be reached either email or by calling 1-800-452-8786.

Administrative Services. In addition to direct member services, MMA functions are backed by a variety of administrative functions that provide support to members, as well as to MMA staff.

Key Contacts

Accounts Payable/Receivable

Sherry Emmons semmons@memun.org

Building Operations/Purchasing

Louise Wing..... lwing@memun.org

Purchasing Publications

Peggy Marson..... pmarson@memun.org

IT Services

Brian McDonald bmcdonald@memun.org

Member Database/Mailing List Requests

Personify..... personifyrequests@memun.org

Receptionist/ Room Reservations

JoAnn Larino-Greves.. JLarino-Greves@memun.org

MMA Management Team

CATHY CONLOW

Executive Director

E-mail: cconlow@memun.org

KELLY MAINES

Executive Office Administrative Coordinator

E-mail: kmaines@memun.org

DAVID BARRETT

Director, Personnel Services & Labor Relations

E-mail: dbarrett@memun.org

KATE DUFOUR

Director, Advocacy & Communications

E-mail: kdufour@memun.org

REBECCA McMAHON

Director, Legal Services

E-mail: legal@memun.org

PETER OSBORNE

Director, Educational Services

E-mail: posborne@memun.org

MICHELLE PELLETIER

Director, Risk Management Services

E-mail: mpelletier@memun.org

KRISTY GOULD

Director, Health Trust Services

E-mail: kgould@memun.org

SHELLY PAGE

CFO/Director, Financial Planning

E-mail: spage@memun.org

BRIAN McDONALD

Director, Information Technology
& Administration

E-mail: bmcdonald@memun.org

Accomplishments

Guided by MMA's 70-member Legislative Policy Committee, ensures municipal interests are considered when state laws are enacted, and state agency regulations are adopted. The department is also responsible for developing and maintaining effective communications with members, promoting MMA policy priorities, maintaining the website, and helping the public better understand the importance and value of municipal government.

Advocacy & Communications Accomplishments 2023

- Modernized and redesigned MMA's Maine Town & City magazine, website, and logo.
- Launched the Douglas M. Eugley memorial scholarship, providing three \$1,000 scholarships to college students seeking careers in municipal government.
- Worked with the Maine Chiefs of Police and Husson College to develop a law enforcement officer recruitment video to be launched nationally.
- Advocated for amendments to the affordable housing laws and worked with other interested parties on the repeal and replacement of the Senior Property Tax Stabilization Act.
- Survived a rather contentious legislative session, with several accomplishments under our belts, one of the most prized being the repeal and replacement of the Senior Property Tax Stabilization Act.
- Provided legislative updates to MMA affiliate groups.
- Presented at MMA training sessions, workshops, and webinars.

Key Contacts

General Information

Laura Ellis lellis@memun.org

Advocacy, State

Kate Dufour kdufour@memun.org

Rebecca Graham rgraham@memun.org

Rebecca Lambert rlambert@memun.org

Amanda Campbell acampbell@memun.org

Advocacy, Federal

Kate Dufour kdufour@memun.org

Maine Town & City, Articles

Kate Dufour kdufour@memun.org

Maine Town & City, Marketing

Sue Bourdon subourdon@memun.org

Maine Town & City, Subscription

Val Pomerleau vpomerleau@memun.org

Legislative Bulletin, Information

Laura Ellis lellis@memun.org

Legislative Bulletin, Subscription

Val Pomerleau vpomerleau@memun.org

MMA This Month, E-Newsletter

Ben Thomas bthomas@memun.org

MMA Salary Survey

Carol Weigelt cweigelt@memun.org

Website Management

Ben Thomas bthomas@memun.org

Research/MMA Website

Carol Weigelt cweigelt@memun.org

Accomplishments

Educational Services Manages and facilitates municipal training and professional development efforts, including workshops, webinars, conferences, and MMA's Annual Convention. Educational Services also provides administrative and support services to 13 professional affiliate associations comprised of municipal employees to administer their memberships, trainings, certification programs and much more.

Educational Services Accomplishments 2023

- Launched the MMA Education and Training Advisory Council, which was formed in July 2023, and directed to support and advise MMA on developing and overseeing municipal educational and training needs across the state.
- Offered 37 training workshops and webinars for municipal members, covering a diverse array of topics, including: elected officials; planning boards and boards of appeal; diversity, equity, and inclusion; mental health; labor and employment law; assessing for non-assessors; Right to Know law; customer service; and more.
- Held the Human Resources and Management Conference at the University of Maine.
- Held 87th Annual MMA Convention at the Augusta Civic Center on October 4 & 5, 2023, with the theme of "Lead. Motivate. Communicate."
- Provided administrative and support services to 13 contracted affiliate associations by participating in 115 affiliate association board and committee meetings, trainings, and conferences.

Key Contacts

CONVENTION:

Planning/Logistics

Peter Osborne posborne@memun.org

Registration

Louise Wing lwing@memun.org

Exhibit Space

Sue Bourdon sbourdon@memun.org

Ethel Kelley Memorial Award

Kate Dufour kdufour@memun.org

Annual Report Competition

Carol Weigelt cweigelt@memun.org

Affiliate Group Training

Melissa White mwhite@memun.org

MMA Training & Workshops

Melissa White mwhite@memun.org

Citizen Education

Kate Dufour kdufour@memun.org

Accomplishments

Executive Office Accomplishments 2023

- Filled two vacancies due to the retirement of Theresa Chavarie, Member Relations & Executive Office Manager and Sarah Ledoux, Chief Financial Officer & Director of Financial Planning, both of whom held key positions within the Association.
- Continued the onboarding process with Kelly Maines, who filled the vacancy in the Executive Office and started the process with Shelly Page, who began as head of the Finance Department as of January 29, 2024.

Key Contacts

Administration & General Issues

Cathy Conlowcconlow@memun.org

Corporate & Governance Issues

Kelly Maineskmaines@memun.org

Human Resources

Cynthia Branscom.....cbranscom@memun.org

Media & Press Inquiries

Kate Dufour.....kdufour@memun.org

Public Access Officer

Kelly Maineskmaines@memun.org

MMA Annual Business Meeting

Kelly Maineskmaines@memun.org

Municipal & Associate Membership

Kelly Maineskmaines@memun.org

Affiliate Membership

Melissa Whitemwhite@memun.org

Affiliate Financial Reports

Renee Breault.....rbreault@memun.org

Supporting Memberships

Kelly Maineskmaines@memun.org

Marketing & Exhibitor Information

Sue Bourdonsbourdon@memun.org

Executive Office & Member Relations. MMA is a voluntary membership organization offering an array of professional services to municipalities and other local governmental entities in Maine. In addition to providing a full slate of services to member towns, cities and plantations, the Association offers the following memberships:

Associate. Membership is open to county and regional municipal associations and municipal professional organizations in the State of Maine whose purpose is to provide collaboration and specialized training for municipal officials serving in a particular role or region. The Executive Committee acts on requests for Affiliate status.

Affiliate. Membership is open to county and regional municipal associations and municipal professional organizations in the State of Maine whose purpose is to provide collaboration and specialized training for municipal officials serving in a particular role or region. The Executive Committee establishes related policies and acts on requests for Affiliate status. Affiliates are entitled to limited benefits including contracting with MMA for administrative services.

Supporting (formerly Patron Status). Membership is **open to citizens, students and professionals in private and public organizations and businesses that have an interest in local government.** MMA offers these reduced rate memberships to foster collaborative efforts and information-sharing with other government entities that in turn benefit our member municipalities and the citizens of Maine. There are three Supporting Membership categories: Premier, Standard, and Individual with varying levels of benefits and annual fees. The Executive Committee establishes annual fees and all related policies.

Accomplishments

Human Resources Accomplishments 2023

- Conducted 10 external executive searches, and six labor contracts in three communities.
- Conducted 20 internal recruitments.
- Implemented a 1% one-time payment for employees earning less than \$75,000 annually in August of 2022.
- Implemented a retroactive 3% base pay increase for all staff to offset the 8% inflation rate.
- Adjusted salaries for specific staff in recognition of increased levels of training, experience, and market pressures.

Personnel Services & Labor Relations.

Provides human resource management for the Association and provides personnel management and labor relations advice, training, and consulting services to MMA's municipal and associate members.

Key Contacts

Information & Materials

Cynthia Branscom.....cbranscom@memun.org

Labor Relations Inquiries

David Barrett.....dbarrett@memun.org

Personnel Inquiries

Cynthia Branscom.....cbranscom@memun.org

Executive Searches

David Barrett.....dbarrett@memun.org

IT & Administration Accomplishments 2023

- Oversaw the website upgrade and integration portals for member self-service features.
- Developed a HIPAA assessment and action plan.
- Implemented a secure password vault program.
- Migrated to a new email protection and archival platform.
- Instituted a web security program and integration for remote users.
- Implemented a new cloud based electronic fax system.
- Conducted HVAC repairs and stabilization of control programming.
- Installed one of two EV charging stations in front of the MMA building.

Information Technology (IT). Manages a vast array of services necessary for the successful operation of an IT environment within the organization, including infrastructure, applications, security, remote access, and training.

Key Contacts

Basic Advisory & Contractual

Brian McDonald.....bmcdonald@memun.org

Accomplishments

Legal Services. Provides legal opinions to municipal officials, produces manuals, information packets and other guidance, participates in the development and delivery of training programs, and advocates for municipal interests through “friend of the court” briefs. The Legal Services department consists of six attorneys and an administrative assistant.

Key Contacts

Legal Services & Information

Jackie Kresser..... jkresser@memun.org

Finance Accomplishments 2023

- Continued to rebuild the department and the process of educating staff on the financial intricacies of MMA.
- Worked to build relationships with members of other departments with meetings to discuss the needs and workflows of the various departments that we serve.

Key Contacts

Director of Finance

Shelly Page..... spage@memun.org

Legal Services Accomplishments 2023

- Maintained quality of responses and quick turnaround time for almost 6,000 inquiries.
- Issued a new *Tax Collectors and Treasurers Manual* and made substantial progress on new editions of *Code Enforcement Officers Manual* and *Municipal Officers Manual*, both of which are in the final stages of completion.
- Issued numerous guidance documents and updates on emerging issues, including affordable housing and the tax-acquired property sales process.
- Filed an *amicus curiae* supporting the town of Bar Harbor in an appeal involving an amendment to the town’s land use ordinance purporting to impose a supermajority requirement on the town’s legislative body.
- Reformatted and updated 62 MMA Legal Services Information Packets, as well as Sample Ordinances and Policies and guidance documents on Current Issues and uploaded all onto the new MMA website.
- Provided comments, analysis, and suggested edits for many items of pending legislation to assist MMA’s advocacy staff.
- Continued to write the monthly Legal Notes column in *Maine Town & City*.
- Participated in numerous trainings and workshops targeted at newly elected officials, planning boards, clerks, tax collectors and treasurers.
- Participated in state agency working groups and enhanced relationships with the Office of Cannabis Policy, Department of Economic and Community Development on the new affordable housing law, and the Department of Transportation.

Accomplishments

Maine Municipal Employees Health Trust (MMEHT). Provides cost-effective, quality employee benefit plans and superior service to local government and eligible quasi-governmental employees, retirees, and their dependents. The Trust, administered by MMA, allows participating employers to aggregate their purchasing power and take advantage of self-insurance, an efficient financial tool. MMEHT provides health insurance benefits to nearly 20,000 participants, which are offered by 470 municipalities, counties, and special districts. The Trust also offers dental, life, vision, and short-term and long-term disability plans.

Key Contacts

Administration

Kristy Gould.....kgould@memun.org

Trust Plans & Marketing

Lisa Rigoulot.....lrigoulot@memun.org

Member Services/Benefits

Jen Lachance.....jlachance@memun.org

Health Promotion

Anne Charlesacharles@memun.org

Billing & Eligibility

Nicole Ouellette.....nouvellette@memun.org

Maine Municipal Employees Health Trust Accomplishments 2023

- Maintained high quality benefits, exceptional service, and a strong financial position, even throughout the past several years of increasing health costs.
- Provided additional education resources to the Trust’s largest employer groups through enhanced claims reports highlighting chronic conditions and utilization trends.
- Enhanced outreach by increasing the number Health Promotion and Field Service Representatives’ in-person visits.
- Implemented the WellSteps platform to provide additional flexibility and support for Wellness efforts, including challenges and educational campaigns.
- Celebrated the Trust’s 40-year anniversary, in part, with a new logo and increased marketing to highlight achievements over four decades.



**FOR 40 YEARS THE
DIFFERENCE IS TRUST.**

Accomplishments

MMA's Risk Management Services (RMS). Administers three major group, self-funded programs and provides specialized Underwriting, Loss Control and Claims Management meeting the unique needs of municipalities and special districts. The Workers' Compensation Fund serves 575 members and proudly covers more than 41,000 employees throughout the State of Maine. The Property & Casualty Pool specializes in municipal exposures and provides coverage to municipalities and special districts throughout Maine. The Unemployment Compensation (UC) Fund was created to assist members with meeting their obligations under the Employment Security Act. The UC Fund has 248 members and provides services to over 8,000 employees.

Key Contacts

RMS Administration

Michelle Pelletier..... mpelletier@memun.org

Underwriting & Member Services

Michael Mayette..... mmayette@memun.org

Claims Services

Ann Willette..... awillette@memun.org

Loss Control

Dan Whittier..... dwhittier@memun.org

Unemployment Compensation

Denise Kolreg..... dkolreg@memun.org

Risk Management Services Accomplishments 2023

- Updated the Risk management Services (RMS) section of the MMA website.
- Improved the Workers' Compensation Fund and Property & Casualty Pool Claims submissions process.
- Celebrated the Workers' Compensation and Unemployment Compensation pools' 45th Anniversary.
- Negotiated reasonable property and casualty reinsurance rates. The Pool was successful in its negotiations allowing for better rates for its members.
- Provided cyber coverage by working closely with members to improve their security.
- Partnered with ESIS to provide Claims and Breach services, if needed.
- Created a new monthly periodical – RMS Express – allowing for increased member outreach and communication of time sensitive information.
- Finalized the Workers Compensation Board (WCB) audit with limited penalties.



MMA Goals 2024

In 2024 MMA will focus its attention on implementing five policy priorities endorsed by the Association's Executive Committee, including:

- Implementation of the Serve Strong program designed to provide targeted mental health services to first responders.
- Recruitment of retiring senior staff replacements and subsequent retention efforts.
- Respond to member demands through the implementation of self-service tools and the streamlining of back-office operations to better support interactions with our members.
- Maintenance of an aging building.
- Continued implementation of member engagement programs and opportunities.

Serve Strong Program. At its September 2023 goal planning meeting, MMA's 12-member Executive Committee elected to make first responder mental health a top priority in 2024 by directing MMA to implement the Serve Strong program. The initiative, which is being offered to municipal associations via a collaboration between the National League of Cities' Risk Information Sharing Consortium and Alliant Insurance Services, is designed to provide first responders access to web-based mental health services offered by providers familiar with the stresses and trauma experienced by members of the law enforcement, firefighter, emergency medical services, dispatcher, and correctional communities. In summary the program, which is scheduled to launch in March, provides 24/7 access to a web-based health assessment platform and accompanying tele-therapy services designed to work together to allow first responders to seek support for their most pressing challenges.

Retirements and Recruitments. In the first six months of 2024, MMA will address the challenges

associated with the retirements of two senior staff members, Sarah Ledoux, Chief Financial Officer and David Barrett, Director of Human Resources. Since Sarah officially retired on December 31, 2023, and Shelly Page assumed the position on January 29, 2024, the Association will focus a fair amount of time guiding that transition in the first quarter of 2024. That effort will soon be followed by MMA's process to recruit and onboard a replacement for David, who will close out his 39-year career in April.

Self-service Tools & Backoffice Operations. MMA's modernized website has been well received and the feedback on the work accomplished by Risk Management Services to automate claim-related processes has been very positive. Demands for continued automation are likely to increase, and as a result, in 2024 staff will focus efforts on implementing the self-service tools necessary to help our members access resources throughout the day. Additional attention will be paid to the 13 Affiliate Group websites that MMA staff maintains, which are currently of varying quality. Because the work to maintain these sites is staff intensive, our goal is to work with the affiliate groups to migrate to a platform that is well integrated with the program currently used to support the MMA website. Additionally, Personify, the software used to maintain membership information and training records, as well as to manage billing operations for training and other membership programs, is currently fulfilling some, but not all, of the Association's member relationship and engagement activities. The system lacks member self-service opportunities, some online payment options, and a module to help staff manage events, registration, and sponsorship programs. The first step in the process is to create an internal user group tasked with identifying system needs. With needs outlined, IT staff will evaluate Personify to see if we require updated software, system modifications, a new user interface, or an entirely different system that can meet the Association's demands.

MMA Goals 2024

Building Maintenance Challenges. The Executive Committee has discussed, at length, the challenges associated with maintaining an aging building. As MMA's office faces its 30th anniversary, improvements including upgrades to the heating/cooling system and roof repairs are becoming more urgent. The highest priority for the upcoming year is improvements to the heating/cooling system.

Member Engagement Efforts. Over the course of the new year, municipal leaders can expect MMA to continue to enhance and expand its training and educational programs, as well as to offer a slate of new member engagement opportunities. On the list for implementation throughout 2024 is the development of: (1) a new member engagement report to track and measure MMA staff interactions with municipal employees and leaders; (2) a member survey designed to determine how well MMA is performing and to discover how MMA staff can better serve and engage with its members; (3) two regional "Town Hall/MMA For A Day" events, held in strategic locations around the state the with purpose of providing a forum for officials to meet and connect with one another, and communicate directly with MMA representatives about their needs and concerns, learn about new MMA initiatives and participate in training; and (4) a more robust training program for newly elected officials and town and city managers.

Please look to the website (memun.org), publications, such as the Town & City magazine, MMA Today, and the RMS Express, press releases, as well as communications from MMA staff for updates on these efforts.



2023 Member Recognitions & Achievements

Municipal officials had much to celebrate in 2023. Several affiliate groups honored clerks, assessors, code enforcement officers, fire-fighters, and welfare directors, to name a few, that went over and above to provide quality municipal services to residents, business owners and visitors across Maine. Additionally, 15 municipalities, from Kingsbury Plantation to South Portland, were bestowed with bragging rights for publishing informative and aesthetically pleasing annual reports.

What follows is a list of municipal officials recognized in 2023 for their contributions to local government service.

Paul Burgess, Wales Selectperson. MMA's Ethel N. Kelley memorial award recognizes individuals that go above and beyond to provide municipal services to residents.

Patti Dubois, City Clerk, City of Waterville. The Maine Town & City Clerks' Association's (MTCCA) Lighthouse Award is an honor bestowed on a Maine Municipal Clerk who has been a beacon of light during the year.

Ryan Gorneau, GA Program Manager, City of Portland. The Maine Welfare Directors Association Welfare Director of the Year Award is given to a municipal welfare director or administrator who has been recognized as a leader in administering welfare service by his or her peers.

Jacob Gran, Town Clerk (former), Town Bucksport. The 2023 MTCCA President's Award is awarded in recognition of the outstanding efforts of fellow clerks. Gran joins Karly Perry, Town of West Bath, in receiving this honor.

Kerry Leichtman, Assessor, Towns of Rockport and Camden. The Maine Association of Assessing Officers' Assessor of the Year Award is given to a dedicated individual in the field of assessing who has been recognized as a leader in assessing services by his/her peers.

Tom Lister, Code Enforcement Officer, Town of Topsham. The Maine Building Officials & Inspectors Association's Member of the Year Award is given to a municipal code enforcement officer who has been recognized as a leader in building inspection service by his/her peers.

Stuart Marckoon, Administrative Assistant to the Selectboard, Town of Lamoine. The Maine Town, City & County Management Association's (MTCMA) Linc Stackpole Manager of the Year Award is given to a municipal manager who has contributed to the public management field in some outstanding fashion.

Roger Mosley, Public Works Director (retired), Town of Standish. The Maine Chapter of American Public Works Association's Public Works Leader of the Year Award recognizes outstanding career service achievements in public works and the honoree's ability to inspire excellence and dedication in the public works profession.

Linda Morrell, Town Clerk, Town of Windham. The MTCCA Clerk of the Year Award is given to the Municipal Clerk who has demonstrated professional and dedicated service to their community and who promotes the cause of good local government.

Suzie Paradis, Town Manager, Town of Fort Kent. The MTCMA Rising Star Award is given to a public administrator who has been in the profession for five or less years and to recognize the accomplishments and efforts of a new town or city manager.

Karly Perry, Town Clerk, Town of West Bath. The 2023 MTCCA President's Award is awarded in recognition of the outstanding efforts of fellow clerks. Perry joins Jacob Gran, formerly from the Town of Bucksport, in receiving this honor.

Judith Vance, Deputy Clerk, Town of Windham. The purpose of the Deputy or Assistant Clerk of the Year Award is to honor and recognize a member of the MTCCA whose work in the Clerk's Office goes above and beyond what is required by the job title.

Darci Wheeler, City Clerk, City of Bath. This MTCCA Rookie of the Year award is given to a town or city clerk who has been in the profession for five years or less and to a new clerk who has done a particularly good job in a community and to encourage the clerk to stay in the profession.

Chief Darrell White, Fire Chief, City of Presque Isle. The Maine Fire Chiefs' Association Fire Chief of the Year Award is given to a municipal fire chief who has been recognized as a leader in fire service by his or her peers.

Annual Report Competition

Each September a four-member review panel selects the top three annual reports in five population categories. The 2023 winning reports were submitted by the following municipalities:

Population Category

Under 500

- 1st Portage Lake
- 2nd Kingsbury Plantation
- 3rd Arrowsic

Population Category

500-999

- 1st Carrabassett Valley
- 2nd Alna
- 3rd Starks

Population Category

1,000-2,499

- 1st Ogunquit
- 2nd Mount Desert
- 3rd Gouldsboro

Population Category

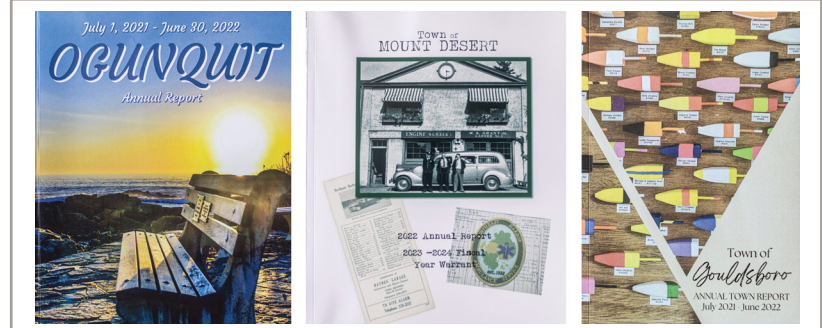
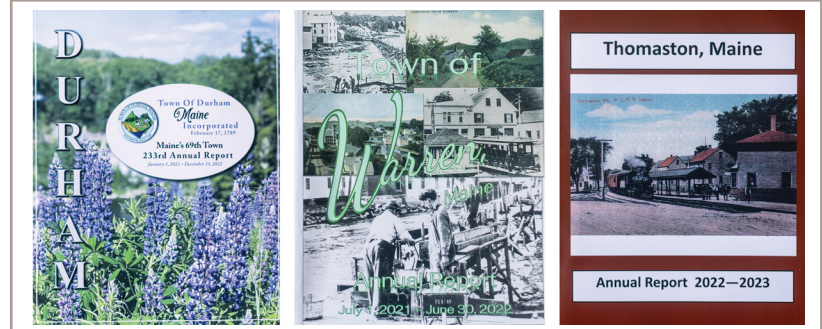
2,500-4,999

- 1st Durham
- 2nd Warren
- 3rd Thomaston

Population Category

Over 5,000

- 1st Freeport
- 2nd South Portland
- 3rd Gorham





MISSION STATEMENT & CORE BELIEFS

The mission of the Maine Municipal Association is to support excellence in Maine's municipalities by providing important services and advocating for their common interests.



OUR CORE BELIEFS

LOCAL GOVERNANCE – We believe that local government is the foundation of a strong democracy and is fundamental to the provision of essential services that promote the safety, health and wellbeing of residents and communities.

LEADERSHIP – We believe in the accessibility and accountability of municipal officials, with a commitment to honesty, civility, integrity, and the highest ethical standards. Municipal officials are entrusted to develop cohesiveness and build strong future-driven communities.

COLLABORATION – We value and support opportunities for collaboration and partnerships among municipalities, public organizations, and private entities.

DIVERSITY, EQUITY, AND INCLUSION – We respect the uniqueness of each municipality and the diversity within the community. We are dedicated to ensuring that all individuals are treated equally, respectfully, and fairly.

FISCAL INTEGRITY – We believe financial accountability, transparency, and responsible management of resources are essential for MMA and its member municipalities.

EXCELLENCE IN SERVICE – We believe in listening to and supporting member municipalities to ensure that their priorities, needs, and educational requirements are met through services and programs.