August 2018
Greetings to CCM Member Municipal Leaders, State Leaders, and CCM Business Partners:
Mark your calendars now for Tuesday, October 30 and Wednesday, October 31, 2018! Join us for the 2018 CCM Convention and Gubernatorial Debate.
It’s election time and CCM, along with WTNH News 8 and the Hartford Courant, are pleased to host the final Gubernatorial Debate on Tuesday, October 30, the first day of the convention. We packed the day leading up to the event, and it’s all about municipal government. There will be more than 1,000 state and local government leaders in Connecticut at the number one tourist destination in Connecticut — the fabulous Foxwoods Resort in the heart of the rural beauty of Southeast Connecticut and the Mystic coastline.

It all begins now with your registration
The day opens in the Murtha Law Exhibit Hall for breakfast. Cutting-edge companies ready to provide solutions for your municipal concerns fill the hall. More than 150 vendors await to help you with all your municipal needs. Nearly two dozen workshops will help you learn about navigating the challenges of working in local government, with interesting topics ranging from A Transformational Approach to Economic Development; Supervisor Boot Camp; Shared Services: What’s Working, What’s Not, and Why; Cooperation Between Boards of Education and Local Government; and much, much more.

Luncheon, awards & more in the Stanley Black & Decker Hall
CCM’s 3rd Annual Municipal Excellence Awards sponsored by Halloran Sage will be presented during the October 30 luncheon. These awards recognize innovative projects and individuals that have significantly improved the quality of life for citizens, established partnerships, and built community support. The competition applauds the achievements of leaders and municipalities, and encourages others to strive for excellence. We are also presenting the Sustainable CT Certification Awards for the first time. There will also be a presentation from Lisa Soronen from the State & Local Legal Center, Washington, DC. Lisa will update us on municipal-related
Annual meeting, dinner & debate

Join CCM Tuesday evening for our Annual Meeting highlighted by the presentations of the Joel Cogen Lifetime Achievement Award and Richard C. Lee Innovators Award. These Municipal Excellence Awards are presented in honor of CCM’s longtime, 40-year Executive Director, and the founder of CCM and former long-time New Haven mayor respectively. Our first-ever Certified Connecticut Municipal Officials (CCMO) will be awarded. This certification was developed to teach leaders how to work collaboratively, solve problems, build partnerships, and work across political and organizational boundaries. In addition, we will also present our 2nd annual #LoCoolGov scholarships sponsored by POST University. The evening will be hosted by Stanley Black & Decker. The reception prior to dinner is hosted by CIRMA and the President’s Reception following the debate at High Rollers is presented by IXP.

Come celebrate the successes of Connecticut communities with us. Renew your spirit, recharge your batteries, and reconnect with your peers! You owe it to yourself and your community to be part of CCM’s Annual Convention at Foxwoods Resort on October 30 and 31.

Don’t forget to download the CCM app, sponsored by T-Mobile, for the most current Convention information!

CCM believes in Connecticut’s towns and cities. We are proud of our past, we understand this is a dynamic time we live in, and know our future is bright!

Proud Past, Dynamic Present, Bright Future

Neil O’Leary, CCM President and Mayor of Waterbury

Joe DeLong, Executive Director
### SCHEDULE

**Tuesday, October 30th**

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td><strong>7:30 am</strong></td>
<td>Registration (Sponsored by Connecticare) / Visit the Murtha Law Exhibit Hall</td>
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<td>7:30 am – 8:45 am</td>
<td>Breakfast in the Murtha Law Exhibit Hall (Sponsored by Murtha Cullina, LLP)</td>
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<tr>
<td>9:00 am – 9:30 am</td>
<td>General/Welcome Session</td>
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<tr>
<td>9:45 am – 10:45 am</td>
<td><strong>Session A Workshops</strong></td>
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<td>COG Roundtable</td>
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<td>Start with Planning: CCAPA's Insights and Technical Focus on the Connecticut Recovery</td>
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<td>Regulating Marijuana Sale and Use in Your Town</td>
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<td>Understanding and Managing Sexual Harassment &amp; Misconduct: Part One – Understanding the Law</td>
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<td>Community Engagement: What is it Good For?</td>
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<td>Water Intrusion in Community Facilities: How to Avoid a Public Crisis and Mitigate Costs with Proper Evaluation and Planning</td>
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<td><strong>10:45 am – 11:30 am</strong></td>
<td>Break / Visit the Murtha Law Exhibit Hall</td>
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11:30 am – 1:00 pm  
Networking Lunch /  
Presentation of Municipal Excellence Awards  
(sponsored by Halloran Sage) and  
Sustainable CT Certification Awards /  
Presentation by Lisa Soronen from the  
NLC State & Local Legal Center /  
Visit the Murtha Law Exhibit Hall

1:15 pm – 2:15 pm  
**Session B Workshops**

So, You Want to Finance a  
Transit-Oriented Development (TOD) Project?

Hot Topics in Municipal Law

Understanding Binding Interest Arbitration:  
When to Use Binding Arbitration and  
How to Present Your Case

Understanding and Managing  
Sexual Harassment & Misconduct:  
Part Two – Investigative Process and  
Managing Public Records

The Roads are Cleared – What’s Next?  
Planning for Disasters that Require Long Term Recovery

Cybersecurity Best Practices for Local Governments  
and Resources to Assist in Implementation

Shared Services: What’s Working, What’s Not and Why

2:15 pm – 3:00 pm  
Break / Visit the Murtha Law Exhibit Hall
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<td>3:00 pm – 4:00 pm</td>
<td><strong>Session C Workshops</strong></td>
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<td>A Transformational Approach to Economic Development</td>
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<td>Supervisor Boot Camp: Knowing Your Rights when Dealing with Employee Leave</td>
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<td>Finding Your Balance: Thinking Outside the Box to Reach a Balanced Budget</td>
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<td>4:00 pm</td>
<td>Reception (hosted by CIRMA)</td>
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<td><strong>Annual Meeting / Dinner</strong> (sponsored by Stanley Black &amp; Decker)</td>
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<td>Presentation of CCMO</td>
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<td>7:00 pm – 8:00 pm</td>
<td><strong>Gubernatorial Debate</strong> presented by WTNH and the Hartford Courant (sponsored by Stanley Black &amp; Decker)</td>
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After the Debate
President’s Reception (Sponsored by IXP)

Wednesday, October 31st

9:00 am – 11:30 am  Legislative Committee Meeting / Business Meeting
11:30 am – 1:00 pm  Board of Directors Meeting
WORKSHOPS | SESSION A 9:45-10:45

A1 COG Roundtable
Co-sponsored by Connecticut’s Councils of Governments

Connecticut’s Councils of Governments (COGs) serve as forums for regional coordination, inter-municipal cooperation, and service sharing. Hear how COGs around the state are uniquely addressing challenges faced by municipalities in their regions. COG directors and staff will briefly present on successes, innovations, and future directions, and will include time for a question and answer session at the end.

A2 Start with Planning: CCAPA’s Insights and Technical Focus on the Connecticut Recovery
Co-sponsored by Connecticut Chapter, American Planning Association

The CT Chapter of the American Planning Association represents 400 professionals from various technical disciplines. Given the ongoing slow economic growth of Connecticut, this is an important time for planners to reinforce our state’s core values, accelerate our pace of work and build up a team approach to problem-solving. Planners are among the state’s very best facilitators and community consensus-builders with an important role to play in this process. Start with Planning introduces new policy positions concerning economic development, transportation, resiliency, conservation and housing as well as technical resources for community planning with immediate and longer-term impact.

ATTENDANCE AT CONVENTION ACCOUNTS FOR THREE ELECTIVE CREDIT HOURS!

Download the new CCM App today!
1. Go to the app store and search “CCMCT”
2. Open the app and enter your name
3. To access the Convention, enter “ccm2018” as the event code

From the app you can access:
1. Convention schedule, including last minute changes
2. Workshop descriptions and locations
3. Speaker bios
4. Information on all of the sponsors and exhibitors
5. Other Convention participants

sponsored by

T-MOBILE FOR GOVERNMENT
A3 Regulating Marijuana Sale and Use in Your Town
Co-sponsored by Murtha Cullina LLP

Medical marijuana and recreational marijuana has been a “growing” issue in Connecticut. This workshop will provide the current status of the law regarding marijuana production, sale, and usage, both state and federal. There will be guidance for local officials on regulating marijuana producers and dispensaries, as well as a discussion on what regulatory changes may occur in the near future.

A4 Understanding and Managing Sexual Harassment & Misconduct: Part 1 - Understanding the Law
Co-sponsored by CIRMA

Claims and litigation involving sexual harassment continues to show no sign of slowing and have become a leading loss driver in the municipal liability claims arena. Although training of employees and supervisors is important, defining harassment doesn’t always prevent harassment. In order to truly address sexual harassment in your workplace, there needs to be a comprehensive approach. The first session will discuss the changing cultures, legal standards, and the importance of how and why entities must be proactive in addressing sexual harassment and misconduct claims. Panelists will focus on proper employer responses to claims and complaints. They will define the process that follows written policies, protocols for addressing complaints, investigation practices, and managing grievances, along with appropriate record-keeping.

A5 Community Engagement: What is it good for?
Co-sponsored by Bang the Table

We’ll discuss the ways Community Engagement can have meaningful impact on your organization and community, including: bringing more residents into your conversations, empowering your agency, mitigating misinformation, and increasing staff capacity. You’ll leave with resources to help you develop a strategic checklist for your organization’s engagement processes.

A6 Water Intrusion in Community Facilities: How to Avoid a Public Crisis and Mitigate Costs with Proper Evaluation and Planning
Co-sponsored by GeoInsight*

40% of all building-related problems are due to water intrusion. The damage to building materials following such an event can be costly and health risks impacting air quality can be alarming to the public. The session will focus on evaluating these issues before they become public knowledge and handling of the public’s concerns as the project moves forward. We will identify typical causes and best practices for mitigation of water intrusion issues at common publicly owned facilities where the health and welfare of occupants are a priority. We will cover the steps in evaluating the cause of the water intrusion issue, designing cost-effective solutions for mitigation, and provide an overview of how to coordinate the work for the completion of a successful project.
**WORKSHOPS | SESSION B 1:15-2:15**

**B1 So, You Want to Finance a Transit-Oriented Development (TOD) Project?**  
*Co-sponsored by Tighe & Bond*

The session will assist towns and cities understand how current Federal Transportation programs may be able to provide financing for Transit Oriented Development projects. The session will focus on the Transportation Infrastructure Finance and Innovation Act (TIFIA) and Railroad Rehabilitation and Improvement Financing (RRIF) in order to provide program background, project eligibility, process details, and program track record.

**B2 Hot Topics in Municipal Law**  
*Co-sponsored by CAMA*

Discover directly from municipal law experts about key legal issues faced today by municipalities, as well as potential challenges in the future. This workshop will provide an update on a variety of municipal issues, including regulating sober living homes, the challenges faced in implementing the ADA & the FHA, and the opioid epidemic.

**B3 Understanding Binding Interest Arbitration: When to use binding arbitration and how to present your case**  
*Co-sponsored by Kainen, Escalera and McHale*

This workshop will address types of cases and the issues in dispute in negotiations that are appropriate for resolution through binding interest arbitration. It will also address best practices for presenting your case in interest arbitration to provide your public agency with the best opportunity for success.
Understanding and Managing Sexual Harassment & Misconduct: Part 2 - Investigative Process and Managing Public Records  
Co-sponsored by CIRMA

Claims and litigation involving sexual harassment continues to show no sign of slowing and have become a leading loss driver in the municipal liability claims arena. Although training of employees and supervisors is important, defining harassment doesn't always prevent harassment. In order to truly address sexual harassment in your workplace, there needs to be a comprehensive approach. The second session of this program will focus on Employer Liability: Civil and Administrative Proceedings. Topics that will be discussed include legal standards and actionable misconduct, discrimination, administrative proceedings (CHRO, EEOC) and distinguishing between liabilities of person vs. liability of employer.

The Roads are Cleared – What's Next? Planning for Disasters That Require Long Term Recovery  
Co-sponsored by Connecticut Insurance Department

In the past seven years, Connecticut has experienced a number of damaging weather events. Practically no community has been untouched. In the hours and days after an event, emergency responders, road and utility crews and others immediately jump into action to get municipalities on line. However, how will this response and recovery be handled for an event that requires your municipality to enter into a recovery phase that will last months, possibly years? The best time to prepare to answer that question is now. Long term Recovery (LTR) planning is important well before a disaster hits. This workshop will help local officials differentiate between immediate recovery and long term recovery, who should be part of your municipal team to prepare for a long term recovery, and what type of planning is necessary to identify municipal risks and exposures.

Cybersecurity Best Practices for Local Governments and Resources to Assist in Implementation  
Co-sponsored by CliftonLarsonAllen LLP, MS-ISAC

In this session, we will discuss statistics, current trends, and examples regarding the impact of cybersecurity/ransomware. We will explore some basic cybersecurity best practices for local governments to consider and pair these recommendations with services that can assist with implementing those best practices. There are many assets and resources out there available to local governments and sometimes the biggest battle is knowing where to look for them and where to start!

Co-sponsored by BlumShapiro

This session highlights the opportunities and areas for shared services operations within and between a municipality/school district including Finance, HR, IT, Custodians, and Maintenance. Attendees will gain valuable information on the benefits and efficiencies gained through the shared services model and how to work around constraints in town charters.
C1 A Transformational Approach to Economic Development  
*Co-sponsored by Connecticut Economic Resource Center*

Economic development is a critical component of any community’s strategic plan. It is important that public officials across the municipal structure understand the intricacies of the local, state, and global economy, and develop a strong and successful economic development foundation for their community’s future. This municipal economic development workshop is unique in that it is geared to ALL within a municipality who impact economic development, and is designed to get everyone working collaboratively. Additionally, attendees will receive information about research, marketing and general economic development practices, as well as resources and tools available to achieve economic development results.

C2 Supervisor Boot Camp: Knowing Your Rights when Dealing with Employee Leave  
*Co-sponsored by Berchem Moses P.C*

This presentation will immerse supervisors in understanding the differences in the types of leave that an employee may have as well as setting and enforcing policies dealing with those types of leave including FMLA, Paid Sick Leave, PTO, jury duty, etc., as well as establishing effective leave policies and enforcing discipline when those policies are violated in both a unionized and non-unionized workplace. Due to the evolving nature of this topic, this presentation seek to include recent legislation impacting Connecticut’s paid sick leave as well as Connecticut’s paid family medical leave act should those bills pass.

C3 Promoting Communication and Cooperation Between Boards Of Education and Local Government  
*Co-sponsored by CT Association of Boards of Education*

Now more than ever it is imperative for public officials at all levels of government to model civil discourse in their deliberations, allowing for the thoughtful, beneficial exchange of ideas and perspectives. It is also important to provide opportunities for students to develop their skills in conflict resolution and consensus building. The panel will discuss strategies to increase civility by focusing on issues rather than individuals and offering solutions rather than placing blame.

C4 Wellness That Works  
*Co-sponsored by ConnectiCare*

Despite their popularity, many workplace wellness programs yield mixed results. However, there is an innovative approach that works. By using real clinical data and the right mix of incentives, effective wellness programs can engage all employees in developing healthy behaviors and lowering costs. Based on the experiences of one of the largest value-based wellness programs in the country, our experts will share the “what” along with the “how to” of high performing programs. Convincing employees to get moving and adopt healthy change isn’t easy. But implementing an evidence-based program that aligns benefits and incentives as its foundation is the catalyst that can keep your employees healthy and your organizations thriving.
Understanding the Contours of Employee Protected Speech and Social Media

Co-sponsored by Pullman & Comley, LLC*

It is essential that employers, especially municipalities, understand the boundaries of employee protected speech in the context of both union and nonunion employees under the National Labor Relations Act (NLRA). Employers also need to know how to effectively regulate social media in the workplace. Lastly, we will discuss the National Labor Relations Board’s guidelines to help employers develop social media policies that do not run afoul of the NLRA.

A SMART Way to Avert a Trash Crisis - Learn how a SMART system can save millions for cities and towns while helping the environment

Co-sponsored by CT DEEP

Connecticut faces a major trash problem and over the past few years CT DEEP has teamed up with over 30 Connecticut municipalities to fund an evaluation of the benefits and feasibility of implementing a Save Money and Reduce Trash (SMART) program in their community.

Finding Your Balance: Thinking Outside the Box to Reach a Balanced Budget

Co-sponsored by Master of Public Administration program, Sacred Heart University

With continuing state budget deficits and potential reductions in municipal aid how can towns and cities achieve a balanced budget without increasing property taxes or reducing services. This workshop will look at innovative solutions to help municipalities achieve a balanced budget.
SPONSORS

Stanley Block & Decker

MURTHA CULLINA
ATTORNEYS AT LAW

T-MOBILE
FOR GOVERNMENT

USI

SHIPMAN & GOODWIN
COUNSELORS AT LAW

ConnectiCare
As of 7/31/18
EXHIBITORS

Absolute Auction & Realty Inc.*
Advanced Drainage Systems, Inc.
Alfred Benesch & Company
Applied Geographics
AT&T
Auctions International
Beacon Retiree Benefits Group, LLC
BETA Group, Inc.
BL Companies*
Blackberry
BlumShapiro*
BSC Group
CAI Technologies
Capitol Clean Cities of Connecticut
CDM Smith Inc.*
Celtic Energy*
Center for the Study of Economics
Childscapes
Cigna Healthcare*
Civil 1 Engineers
CliftonLarsonAllen LLP*
CME Associates, Inc.*
Colliers Project Management
Comprehensive Environmental, Inc.
Comstar Ambulance Billing
ConnectiCare*
Connection Public Sector Solutions
Construction Solutions Group, LLC*
CREC and National IPA Cooperative Purchasing
Crown Castle Fiber
The Difference Card
The ECG Group *
Environmental Partners Group, Inc.
Fox Laminating Company
Frontier Communications
FuelMaster/Syntech Systems, Inc.
Fuss & O’Neill, Inc.*
Gametime Park & Playground Equipment
The Garland Company, Inc.
GeolInsight*
GovDeals, Inc.
GovSpend
Gregory & Howe, Inc.*
Halloran Sage
Hartford Truck Equipment, Inc.
Hocon Autogas
Horsley Witten Group*
Independent Bond & Investment Consultants LLC
ICMA-RC
IXP*
JP Maguire Associates*
| EXHIBITORS |
|------------------|------------------|------------------|
| Lemelin Environmental Services, Inc. | Pavers by Ideal | Advisory Services, Inc.* |
| M.E. O’Brien & Sons | Peoples United Bank, N.A.* | VALIC |
| Mattress Recycling Council | POST University | Vanasse Hangen Brustlin, Inc. (VHB) |
| The Mercury Group | PowerOptions | ViewPoint Government Solutions |
| MHEC | Precision Concrete Cutting, Inc.* | Weston & Sampson |
| Moran Environmental Recovery | RealTerm* | Window Film Depot |
| Municibid.com | S&P Global Ratings | Wright-Pierce |
| Murtha Cullina | Sacred Heart University | |
| New England GeoSystems | ServiceMaster Restore | |
| Newtech Recycling Inc. | Stanley Black & Decker | |
| NORESCO | Stop Loss Insurance Brokers, Inc. | As of 08/01/18 |
| Northeast Generator | STV|DPM | Check the website or app for an up-to-date list of exhibitors and sponsors. |
| Office of the State Comptroller - CT Partnership Plan | T-Mobile for Government | |
| OneDigital Health and Benefits | TD Bank* | |
| PARS | Terracon Consultants Inc. | |
| | Tighe & Bond, Inc.* | |
| | Tyler Technologies, Inc. | |
| | UniBank Fiscal | * CCM Municipal Business Associate |
The registration fee includes access to speakers, workshops, exhibits, Tuesday breakfast and lunch, refreshments, prizes, and parking. Personnel from every municipal department should attend this informative event! The Annual Meeting & Gubernatorial Debate ticket is an additional fee.

### REGISTRATION

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<tr>
<th>CCM-Member Municipalities</th>
<th>Convention Fee</th>
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<tr>
<td>Per Municipal Registrant</td>
<td>Online thru portal</td>
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<td>Early Bird (Postmarked by October 19)</td>
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<td>Standard/On Site</td>
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### Annual Meeting & Gubernatorial Debate

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*This event is open only to CCM Members.*

For more details call CCM Convention staff at 203-498-3037 or you can visit us online at ccm-ct.org. To ensure your full participation, please notify us of any accommodation necessary for a special need.

**Cancellation Policy:** All cancellations must be in writing and submitted to CCM by September 28, 2018, to receive a full refund. There are NO refunds after September 28, 2018.
Save time and money by registering online at www.ccm-ct.org/convention, or print this page and use the form below.

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Vegetarian Lunch:  
- [ ] Yes  
- [ ] No

**Payment:**
Payment of $ _________ is enclosed for _____ people.  

*(Full payment must be enclosed with registration)*

- [ ] Payment (check or money order payable to “CCM”) is enclosed.
- [ ] Credit Card (please circle)  
  - [ ] VISA  
  - [ ] MasterCard  
  - [ ] Discover  
  - [ ] AMEX  
  
  Credit Card #: ______________________________  
  
  Exp. Date: ___________  
  3 or 4 digit security code: ___________  

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**Mail to:**
CCM Convention 2018  
900 Chapel Street, 9th floor  
New Haven, CT 06510-2807

**Fax to:**
Attn: Member Services  
203-498-5815

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Connecticut Conference of Municipalities
900 Chapel Street, 9th Flr.
New Haven, CT 06510

CCM ANNUAL CONVENTION 10.30.18
Foxwoods