

The Beacon

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Summer 2020

Locals await state, federal budget news

By John Robertson

Cities and towns across the state started the new fiscal year on July 1 with budgets using best estimates for revenue and making hard decisions on spending as the coronavirus recession takes its toll on economic activity and government revenues and imposes new costs, particularly related to the reopening of schools.



Revenue Commissioner Geoffrey Snyder

Uncertainty about the fiscal 2021 state budget – which continues to be delayed – and possible action by Congress on additional relief for state and local governments puts local budget plans at risk and creates worrisome potential consequences for municipal and school services and local government employees.

It appears almost certain that cities and towns will have to revisit budgets

in the fall, after Congress has decided on a relief package and the state finalizes a budget, with funding for municipal and school aid, based on updated economic forecasts and drawing on any new federal funds and the state's \$3.5 billion stabilization fund.

More than 100 towns opened fiscal 2021 with temporary budgets authorized by the Division of Local Services.

Others held town meetings before the pandemic hit or were able to get budgets approved, mostly in June, by creatively holding meetings outdoors or in other spaces where social distancing could be practiced. Special state laws authorized cities and towns to start the year with temporary spending plans.

The state budget is usually finalized by mid-July, but neither the House

or Senate has approved a bill, and the delay is expected to continue into the fall. The revenue forecast used to build the governor's fiscal 2021 recommendation in January has not been officially updated, and it will take until September for the state to have final numbers and be able to close out fiscal 2020.

At a hearing convened by the Commonwealth Resilience and Recovery Special Committee last month, Department of Revenue Commissioner Geoffrey Snyder said the state is still facing ongoing uncertainty on tax revenue due to the impact of COVID-19 on the economy. Rep. Mark Cusack, House chair of the Revenue Committee, said an early estimate of \$2 billion for a fiscal 2021 revenue shortfall could now be as high as \$8 billion. The Massachusetts Taxpayers Foundation estimated the shortfall at \$6 billion in a report released in May.

■ BUDGET *continued on 25*

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Legislature moves on policing reform with focus on racial equity

By John Robertson

With the end of scheduled formal sessions fast approaching, the Legislature has moved forward on sweeping policing reform legislation that draws from bills filed by the governor earlier in the year and recommendations from legislators and advocates intended to stop police violence and misconduct.

The impetus for the push on policing reform was the killing of George Floyd by police in Minneapolis in May and widespread protests over police violence that have roiled cities and towns across the nation this spring and summer.

A bill approved by the Senate on July 14 (S. 2820) would create a system for the training and certification of police officers and make other significant chang-

es to law and policy to improve and enhance the accountability of policing in the Commonwealth. The legislation would start to transform how law enforcement is practiced in Massachusetts, with a focus on racial equity that many feel is long overdue.

After taking testimony from hundreds of people and organizations on the Senate plan, the House Ways and Means Committee released a reworked reform bill (H. 4860) that was quickly scheduled for debate on July 22.

Both bills include measures to reform the Massachusetts State Police based on legislation filed by the governor (S. 2469). The bills also include provisions of his bill (H. 4794) to improve police officer training and create a Police Officer

■ POLICING REFORM *continued on 33*

2020 MMA Board of Directors

The MMA Board of Directors holds regular meetings in Boston, followed by a meeting of the Local Government Advisory Commission with the administration. For information on the board's activities, call the office of MMA Executive Director Geoff Beckwith at 617-426-7272.

Executive Committee

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Councillor, Agawam

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Town Manager, Arlington

Ellen Allen, MMA Immediate Past President
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Arthur Vigeant, Mayor, Marlborough

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Kristi Williams, Town Manager, Westborough

Executive Director's Report

Police accountability legislation is an important first step on longer reform path

As this issue of *The Beacon* was going to press, police reform legislation was gaining momentum at the State House, and lawmakers were closing in on passage of important provisions to create a system for the training and certification of police officers, and making other needed changes to law and policy, such as banning chokeholds, to improve and enhance the accountability of police officers.

This is landmark legislation that would help transform how law enforcement is practiced in Massachusetts, with a long overdue focus on racial equity in our justice system.

The provisions in the bills in the Legislature are important first steps, but much more is needed to ensure that cities and towns have the management authority to ensure that the spirit and the expectations raised in the bill can actually be achieved.

Beyond certification and decertification of officers, state law must be changed so that local governments can effectively implement modern policing methods, and cases of misconduct can be swiftly and properly addressed at the local level, and not be undermined by the obsolete Civil Service system and the state's regressive collective bargaining rules.



By **Geoffrey Beckwith**

In addition to reforming state laws to empower cities and towns to hold public safety officers accountable, communities need flexibility in hiring and promotions so they can diversify local police, fire and other municipal departments. These are necessary steps to advance racial equity in our public safety system. There is an incredible

amount of work that needs to be done, and we look forward to collaborating closely with local and state officials to advance these priorities.

The essential long-term reform priorities include the following:

Civil Service reform

Municipal decisions to discipline police officers for excessive use of force or other misconduct, such as racial discrimination and profiling or refusal to implement departmental policies, should *not* be appealable to the Civil Service Commission and subject to being overturned administratively. This important reform would provide a timely and effective way for cities and towns to act on misconduct and would complement the responsibilities of the proposed Police Officer Standards and Accreditation Committee. This reform should apply to police, fire and all municipal departments.

■ DIRECTOR'S REPORT *continued on 28*



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We encourage readers to send comments, story ideas, news items, and events notices to editor@mma.org.

MMA Annual Meeting & Trade Show will be virtual

By John Ouellette and Katie McCue

The MMA will indeed hold its Annual Meeting & Trade Show in January 2021, but, due to coronavirus concerns, it will be a much different event.

Be sure to mark the dates in your calendar now for a “virtual” MMA Annual Meeting on Jan. 21 and 22, 2021.

Some key elements will remain as part of the program:

- A range of informative and timely workshops
- Compelling and inspiring speakers
- Business meetings and important policy discussions
- A Trade Show featuring the latest services and solutions for cities and towns

And there will be networking opportunities – and fun!

For this year’s virtual event, however, attendees will participate from their homes and offices. And the two-day meeting will be held on a Thursday and Friday, rather than the typical Friday and Saturday.

The MMA is working hard to plan the high-energy event that members are used to. As always, program information about the 2021 MMA Annual Meeting & Trade Show will be posted on the MMA website as soon as it becomes available.

The 2021 event theme is “Leading Through Challenge and Change.”

The MMA Annual Meeting is a forum for learning, networking, product and services information, and a celebration of the efforts and innovations in community governance. In addition to prominent speakers, workshops and the Trade Show, the two-day event features membership business meetings, awards programs and other activities.

Online registration will be available after Labor Day at www.mma.org/am-registration. Reservations will also be accepted for the Women Elected Municipal Officials Leadership Session, which will be held on Thursday, Jan. 21.

MMA Partnership Program members qualify for member rates. All Partnership Program members must renew membership with payment by Jan. 1 in order to register for and attend the MMA Annual Meeting & Trade Show. Partnership Program renewals or applications will not be accepted at the Annual Meeting.

For more information on the Annual Meeting, contact Timmy Kuck at 617-426-7272, ext. 106. For Trade Show and Partnership Program information, contact Karen LaPointe at 617-426-7272, ext. 154. ●

Administration unveils updated economic development bond bill

By Brittney Franklin

On June 26, Gov. Charlie Baker, Lt. Gov. Karyn Polito and Housing and Economic Development Secretary Mike Kennealy announced an update to the administration’s economic development bond bill, An Act Enabling Partnerships for Growth, which now totals \$275 million over five years.

The administration’s update to a bill originally filed on March 4 is meant to reallocate funding and provide new tools to promote equity and drive economic growth in today’s dramatically different economic landscape.

The bill (HB 4854) includes:

- \$40 million for neighborhood stabilization to return blighted or vacant units back to productive use, including in communities disproportionately affected by COVID-19
- \$35 million for transit-oriented housing development to produce new, high-density, mixed-income affordable housing developments located near major transit nodes, to help mitigate environmental and traffic concerns, and increase production in areas most impacted by COVID-19
- \$10 million for climate-resilient production of affordable, multi-family housing developments
- Expansion of the Housing Development Incentive Program by raising the annual cap from \$10 million to \$30 million and allowing similarly situated communities in need of housing to be eligible for the program
- \$40 million to support redevelopment of underused, blighted or abandoned properties into active commercial



Secretary of Housing and Economic Development Mike Kennealy announces a COVID-19 economic recovery package, an update to the Baker-Polito administration’s Act Enabling Partnerships for Growth, during a State House press conference on June 26. (Photo courtesy Joshua Qualls/Governor’s Press Office)

■ **ECONOMIC DEVELOPMENT** *continued on 27*

During COVID, towns use creativity to conduct business

By Jennifer Kavanaugh

Though the Commonwealth's founders couldn't have imagined such proceedings, local leaders have displayed creativity and resilience in making democracy work over the past several months, both on the town meeting floor and at the polls.

In response to the COVID-19 emergency, the state gave communities greater flexibility in scheduling and holding elections and town meetings, particularly in terms of quorums and formats for town meetings and mail-in and rescheduling options for elections. Municipalities have responded with solutions that encouraged public participation while keeping people safe.

For town meetings, the New England democratic institution has managed to endure in the face of adversity, on football fields and under tents, across parking lots and in cyberspace.

Chatham was among the towns that moved Town Meeting outdoors, to the Chatham Anglers baseball field on June 22. Town leaders hoped that countless hours of planning would hold up against weather, environmental distractions, and the public's learning curve in navigating pandemic-era meetings.

"I changed the location, but I didn't change the time," said Chatham Town Manager Jill Goldsmith. "And so 6 p.m., in June, on Cape Cod – you just never know what to expect. We really lucked out. Everything worked in our favor."

Officials didn't know whether the circumstances would depress turnout, or if the novelty of a ballfield meeting would attract more people. With a meeting quorum of 100, they planned for 500, just in case, and ultimately drew more than 200 for the 40-minute meeting. Like other communities, the town had pared down its warrant to streamline the proceedings.

About 20 people participated in the planning and the safety precautions, which included a parking and drop-off plan, and the cleaning of seats and microphones. The town's public relations push included public service announcements online and on cable, and written materials on the website. During the event, employees from numerous departments – including public works,

fire and police – helped manage logistics.

Many communities had smaller meeting turnouts this year because of coronavirus concerns, and many had reduced their quorum requirements accordingly. State limits on gatherings exempted municipal legislative bodies – town meetings and city councils – though they still had to ensure 6 foot-distances between participants, and encourage face coverings. Even with these constraints, many local leaders said they were pleased with their turnouts.

A different look

Local officials have been sending the MMA photos and describing their unique town meeting locations and strategies. The town of Arlington, for instance, shared drone images of its Town Meeting on a football field. From high above, meeting members could pass for a high school marching band, with their orderly formation on the field, in chairs spread 6 feet apart.

Arlington's annual proceedings can last for weeks, but the town wrapped up its 214th Town Meeting in under two hours on June 15, according to Town Manager Adam Chapdelaine. About 200 of the 252 representative Town Meeting members attended the event, easily exceeding the 85-person quorum.

Arlington streamlined its warrant and produced online information beforehand, including video presentations by town committees. The town also had a series of videos called "Town Meeting Matters,"



Scenes from town meetings in Arlington (top) and Cohasset (bottom) (Photos courtesy Arlington Town Manager Adam Chapdelaine and Cohasset Town Manager Christopher Senior)

featuring Chapdelaine and other officials, to give people budget details and other information.

The town worked with a consultant to make sure everyone could hear the deliberations.

"It took a great deal of planning and preparation, but once we were out there, it went very smoothly," Chapdelaine said. "For obvious reasons, we were all farther apart than normal, but other than that, it felt like a Town Meeting."

The gridiron has been a popular venue for this year's meetings, providing enough physical distance for towns such as Westford, Bellingham and Lynnfield to convene their town meetings.

"Lots of smiles and people happy to get out," Lynnfield Town Administrator Rob Dolan wrote about his town's June 20 meeting in the Massachusetts Municipal

continued on next page

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Management Association's online group forum.

South Hadley held its June 17 Town Meeting in a church parking lot, and Needham spread members out across its Memorial Park parking lot for a one-night Town Meeting on June 8. Needham's representative Town Meeting has 252 members, and 197 of them attended, said Town Manager Kate Fitzpatrick.

Holding a large meeting in a central parking lot can present challenges, she said, as the meeting had to compete with traffic and nearby train sounds, as well as occasional sirens. And it could be hard to hear masked speakers.

"We hired a production company to do the sound and rented the chairs – that made a huge difference," Fitzpatrick said. "It was a truly memorable night. I will never forget it."

Fitzpatrick said Needham's remote municipal meetings have attracted larger audiences, and the town is looking at ways to maintain that level of participation.

On June 16, Cohasset held its open town meeting as a "drive-in" gathering in the South Shore Music Circus parking lot. The 90-minute meeting covered 27 articles and attracted 213 voters, more than double the quorum, to the "greatest form of local democracy in America," Town Manager Christopher Senior said.

"Overall, everything turned out great," he said. "It was an old-fashioned team effort pulling off a very new-fangled version of open Town Meeting."

Senior said officials had to address a variety of needs, including managing parking and traffic; ensuring sufficient bandwidth and connectivity for the cable television and Facebook broadcasts; spraying for mosquitoes; establishing safety plans; making sure people had yellow voting cards; and dealing with portable toilets.

"You name it, we had to work it out," Senior said.

The town broadcast the audio on speakers and on FM radio, used multiple cameras, and set up two video boards to display the proceedings, he said. Voters who wanted to speak could do so at

five microphone stations. Officials used some video presentations during the meeting.

Senior said the unusual event may influence town meetings in the future.

"I think we'll use videos again, and also try to stream live on Facebook to at least let more folks at home see what's going on," he said.

During the emergency, the state has allowed representative town meetings to convene virtually, and Lexington led the pack on June 1 (see related story, page 11), later joined by other towns including Milton and Swampscott.

Holding elections

Towns also had annual spring elections on their calendar during the pandemic, with at least 225 holding their rescheduled elections in June. The elections have featured mask wearing, physical distancing, and enhanced cleaning procedures.

Shrewsbury held its election, originally scheduled for May 5, on June 16. About 11.6% of registered voters participated, and about 52.7% of the residents who did vote cast early or absentee ballots, according to Assistant Town Manager Kristen Las.

The lower in-person turnout helped Shrewsbury manage safety precautions for its 10 polling precincts. The town supplied locations with masks, gloves, plastic shields, wipes, sanitizer and paper towels, and workers marked lines on the floor with yellow tape for 6-foot distancing. The voting time was cut by five hours to reduce possible virus exposure, Las said, and only five voters were allowed into each polling place at a time.

Police officers enforced physical distancing, and voting booths, set 6 feet apart, were sanitized after each use. Voters dropped pens into boxes for cleaning on their way out.



Scene from town meeting in Southborough. (Photo courtesy of Southborough Assistant Town Manager Vanessa Hale)

There was anxiety beforehand, but the planning paid off.

"The end result was great," Las said. "Voters loved it, no complaints, everything went smoothly."

Still waiting

Town meetings and elections continue into this month and beyond. The town of Weston, for example, plans to hold its Town Meeting and election in September. Select Board Chair Chris Houston said the town wanted to wait because many residents leave for the summer and because officials wanted to see how the COVID-19 situation evolved.

"In fact that has paid off, because we have gotten to see some live examples of how people have been doing these ... and so we feel like we have a better base to make a decision," Houston said.

The town plans to seek a court order allowing a municipal election in September, Houston said. Weston officials also sought special legislation authorizing early, mail-in voting for municipal elections after July 31. On July 6, Gov. Charlie Baker signed a law allowing voting by mail for elections, including municipal ones, through the rest of 2020.

"It has underscored the importance of keeping in touch with our state legislators and town counsel to understand our options from the beginning, including the degrees of flexibility that we had," Houston said. "Frankly, we're glad we took advantage of some of that flexibility." ●

Back-to-school guidance prioritizes in-person learning

By John Ouellette

The Department of Elementary and Secondary Education on June 25 released [initial guidance for school reopening](#) this fall that prioritizes getting students safely back to school in person, following a comprehensive set of health and safety requirements.

The department is also requiring schools to create hybrid learning plans to teach students in-person and remotely on alternate schedules, and to have robust remote learning plans in place, should those alternate learning models be needed.

On July 10, DESE posted detailed guidance on the provision of special education services during the 2020-21 school year, which can be found on [the department's special education webpage](#).

In addition, the Baker-Polito administration announced the allocation of approximately \$200 million from the Commonwealth's federal Coronavirus Relief Fund for costs related to reopening public schools. Schools are eligible to receive up to \$225 per student for eligible costs, such as training for school staff, supplemental social and academic services, reconfiguration of school spaces, leasing of temporary facilities, and acquisition of health and hygiene supplies. This funding is intended to supplement other resources the administration is providing to cities and towns for COVID-19 response, and municipalities, school districts and charter schools may apply for the funds in the next few weeks.

Other potential funding sources to support school reopening include \$502 million from the Coronavirus Relief Fund that had previously been allocated by the Executive Office for Administration and Finance to cities and towns, and \$194 million in federal Elementary and Secondary School Emergency Relief Fund grants, allocated based on district poverty levels.

The administration also announced that \$25 million in federal funds will be committed to a matching grant program to help school districts and charter schools close technology gaps that have inhibited remote learning for students and families who lack access to computers or internet connections.

Elementary and Secondary Education Commissioner Jeff Riley said the reopening approach is built on a thorough review of current medical and scientific litera-



Elementary and Secondary Education Commissioner Jeff Riley discusses his department's initial guidance for fall school reopening during a State House press conference on June 25. (Photo courtesy Joshua Qualls/Governor's Press Office)

ture and was developed after extensive consultation with medical professionals from Massachusetts General Hospital, the Massachusetts COVID-19 Command Center's Medical Advisory Board, and others. Based on the current public health data and COVID-19 trends, he said, the medical community supports Massachusetts students' return to in-person learning with appropriate health and safety guidelines in place.

Education Secretary James Peyser said, "There is clear consensus from both education and medical groups that while we must respect the risks of COVID-19 transmission associated with in-person schooling, we must also acknowledge the challenges and consequences of keeping students out of school, which affects their physical health, social and emotional well-being and educational progress."

The Massachusetts Chapter of the American Academy of Pediatrics has endorsed the DESE guidance.

Public school officials were asked to immediately begin feasibility studies and indicate to DESE if they can return students to school for in-person learning following the health and safety requirements.

Additional guidance and final reopening guidance will be released in coming weeks. The guidance will address subjects including transportation, facilities and

operations, athletics and extracurricular activities, electives, student and teacher supports and other key policies.

In August, districts will be required to submit comprehensive fall reopening plans that include all three models: in-person learning, hybrid learning and remote learning. In addition, all school districts will need a focused plan for effectively serving special student populations in each of these learning models.

"School districts must be prepared to work on a continuum of three broad options for reopening," Riley said. "We feel this gives school districts the readiness they need to educate students in person, and the flexibility to adapt if the health situation changes."

In-person learning

The DESE is asking school officials to change classroom configurations to space students farther apart from each other, set up additional classrooms in libraries, auditoriums and cafeterias, and make scheduling changes.

Schools are encouraged to aim for a physical distance of 6 feet when feasible, and 3 feet is the minimum distance allowed.

There is no maximum number for group size, so long as schools adhere to the physical distancing requirements.

■ **BACK-TO-SCHOOL** *continued on 25*

Coalition renews urgent appeal for federal stimulus

As a new fiscal year was about to begin for most state and local governments, a nationwide coalition of state and local organizations, business groups, labor unions and others made a unified appeal to the U.S. Senate to immediately act on aid for state and municipal governments as public services and jobs are threatened by the COVID-19 pandemic.

[In a letter delivered on June 29](#) to Senate Majority Leader Mitch McConnell and Minority Leader Chuck Schumer, the coalition noted that nearly 15 million Americans are employed by state and local governments, whose purchases account for 11% of the gross domestic product. The pandemic has decimated major revenue sources and threatens jobs and services in education, public safety, health care, transportation and other vital functions of state and local governments.

“Previous federal bills responding to COVID-19 provided important support ... yet none allow for the replacement of billions of [dollars in] lost revenue due to COVID-19,” the letter stated. “More robust and direct stimulus is needed for state and local governments to both rebuild the economy and maintain essential services.”

“Leaders in Washington have expressed support for flexible fiscal aid to states and localities of all sizes. Yet months have gone by and our communities continue to suffer. Americans have a history of standing together in times of crisis and must do so now.”

“More robust and direct stimulus is needed for state and local governments to both rebuild the economy and maintain essential services.”

– Letter to Senate leaders from nationwide coalition of state and local organizations

This latest round of advocacy is being led by the “Big Seven” nonpartisan associations that represent state and local officials across the country: the National League of Cities, the National Governors Association, the Council of State Governments, the National Conference of State Legislatures, the National Association of Counties, the U.S. Conference of Mayors, and the International City/County Management Association. The coalition’s letter was signed by dozens of state municipal associations throughout the U.S., including the MMA, as well as trade associations, major corporations, labor unions and other stakeholders. In all, more than 170 businesses and organizations signed.

“Now is the time for action by the federal government,” said MMA Executive Director & CEO Geoff Beckwith, “and



The U.S. Capitol Building

the MMA is joining with hundreds of key organizations to emphasize that there is no time to waste. We need the majority party in the Senate to understand that direct aid to cities, towns and states is necessary to rebuild our economy, protect our citizens, and fight the pandemic. Further delays will harm our nation and undermine the quality of life for every resident.”

Forty-five state governments and thousands of local governments had a June 30 deadline to adopt budgets, the coalition notes. Unlike the federal government, which can borrow at exceptionally low interest rates and operate in a deficit, state and local governments must begin their fiscal years on time and end each year with balanced budgets. ●

MMA staff to work remotely through the summer

The MMA office at One Winthrop Square in Boston remains closed, but staff continue to work remotely to provide services to members.

The MMA office will remain closed until at least Labor Day to ensure the safety of all of our employees. The MMA continues to evaluate the safety of returning employees to One Winthrop Square, while working with building management and adhering to the health and protocols from the state and the city of Boston.



All MMA and MIIA staff have been provided with the tools and resources they

need to work remotely, and are fully accessible to all members.

The MMA has converted in-person meetings into virtual gatherings, and the [MMA website](#) is constantly updated with relevant and timely information.

As always, members may reach any member of the MMA staff at their email address (first initial, last name @mma.org) or by calling 617-426-7272 and the person’s extension number, which is listed on the [MMA website](#). ●

Law expands voting by mail, early voting for fall

By **Brittney Franklin**

On July 6, Gov. Charlie Baker signed a law to expand voting by mail and early voting for this fall's primary and general elections, in response to COVID-19 concerns.

The law allows voting by mail for any municipal election held at the same time.

The law required Secretary of the Commonwealth William Galvin to send an application for a mail-in ballot for the September primary election to every registered voter by July 15. In September, Galvin's office must send applications for a mail-in ballot for the November general election.

Voters who wish to vote by mail for either the primary or general election must return the applications to their city or town clerk. Voters may vote by mail without needing to qualify for an absentee ballot for any election prior to



William Galvin

Dec. 31, 2020.

Early in-person voting will be available for the primary election from Aug. 22 through Aug. 28, and for the general election from Oct. 17 through Oct. 30. These early in-person voting dates also apply to any city or town election held at the same time. The new law prescribes the minimum number of hours for Saturday and

Sunday in-person early voting based on the size of the municipality.

The new law allows municipalities to change any polling place for a primary or general election. If there is a deficiency in the number of election officials, city and town clerks may appoint election officials without regard to political party membership, voter status, residence in the city or town, or inclusion on a list filed by a political party committee.

[In testimony submitted on May 14 to the Joint Committee on Election Laws,](#)

the MMA stressed that cities and towns will need flexibility and authority to ensure the safety of all voters and poll workers. The MMA also addressed the cost of the legislation, estimated at up to \$8 million.

"The MMA respectfully requests a guarantee of full funding for any new election responsibility and training requirements that are imposed on communities by the COVID-19 emergency and state legislation," the testimony stated.

The Secretary of the Commonwealth must now consult with the commissioner of the Department of Public Health on the appropriate public health safeguards to protect municipal employees, election workers and voters at polling places, and promulgate emergency regulations for the administration of the fall elections. ●

Governor signs compromise \$200 million Chapter 90 bill

By **Ariela Lovett**

Gov. Charlie Baker on July 2 signed a bill to fund the Chapter 90 local road and bridge program at \$200 million for fiscal 2021.

The Legislature passed the compromise bill on June 25.

Both the House and Senate had increased Chapter 90 to \$300 million in bills passed this spring, but ultimately reverted to level-funding it at \$200 million due in large part to the coronavirus pandemic's impact on state revenues.

When the House voted to increase Chapter 90 in March, it also passed a companion bill that would raise new revenue for transportation programs. House Ways and Means Chair Aaron Michlewitz told the State House News Service last month that "it's a little perplexing to figure out how we're going to

[increase] Chapter 90" without the new revenue.

Transportation Committee Co-chair Sen. Joseph Boncore told State House News on June 25 that he was "dismayed" to have to pass the lower Chapter 90 amount, but he felt it was important to reach a compromise quickly because of the "urgency of this matter," with the construction season well underway.

The MMA, which has long advocated for an increase in Chapter 90 funding from the \$200 million annual authorization that has remained flat for several years, will urge the Legislature and governor to supplement the \$200 million authorization before the end of fiscal 2021.

The Chapter 90 reimbursement program represents the only source of unrestricted, non-competitive funds for local road

and bridge maintenance and repair. A statewide analysis by the MMA in 2018 documented that cities and towns need a total of \$685 million per year to get 30,000 miles of local roads and more than 2,500 local bridges up to a state of good repair, a best practice standard for maintaining capital assets.

The fiscal 2021 Chapter 90 authorization had been held up in recent weeks as the House and Senate worked out a compromise over the future of the MBTA Fiscal and Management Control Board, which was set to expire at the end of June. Different proposals for the future of the board were passed by each branch. The compromise bill signed by the governor extends the current composition of the board until June 2021. ●

ICMA publishes statement, offers resources on racism

The Executive Board of the International City/County Management Association has issued [a statement on systemic racism](#) and some initial action steps to help local leaders confront the challenge.

“As leaders, we must work to achieve fundamental change to break the system of inequality and oppression that has tarnished nations for generations,” the statement says. “This inequality has been brought into sharp relief by the disproportionate economic losses and deaths of African Americans and people of color in the pandemic and horrifyingly so in the unjust murders of Black men and women.

“We must stand in solidarity with the Black community, with those who protest in peace, and with those taking a stand for change. We must see racism as a public health crisis and a stain upon our humanity.”

In an email to members on June 25, ICMA Executive Director Marc Ott said the statement leaves “no doubt on where this organization stands.”

As a first step, he said, the association is working to provide resources and tools “to support you on this journey over the days, months, and years ahead.”

Lexington Town Manager Jim Malloy, president-elect of the ICMA, said the association recognizes that “citizens are



Jim Malloy

looking to local government for solutions” more than ever before.

“The ICMA has formed a new team to expand on the ICMA’s racial equity and inclusion work,” he said. “This team will be crafting short- and long-term strategies with the overall goal of providing ICMA members with content, training and tools to help them address issues of

systemic racism that might exist in their own organizations.

“This work will require a multi-pronged effort to educate, inform and develop content and expertise. The ICMA will be creating sub-teams to tackle issues like policing, public health, and human and social needs, among others.”

On June 11, the ICMA published a special supplement of PM magazine with observations and commentary from local government leaders, along with resources for addressing the needs of your community and ways to take action. The supplement, [Moments of Change: Leading with Courage and Commitment for Racial and Social Justice](#), is available free online.

ICMA staff will provide guidance on law enforcement challenges, beginning with a free webinar July 1 on the president’s new [Executive Order on Law Enforcement](#), which will look at a range of concepts from public safety funding to citizen oversight

of law enforcement.

Several of the ICMA’s Community Conversations series of free COVID-19-related webinars look at recovery and restoration of services through the lens of racial and social equity and inclusion. These include:

- [Sharpening the Focus on Social Equity to Make Strategic Budget Decisions](#)
- [The Public Health Crisis and Racial Inequities](#)
- [COVID-19 Equity Framework and Rapid Response Tool](#)

The ICMA’s [social justice resource hub](#), for members, includes ICMA research, reports and tools. And the upcoming [ICMA Annual Conference, Unite: A Digital Event](#), will have a track focused on equity and inclusion.

The [ICMA Connect](#) network lets members ask questions and share resources with their peers.

Ott said the ICMA will be working with the [Government Alliance on Race and Equity](#) and others on additional training and workshop programs to be offered through ICMA University.

On the advocacy front, the ICMA is working with other state and local government organizations, including the National League of Cities, to determine the best way to work with Congress on legislation that would be supportive without undermining local authority. ●

MMA/DPH webinar discusses preparing for EEE season

In its effort to raise awareness about what is expected to be an active upcoming season for Eastern Equine Encephalitis and other mosquito-borne diseases, the Department of Public Health collaborated with the MMA on an [informational webinar on June 25 to help municipalities prepare](#).

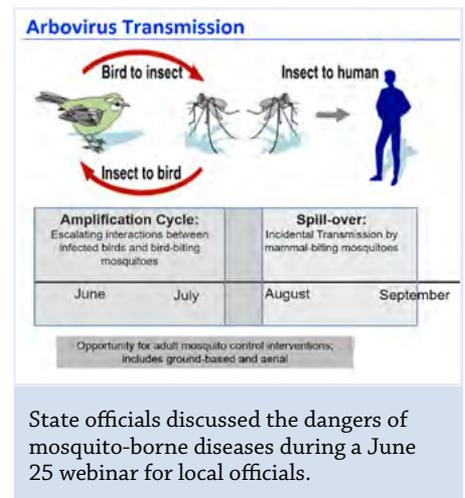
2019 was an especially active season for EEE, a rare but serious mosquito-borne disease that comes in two- or three-year cycles, and 2020 is expected to be similar. There is no treatment for EEE, and about half of those infected with the disease die from it. People who survive are often permanently disabled, and few people recover completely.

Panelists for the webinar were:

- Dr. Catherine Brown, state epidemiologist and state public health veterinarian, Department of Public Health
- Alisha Bouchard, chief of staff, Department of Agricultural Resources
- Taryn LaScola-Miner, director of the Crop and Pest Services Division in the Department of Agricultural Resources

The moderator was Jana Ferguson, assistant commissioner at the Department of Public Health.

The state officials covered their efforts to control mosquito populations, educate the public about the risks of mosquito-borne diseases and preventative measures, and partner with communities and mosquito control districts. ●



State and local leaders discuss long-lasting Phase 3

By John Ouellette

Phase 3 of the state's [four-phase reopening plan](#) is still relatively new – it began on July 6 – but we best get used to it, because it's going to be here for some time to come.

Unlike Phase 1, which began on May 18 and lasted just three weeks, and Phase 2, which began on June 8 and lasted four weeks, Massachusetts is not likely to progress beyond Phase 3 until there are reliable medical treatments and antibody testing for COVID-19, Lt. Gov. Karyn Polito said on July 7 during the 16th weekly conference call with the state's municipal CEOs convened by the MMA.

“We anticipate Phase 3 to be where we are for a long while,” she said. “There is just so much that we don't know about this virus.”

Step 1 of Phase 3 did, however, mark the return of [popular activities such as health clubs, museums, movie theaters and professional sports](#), with limitations, and a relaxation of state limitations on gatherings. (In Boston, Phase 3 was delayed one week, to July 13, and Somerville opted to begin on Aug. 3)

Under the [updated gatherings order](#), indoor gatherings are now limited to eight people per 1,000 square feet, with a maximum of 25 people in a single enclosed space. Outdoor gatherings in enclosed spaces are limited to 25% of the facility's maximum permitted occupancy, with a maximum of 100 people in a single space. The order does not apply to outdoor, unenclosed gatherings if proper social distancing measures are possible. Face coverings remain a key part of the state's strategy to control the spread of COVID, whenever proper distancing cannot be maintained.

Polito gave an overview of Phase 3 and reminded local officials that some guidance, such as for [summer youth and adult amateur sports activities](#), has been updated very recently.

The lieutenant governor again credited local officials and boards of health for their “extraordinary” efforts in ensuring compliance with state rules, and acknowledged that Phase 3 creates further challenges.

“This is challenging,” she said, while urging local officials to become familiar with the Phase 3 rules. “We have a lot more activity.”

She said recent COVID outbreaks in southern and western states, some of which are traced to crowded bars, serve as cautionary notes for Massachusetts, which has seen two solid months of decreasing case numbers, hospitalizations and positive test rates.

Step 2 of Phase 3 will include indoor venues for live performances, with limitations, and recreational activities like laser tag, roller skating and obstacle courses. Bar service and larger concerts and events will need to wait until Phase 4. Polito reminded local officials that it's “data not dates” that will drive decision-making on moving through the plan.

Polito urged local officials to review the recently updated [guidance for a broad range of indoor and outdoor events](#), including private parties, weddings, and other gatherings at parks and indoor spaces.

Sports guidance

The [Phase 3 sports guidance](#) takes into account both the risk of transmission of COVID-19 inherent in the sport or activity and the level of risk associated with the “type of play.”

Sports and activities included in the lower risk category, such as tennis, swimming, fishing and yoga, can participate in all four levels of play, including competitions and outdoor tournaments. Sports and activities included in the moderate risk category, such as baseball, softball, track and field, and field hockey, can participate in the first three levels of play, which includes competitive practices and competitions, but not tournaments. Sports in the higher risk category, such as football, wrestling, soccer and basketball, are restricted to individual or socially distanced group activities (no-contact workouts, aerobic conditioning, individual skill work and drills).

Polito said a working group that includes sports league associations, the Department of Public Health and the Department of Elementary and Secondary Education, is developing guidance



Lt. Gov. Karyn Polito speaks with local officials via Zoom on July 7.

for fall school sports.

Indoor spaces

Phase 3 doubles the occupancy limit for office space – from 25% to 50% – which includes city and town halls. Michael Kaneb, the governor's deputy chief legal counsel, said, however, that the rules give municipalities wide latitude, since many of their offices are central to public health, safety and other essential operations. He said local officials are “fully authorized to make that determination on their own – there's no advance certification required.”

Polito said many employers are making adjustments and encouraging work from home, which takes some of the pressure off for increasing occupancy further. She added that the status of “enablers” – public transit and child care – will also be a factor in future decisions about increasing capacity.

Libraries may reopen but must limit the number of visitors to 40% of maximum occupancy and require face coverings for patrons and employees. Physical materials must be quarantined for 24 hours after being returned.

Movie theaters are also subject to the 40% occupancy limit, with a maximum of 25 in a room. Health and fitness centers are subject to the 40% limit, with 14 feet between people exercising.

Dr. Larry Madoff and Jana Ferguson from the Department of Public Health explained that the occupancy limits consider whether people will be mostly stationary, such as at a movie theater, which makes it easier to ensure that they are adequately distanced.

If a restaurant or other business has a

■ PHASE 3 *continued on 33*

Lexington holds first online town meeting in Mass.

By Jennifer Kavanaugh

In 1775, Lexington helped set the stage for the fledgling American democracy. Nearly 250 years later, the town broke new democratic ground by holding the state's first virtual Town Meeting.

Using a combination of computer applications, the town began its four-night representative Town Meeting on June 1 for nearly 200 members. The town wanted to meet remotely in order to protect the health of its Town Meeting members, many of whom fall into higher-risk categories for COVID-19.

"Today Lexington is once again making history," Town Moderator Deborah Brown said as she called the meeting to order. "I dare say this will be the Zoom webinar heard 'round the Commonwealth."

Lexington's virtual Town Meeting involved weeks of planning, accelerated technological development, nearly a dozen training sessions, and substantial staff engagement. While the event saw some high-tech hiccups, the process succeeded in its goal of seeming ordinary, said Select Board Member Joe Pato.

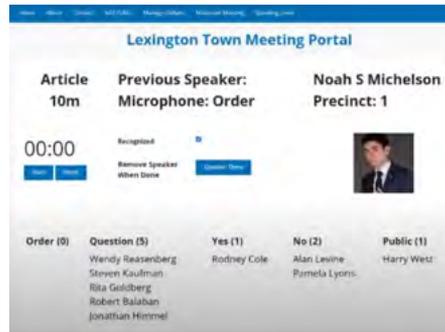
Even with a pared-down warrant, the proceedings stretched into a second week, on June 8.

"We like to talk and debate, and the system has made it easy enough that people are doing it," he said. "They're not dissuaded."

Pato, a retired research computer scientist who helped build the meeting's online portal, said the process functioned well from a technology perspective. In its new format, Town Meeting experienced the same low-tech issues that many towns face – complicated warrant articles, amendments, and controversial topics. In particular, Town Meeting reversed a vote approving funding for a new police firing range, against the backdrop of national protests over police violence and local objections to the project.

About 190 of the 197 Town Meeting members attended the first night, with participation staying in the 170s or 180s on subsequent nights, Pato said. Lexington's quorum is 100.

"Most Town Meeting members who



Built by Select Board Member Joe Pato, the Lexington Town Meeting portal allowed the moderator and members to keep track of who was speaking and who was waiting to speak during the remote meeting.

have contacted me or have spoken publicly have just been relieved that they were able to participate in a Town Meeting this year and feel like it was a real meeting," Pato said.

Technology and preparation

Lexington Town Meeting used three applications: Zoom, an online voting program from Option Technologies, and a town meeting portal built by Pato. To prevent hacking, the town created authenticated accounts allowing only meeting members and authorized personnel to access the programs. Members of the public were able to watch the proceedings online or on local cable, and could submit statements electronically to be read aloud.

Beforehand, the town held roughly a dozen trainings, which included separate sessions for each of the nine precincts, a makeup session, and a mock meeting involving the full group. People who needed additional training also received one-on-one help. Pato said the preparation paid off. About a third of the members had experienced technical problems during the training sessions, but only about 5% had problems during the meeting itself.

On the first night, the meeting started about 15 minutes late, while members logged in officially for the first time. Some members had problems toggling between Zoom and the other meeting applications. As with any online meeting, people would sometimes forget to unmute themselves while speaking, and

the sound quality could waver.

Pato said that the town had three or four IT staffers helping members during the meeting. People could report problems through the Town Meeting online portal, or call into a help line.

Every Town Meeting member had computer access, but one woman's operating system didn't support Zoom, so the town arranged a workaround: The woman would watch the proceedings on television, and a staff member would call to get her votes and report them to the moderator. On the third night, however, the woman's television stopped working, so the staff member picked her up, and with masks and a 6-foot distance, the woman used the staff member's computer, and the staff member drove her home at about 11:30 that night.

"Our goal was: no Town Meeting member left behind," said Brown, the moderator.

Lining up

At a traditional Town Meeting, members would line up behind different microphones, depending on whether they would be speaking for or against an article or had questions. Pato's program recreated that experience online.

"He wrote this really wonderful queuing function where Town Meeting members would basically put themselves in one of those speaking lines," Brown said. "And then I had a dashboard that I could look at and recognize those people at the appropriate times."

Officials proceeded slowly, giving people time to navigate among their computer applications. They allowed members to give voice votes when their voting apps didn't work, and displayed votes on the screen, so that members could speak up if they saw mistakes.

"This could have gone any number of ways, right?" Brown said. "People could have felt just so uncomfortable with this that it could have affected their approach to it, their attitude. But everyone had such a positive attitude about it."

Legislation giving representative town meetings the ability to meet virtually was signed by Gov. Charlie Baker on June 5. As Lexington waited for the bill

■ TOWN MEETING *continued on 25*

Senate OK's \$17B transportation bill without Ch. 90

By Ariela Lovett

The Senate on July 16 passed a \$17 billion five-year bond bill to fund a wide range of transportation-related projects, though the bill does not establish future funding levels for the Chapter 90 road and bridge program.

Because the Legislature had already passed a standalone fiscal 2021 authorization for Chapter 90, the Senate opted not to take up Chapter 90 again in its comprehensive transportation investment bill (S. 2813).

The MMA, with the support of Sen. Adam Hinds, filed an amendment to the Senate bill that would have funded Chapter 90 for five years at \$300 million per year, indexed to inflation, but the amendment was withdrawn before the Senate debated and voted on its bond bill.

[The fiscal 2021 Chapter 90 authorization was signed by the governor on July 2.](#)

The Senate bond bill includes funding for several municipal transportation grant programs, including \$20 million for the Complete Streets program, \$70 million for the Municipal Small Bridge program, \$50 million for a new Local Bottleneck Reduction program, and

\$100 million for a new Municipal Pavement Partnership program.

The MMA has long advocated for an increase in Chapter 90 funding, which represents the only source of unrestricted and non-competitive state funding for local road maintenance. Chapter 90 has been level-funded at \$200 million since 2012, with a few one-time exceptions.

The bottleneck program would fund changes to address “operationally influenced” impediments to traffic flow, which cause safety issues and excessive idling that boosts greenhouse gas emissions. Changes would include redesign, re-striping, lane and shoulder width adjustments, addition of auxiliary, collector and distributor lanes, signal improvements, ramp adjustments, signage and other infrastructure improvements.

The competitive pavement grant program would be for the construction, reconstruction, resurfacing, repair and improvement of pavement and surface conditions on municipal roadways. Expenditures may include the costs of engineering, design, permitting, climate change adaptation and resilience, and other services essential to the projects.

The MMA has long advocated for an increase in Chapter 90 funding, which represents the only source of unrestricted and non-competitive state funding for local road maintenance. Chapter 90 has been level-funded at \$200 million since 2012, with a few one-time exceptions.

The House passed a long-term transportation bond bill in early March, before the COVID-19 emergency hit and severely impacted the economy and state revenues.

The legislative leadership has indicated a commitment to finalize a transportation bond bill before the 2019-2020 session ends on July 31.

Without a long-term commitment to funding Chapter 90 in the transportation bond bill, cities and towns will have to wait until the governor files a Chapter 90 bill for fiscal 2022 next winter. ●

MassCor offers no-bid, free-delivery option for plexiglass shields

Municipal offices and agencies across the state have a new option for obtaining plexiglass dividers to protect employees and the public during the COVID-19 pandemic.

[Massachusetts Correctional Industries](#) (MassCor), a division of the Massachusetts Department of Correction, recently announced the availability of free-standing plexiglass service and sneeze guards manufactured at MCI-Shirley. Under state law, cities and towns can purchase the products without going out to bid, and MassCor will deliver the items free of charge.

MassCor sales and marketing representative Steve Cristol said many municipalities from all regions of the state have purchased the plexiglass shields for use

in schools as well as city and town halls and police, fire and highway departments.

“From my perspective,” Cristol said, “it’s just bridging a gap and helping municipalities meet their goals, while helping inmates ... so when they are released they have marketable skills for jobs.”

Cristol said the wait time for delivery is running about three weeks, but that could change depending on supply and demand for plexiglass, which is currently “off the charts.”

The Commonwealth first authorized its prison industries program in 1887 and rebranded it as MassCor about a decade ago. Serving the procurement needs of municipalities, state agencies, businesses, and other entities, MassCor operates

17 manufacturing operations in seven correctional institutions. MassCor’s mission is “to offer diverse, self-sustaining programs that are beneficial to offenders and economical for the Commonwealth.”

Inmates at MCI-Shirley aren’t the only ones filling the need for COVID-19 protective equipment. Unrelated to MassCor, the Hampden County House of Corrections in Ludlow has been producing personal protective equipment since the spring. According to WAMC public radio, the Hampden County correctional industries program has produced more than 65,000 face masks and is now manufacturing hospital gowns.

For more information on MassCor plexiglass products, contact Cristol at Steven.Cristol@massmail.state.ma.us. ●

Cities and towns rush to aid their business communities

By Lisa Capone

Massachusetts' local economies are many and varied – from seaside communities dependent on seasonal tourism and rural towns peppered with tiny family firms to centers of industry and commerce that serve national and international markets. As COVID-19's grip on the state ebbs, the tactics cities and towns are using to help local companies get back to business vary as well.

There are some common threads, however. Across the state, businesses large and small are seeking clarity about state and local rules for reopening and how to do so while protecting both employees and customers. For their part, municipalities have been gathering information to ensure that they tailor assistance to actual needs, with months of conversations, surveys and virtual meetings designed to elicit business owners' questions and concerns. They've also moved quickly to remove red tape and consider and implement new ideas.

"Early on, like many cities and towns, we wanted to set up clear lines of communication with our business community," said Salem Mayor Kimberley Driscoll.

Salem's Economic Development and Recovery Task Force, convened by the mayor this spring, surveyed more than 100 small business owners to discover how the city could be most helpful during the reopening phase. Answers echoed concerns heard in other communities around the Commonwealth: worries about how to obtain and pay for enough personal protective equipment to protect staff and the public; desire for streamlined regulatory changes to expand outdoor shopping and dining; and the need for marketing so residents and visitors know what's open and what the business community is doing to keep people safe.

In addition to expedited permitting for outdoor dining, Salem provided businesses with "pandemic kits" containing a month's supply of masks, gloves, face shields and hand sanitizer, and created the "Salem Together Pledge," which states each business's commitment to follow the Baker administration's sector-specific reopening guidance and asking customers and guests to commit to personal safety recommendations.

"We all have this duty to protect each other," Driscoll said. "It's been a real esprit de corps within the community."

About 12 miles south, Melrose Mayor Paul Brodeur faced similar challenges as he worked with the Melrose Chamber of Commerce and a raft of municipal officials to restart Melrose's vibrant restaurant scene.

"It wasn't hard, but we just hadn't done it before," said Brodeur, whose city now has several restaurants offering outdoor seating, as well as curbside pickup with dedicated parking spots.

Brodeur convened a Melrose Reopening Task Force that surveyed local businesses about how the city could help. Responses, he said, focused on "the uncertainty. ... 'How is this going to work?'"

"It was great to get their perspective," Brodeur said. "I'm not a business owner. I would rather lean on their expertise to come up with something that would make sense for them."

In addition to expedited permitting for expanded outdoor options, the city partnered with a medical marijuana dispensary and a local business association to provide Melrose businesses with "reopening packages" containing hand sanitizer and disposable face masks, an example of "a lot of public-private partnership stuff that's been going on in Melrose that's helped us get on track."

'Tell us what to do'

In New Bedford, hundreds of the city's core businesses, such as seafood processing, commercial fishing and manufacturing, remained open as "essential" services throughout the pandemic. Safety concerns led the city to close eight businesses temporarily, and Mayor Jon Mitchell in early May issued an emergency order with "a number of measures



"Melrose – Back in Business" is the tagline of the Economic Development Task Force formed by Mayor Paul Brodeur to support the reopening of the city's small businesses.

to reduce risk of transmission while allowing continued operation of the business." Strategies deployed in New Bedford included communicating safety protocols to employees in their native language, requiring the construction of barriers between workers at industrial facilities, and COVID-19 testing on the waterfront for commercial fishermen heading to sea.

Mitchell said the city's approach to restaurants has been "a continuation of our efforts to manage risk." He convened a Restaurant Reopening Advisory Group, chaired by City Planner Tabitha Harkin and local restaurateur Stephen Silverstein.

"The restaurateurs wanted clarity on the rules of the game," he said. "That's what we have tried to provide to them. This cuts across industries, from the fish processors and manufacturers to the restaurants: 'Tell us what to do and we'll do it.'"

Getting feedback directly from the business community was a tactic also used in Hampden and Hampshire counties, where seven towns joined forces on a state Microenterprise Assistance and Social Services grant that will provide small companies (fewer than five employees) with up to \$10,000 to help pay for rent, utilities and other expenses as they recover from financial losses due to COVID-19.

■ LOCAL ECONOMY *continued on 22*

Senior programs ramp back up - cautiously

By Lisa Capone

Interested in a summer walk-a-thon or an outdoor writing group? How about stopping by for a hot fudge sundae, or a chance to win a Dr. Fauci Fun Kit?

These activities and more are on tap for senior citizens this summer through local councils on aging, which had closed senior centers when the COVID-19 pandemic hit in March but have been working overtime since to ensure that this especially vulnerable group of residents weathers the storm.

“The 350 COAs across the Commonwealth are in various stages of scaling up their operations,” said Elizabeth Connell, assistant director of the Massachusetts Association of Councils on Aging. “As we have often said, ‘If you have seen one senior center, you’ve seen one senior center.’ While restarting certain programs or services may work at one COA, they may not work for another.”

While at least one municipal senior center in Massachusetts, in Chelsea, recently reopened to the public, the vast majority remain closed, according to Connell, due to the ongoing public health concerns. During April, May and June, a Reopening Task Force, convened by the MCOA and including COA directors and interns from the UMass School of Public Health and Health Services, reviewed reopening strategies from “across the state, country, and the world,” Connell said. The group produced a set of [guidelines for COAs](#) to use in working with local boards of health and other municipal officials as they consider reopening or scaling up operations at senior centers.

‘A silent problem’

“The number one issue for seniors right now is isolation and depression,” said Lynnfield Town Administrator Robert Dolan, who worked in the retirement and assisted living community industry before entering local government.

While seniors are especially vulnerable to COVID-19, an April article in [US News & World Report](#) notes that the restrictions necessitated by the pandemic exacerbate social isolation and loneliness, “a silent problem that has quantifiable, harmful health effects – similar even to smoking 15 cigarettes a day.”



Jennifer Reynolds, administrative assistant at the Amherst Senior Center, left, and volunteer Zoe Hastings load boxes of fresh produce and protein supplied by the Amherst Survival Center into a truck for doorstep delivery to older adults throughout Amherst. (Photo courtesy Mary Beth Ogulewicz)

It was with this in mind that the Chelsea Senior Center reopened on June 29, with strict social distancing and sanitization protocols.

“We recognize that many of our seniors have not had much opportunity to socialize during the past few months, and we wish to provide them with a safe opportunity for doing so,” said Chelsea City Manager Thomas Ambrosino. “The city is pleased to ... meet the needs of those seniors who feel comfortable leaving their homes and joining in properly separated group activities.”

Chelsea Elder Services Director Tracy Nowicki called the reopening a success, with 28 people attending programs on opening day, though not all at the same time. Seniors must make a reservation to attend any of the six programs now offered at the center, and all participants must affirm that they are virus-free, wear a mask, and sanitize hands when entering and leaving the center.

Remote programming

Elsewhere, COAs are continuing to offer a variety of programming through various remote and virtual means.

“We are open, but the public can’t enter,” said Amherst Senior Services Director Mary Beth Ogulewicz, a member of the MCOA Reopening Task Force.

She said pivoting from in-person to remote methods for meeting seniors’ emotional and social needs has produced a



Bilingual signs remind seniors to wear masks during bingo at the Chelsea Senior Center. (Photo courtesy Chelsea Council on Aging)

silver lining: a huge expansion in the number of senior citizens the Amherst COA now serves.

Grab and go meals have broadened the reach of the COA’s nutritional programs five-fold, while participation in other offerings, such as classes, guest speakers and support groups, has grown four-fold since going online, she said.

“I have found there has been a remarkable escalation of technical skills among seniors,” Ogulewicz said. “It has allowed us to introduce ourselves to seniors who would never have come to the senior center.”

Pepperell Senior Center Director Susan McCarthy said she hopes to open the senior center at 25% capacity on Aug. 3, if public health data indicate that it’s safe to do so. In the meantime, Pepperell seniors may attend Zoom offerings that include classes in strength training, cooking, Spanish, and technology.

McCarthy said her clients have also adapted “unbelievably well” to increased reliance on technology. The COA partnered with the Greater Lowell Community Foundation and T-Mobile on a pilot program that provides seniors, on a rotating basis, with new tablets preloaded with Zoom and other programs.

■ SENIORS *continued on 32*

Select board group discusses economic recovery

In response to the COVID-19 emergency, the Massachusetts Select Board Association's Annual Leadership Conference has been restructured as a series of free webinars to be conducted over the coming months.

[The second of these webinars, held June 24, featured a discussion about state and local economic recovery efforts](#) in the wake of COVID-19.

Housing and Economic Development Secretary Mike Kennealy gave an overview of the state's reopening plan and what's ahead in later phases. He also covered a variety of state and federal grant opportunities available to municipalities as they work on economic recovery plans, as well as the administration's economic recovery bond bill.

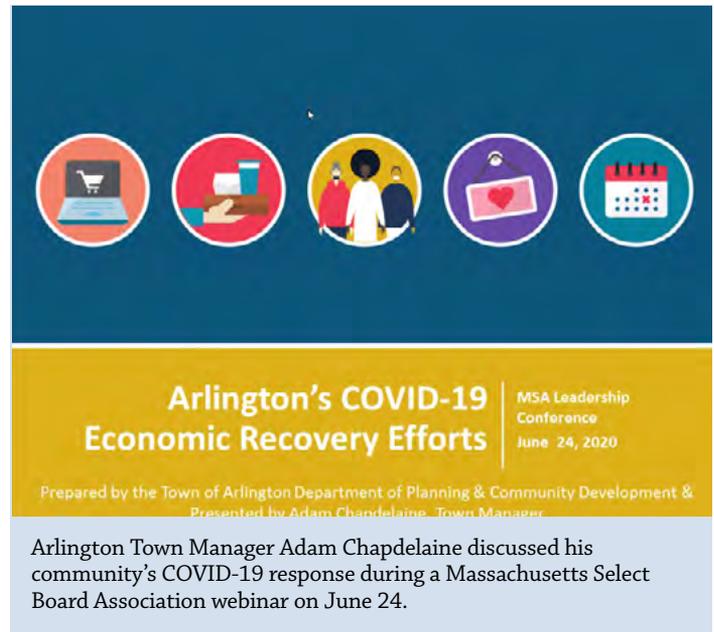
Arlington Town Manager Adam Chapdelaine and Chatham Town Manager Jill Goldsmith discussed economic recovery efforts in their towns.

Chapdelaine discussed the work of Ar-

lington's Economic Recovery Task Force, including the use of a consumer survey to guide the group in policy development.

Goldsmith presented a seasonal community's approach to economic recovery, with an emphasis on collaboration through Chatham's Downtown/Main Street Working Group.

The next webinar of the Leadership Conference series was scheduled for July 15, targeted toward newly elected select board members.



Contact: MMA Member Services Coordinator Isabelle Nichols

MMHR webinar covers re-entry planning for municipalities

A [Massachusetts Municipal Human Resources webinar](#) on June 11 covered important considerations for municipalities as they develop plans for bringing municipal employees back into the workplace and opening municipal buildings to the public.

The topic was discussed from multiple perspectives, including public health, emergency management and legal considerations.

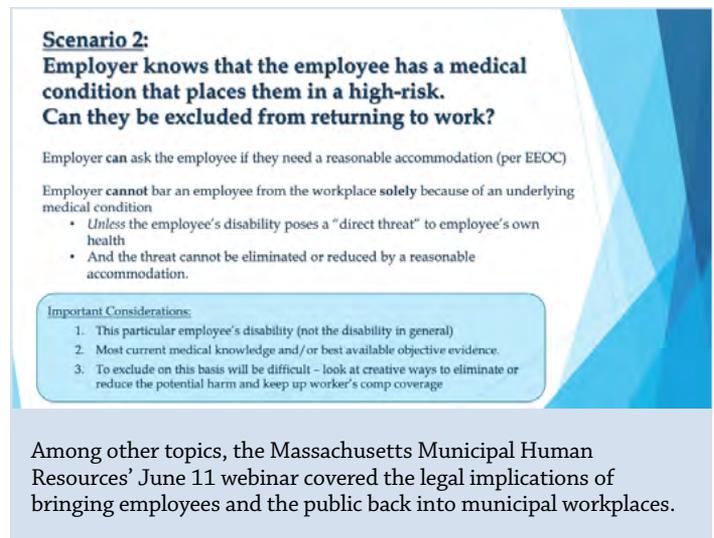
Dr. Louis Fazen, former chair of the Southborough Board of Health, gave an overview of important public health guidelines and recommendations for municipalities to consider as they begin to reopen, and Bruce Proia, acting emergency management director in Newton, discussed the steps that his city is taking to prepare.

Heather Harper, assistant town manager in Sandwich, discussed the steps implemented and lessons learned so far in Sandwich, which reopened its town hall to both municipal employees and the public in mid-May.

MMA Legislative Director John Robertson gave an update on the legislative response to the COVID-19 emergency in the human resources arena.

Attorney Jaime Kenny of Clifford & Kenny LLP explained the legal implications of bringing both employees and the public back into the workforce.

Kenny covered return-to-work policies and logistics, employees refusing to return to work, enforcement in the workplace, and paid sick leave under the Families First Coronavirus Response Act and leave under the Expanded Family and Medical Leave.



Nearly 300 human resources professionals participated in the two-hour webinar.

Contact: MMA Member Services Coordinator Isabelle Nichols

Governor lifts suspension of plastic bag bans

By Ariela Lovett

On July 10, [Gov. Charlie Baker rescinded an executive order](#) he issued in March that had temporarily suspended both the use of reusable bags in stores and local bans on single-use plastic bags in place in 139 cities and towns.

Consumers can now resume bringing reusable bags into stores and restaurants, and municipalities with local plastic bag bans can once again enforce those measures. While the governor's action took effect right away, however, many communities are likely to phase in enforcement of their bans in order to give local retailers and consumers time to adjust. For example, Newton will begin

enforcement on Sept. 1, and Boston and Brookline will wait until Oct. 1.

When the governor issued his suspension order in March, less information was available about the risk of transmission of the novel coronavirus through handling objects. Health experts now say that reusable bags and other products are not verified sources of virus transmission.

Environmental advocates applauded the change.

"Our environment should not become more polluted as a result of the pandemic," said Sen. Jamie Eldridge, sponsor of a statewide plastic bag ban bill. "I'm

eager to see more communities now pass their own ban, as momentum continues to build for passing the statewide ban legislation."

The MMA supports legislation that would impose a statewide ban on single-use plastic bags in stores and restaurants without preempting local rules. The Senate passed such a bill last November. A different bill is pending in the House. ●

Application period opens for MassWorks Infrastructure program

The annual application period is open for the MassWorks Infrastructure program, which provides grants to communities to fund public infrastructure projects.

Municipalities can apply to the Executive Office of Housing and Economic Development for funding for projects in the following areas:

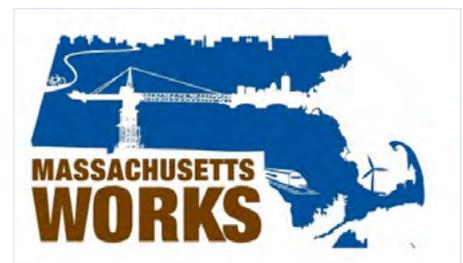
- Mixed-use development (residential with commercial, retail and/or other development)
- Housing development (housing only)
- Economic development with job creation and/or retention (no housing)
- Small-town road improvement projects

to enhance transportation safety (e.g., STRAP)

The MassWorks program places emphasis on the production of multifamily housing in appropriately located walkable, mixed-use districts that result in direct and immediate job creation and/or that support economic development in weak or distressed areas.

Since 2015, the MassWorks program has invested \$456 million in public infrastructure projects and created more than 14,000 new housing units.

All Massachusetts municipalities and public entities are eligible to apply. The application deadline is Aug. 28.



For more information and application details, visit www.mass.gov/service-details/massworks-infrastructure-program. ●

New grants available for shared streets and spaces projects

By Ariela Lovett

The Massachusetts Department of Transportation last month announced a new \$5 million [Shared Streets & Spaces Funding Program](#) to provide technical and funding assistance to help cities and towns design and execute temporary or permanent changes to streets and sidewalks.

The quick-launch/quick-build grant program will provide grants for municipalities to quickly launch or expand improvements to sidewalks, curbs, streets and parking.

Grants may range from \$5,000 to

\$300,000 and be used to quickly implement or expand improvements to sidewalks, curbs, streets, on-street parking spaces, and off-street parking lots in support of public health, safe mobility, and renewed commerce in their communities.

Shared Streets & Spaces is also designed to facilitate the development of safer routes to schools, child care and programs for children and youth.

Applications for grant funding will be accepted through Sept. 29, and projects must be mostly or completely implemented by Oct. 9.

Grants will be awarded by MassDOT on a rolling basis and made available as simply and quickly as possible so that projects can be completed this summer and fall. The program is administered in partnership with the Barr Foundation, which is available for technical assistance.

Shared Streets & Spaces is modeled after the administration's Complete Streets Funding Program, which was created in February 2016 and, as of January 2020, had awarded \$46 million to cities and towns for transportation infrastructure improvements. ●

Legislature sends mosquito control bill to governor

By Brittney Franklin

The Legislature on July 16 passed and sent to the governor legislation to help combat mosquito-borne diseases.

The House, Senate and Joint Committee on Public Health made significant changes to a bill that had been filed by Gov. Charlie Baker in April, adding treatment notice requirements, creating opt-out processes, and increasing transparency about the actions of the State Reclamation and Mosquito Control

Board.

The bill would also create a task force to study the Commonwealth's mosquito control process and recommend reforms.

Public health officials are expecting an active eastern equine encephalitis season this year. Last year, there were 12 human cases of the mosquito-borne virus and six deaths.

In his filing letter, Gov. Baker said, "This legislation would empower the State

Reclamation and Mosquito Control Board ("SRB") to engage in mosquito control activities across the Commonwealth, including in areas where there is no legislative authority to take action today, when the Commissioner of Public Health determines that an elevated risk of arbovirus exists."

[The MMA had opposed the bill in testimony submitted on May 11](#), but the changes sought by the MMA were ultimately made during the legislative process. ●

Bottle and can redemption at retailers has resumed

By Ariela Lovett

Following a three-month suspension due to the coronavirus emergency, the Department of Environmental Protection and the Attorney General's Office in June resumed enforcement of bottle and can redemption using a two-phased process.

Enforcement of redemption requirements at retailers (such as grocery stores) using machines began on June 5, while enforcement at retailers accepting containers over-the-counter went into effect on June 19.

The [enforcement plan](#) includes protocols and requirements to ensure the safety of retail employees and the public. The rules laid out by the Executive Office of Housing and Economic Development's Guidance Regarding the Operation of

Essential Services include the following:

- Customers and employees must wear a face covering.
- Signage must be posted to remind customers to practice social distancing.
- Six-foot spacing must be clearly marked with lines on the floor.
- Bottle room occupancy must be limited.
- Machines must be disinfected before proceeding to empty them.

The DEP encourages customers to check the operating status of redemption locations before bringing containers.

Customers may be limited to redeeming no more than 120 deposit containers at a single retailer location at one time. Customers with higher volume are



A bottle and can redemption center.

encouraged to use a redemption center with greater capacity. ([See an online directory of redemption centers.](#))

The DEP has a Bottle Bill Hotline at 617-556-1054 to answer questions. ●

MMHR to hold annual boot camp and fall conference virtually

Following a number of successful and highly attended webinars offered throughout the spring, the MMHR will offer its HR 101 Boot Camp and Fall Conference, two of its most popular annual events, as webinar series this fall.

The HR 101 Boot Camp will be a five-session series held weekly on Thursdays at 11 a.m., kicking off on Sept. 3. Topics will include developing effective employee evaluations, the hiring and termination process, legal trends in municipal/labor law, benefits administration, and an HR 101 roundtable discussion with seasoned HR experts.

The Fall Conference will be a three-session series taking place weekly on Thurs-

days at 11 a.m., with the first session on Oct. 8. The conference will feature a cultural humility and dexterity training and a panel discussion with diversity, equity and inclusion practitioners, as well as workshop sessions on the Americans with Disabilities Act, the Family and Medical Leave Act, and pay equity.

The Boot Camp and Fall Conference will each be \$50 to attend. The webinars must be purchased as a series, and registrants will receive access to the webinar recordings and any followup materials. Recordings of the webinars will be available only to those who have paid for the series.

Additional information, including

speaker details and registration instructions, will be emailed to all members over the summer.

Contact: MMA Member Services Coordinator Isabelle Nichols at inichols@mma.org

Libraries innovate during COVID, seek funding support

By Jennifer Harris and Laura Luker

Each spring, hundreds of Massachusetts library workers and supporters gather at the State House to urge legislators to support funding for the Commonwealth's libraries.

This year, [Library Legislative Day](#) was different, with library advocates joining forces online. The message was different as well, with a greater sense of urgency.

The 369 public libraries in Massachusetts – located in virtually every city and town – offer valuable resources and level the playing field for access to information, resources and services, advocates point out. Libraries support education, employment, enrichment, literacy and much more. They also provide space for communities to come together and learn together.

The following are some examples of how libraries and library organizations responded during the COVID-19 emergency:

- Since suspending in-person service, the Boston Public Library has seen more than 31,000 new online library cardholders and loaned more than 1.4 million online items. Its [Books for Boston](#) program put more than 11,000 new physical books in the hands of readers with the help of 22 partner organizations, all bought from local bookstores.
- In Framingham, library staff reach out to seniors to ensure they have the [information they need](#) on COVID-19, and to provide a connection for people in isolation.
- The [Leominster Public Library](#) started a Pen Pal program, where patrons and library workers are corresponding. Care packages (books and activities)

are being distributed through school free-meal distribution sites.

- The [Storrs Library](#) in Longmeadow has virtual Lego challenges, story times with staff members reading to their pets, virtual book groups, and craft programs. They are also planning an online summer reading program and are partnering with community organizations to prepare a townwide “Virtual Read.”
- The [Tewksbury Public Library](#) hosts several virtual networking/educational events for job seekers each month to support workforce development during troubled economic times.
- The Massachusetts Board of Library Commissioners launched a centralized [Online Library Events Calendar](#) of virtual library programming around the state.
- The Massachusetts School Library Association introduced the [Virtual School Librarian](#) to connect school librarians and students, providing them access to vetted online resources, and the opportunity to pose questions to licensed school library teachers, who are qualified to assist in intelligently sorting through masses of data. School library teachers have been working with faculty to develop and support remote teaching with tools to instruct students in the use of essential online resources, many of which are MBLC-funded.
- The [Massachusetts Library System website](#) has been updated with tools and best practices for public library operations during the pandemic.

Many libraries are struggling in the face of the twin challenges of the pandemic and fiscal uncertainty, a situation



Leominster Public Library (Photo courtesy Library Land Project)

that's expected to get worse before it gets better. Following two recessions, it was only in 2019 that state library funding returned to its 2002 levels, yet library visits and utilization continued to accelerate, according to the Massachusetts Library Association. Demand for these free library services is expected to continue growing in the wake of the current crisis.

When library advocates gathered for the virtual Library Legislative Day, their funding priority was “State Aid to Public Libraries” – and giving the most flexibility to local libraries to decide where the need is greatest. While advocates recognize the unprecedented nature of the looming fiscal pressures, they are asking that all of the state library line items funded through the MBLC be supported.

Jennifer Harris is chair of the Massachusetts Library Association's Legislative Committee and library director at the Plymouth Public Library. Laura Luker is president of the Massachusetts School Library Association and a library teacher at the Pioneer Valley Chinese Immersion Charter School in Hadley.

MMA seeks input for Annual Meeting workshops

A key component of the MMA Annual Meeting & Trade Show each January is the selection of timely, informative and interactive workshops.

The MMA is currently seeking input from members about topics they'd like

to see covered during the 2021 Annual Meeting, to be held Jan. 21 and 22. We're looking for topics that would help you in the work you do in your city or town.

To submit ideas, please use our online

form at www.mma.org/workshoptopics.

The MMA welcomes this input as we engage in our planning process. ●

STAM webinar discusses reopening town buildings

On June 5, MIIA led a webinar for the Small Town Administrators of Massachusetts on [safety protocols for returning to town buildings and resuming operations](#).

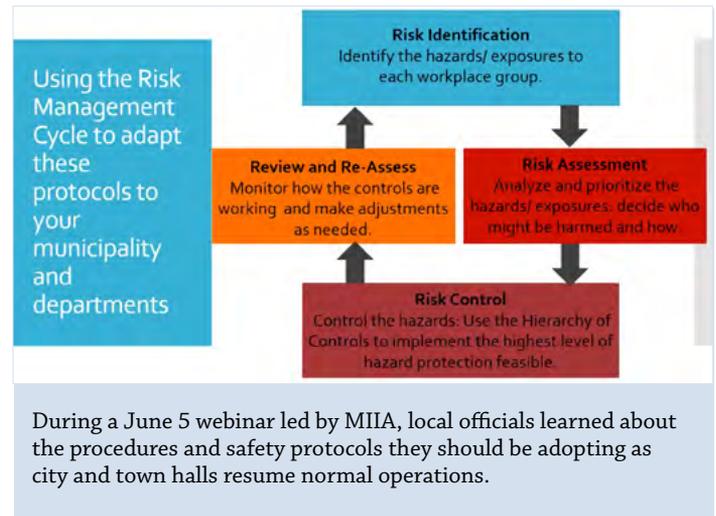
MIIA Member Services Manager Lin Chabra and Risk Manager Maureen Montanus discussed the procedures and safety protocols that all communities should follow as they open town halls to staff and visitors and return to “regular” operations in all departments.

Laura Kittross, executive director of Berkshire County Boards of Health, addressed some of the common issues expected, including how to social distance,

face coverings, and maintaining hygiene protocols.

The Massachusetts Interlocal Insurance Association is the MMA’s nonprofit insurance service.

More than 75 local officials participated in the webinar. ●



MassDEP reopens comment period on draft Solid Waste Master Plan

By Ariela Lovett

The Department of Environmental Protection announced in late June that it is accepting additional public comments on its Draft 2030 Solid Waste Master Plan.

The reopened public comment period will focus specifically, but not exclusively, on issues of environmental justice, climate change and the impacts of the COVID-19 pandemic on solid waste management in Massachusetts.

The draft plan and related information is available at www.mass.gov/guides/solid-waste-master-plan.

Written comments may be submitted through Sept. 15 to dep.swmp@mass.gov or by mail to John Fischer, Massachusetts Department of Environmental

Protection, 1 Winter St., Boston, MA 02108.

The DEP will also host four virtual public hearings, via Zoom, during which stakeholders may offer comments. The sessions will be held from 6 to 8 p.m. on the following dates:

- July 22 – [link to register](#)
- Aug. 20 – [link to register](#)
- Sept. 1 – [link to register](#)
- Sept. 10 – [link to register](#)

The DEP released its draft solid waste master plan last fall and held five public hearings and a public comment period. The [MMA submitted comments](#) on Dec. 9.

During the fall hearings and comment period, the DEP was asked to conduct

more engagement with “environmental justice communities,” which have experienced disproportionate environmental burdens.

In a press release, DEP Commissioner Martin Suuberg said the department is “committed to thoughtful public engagement to ensure that the Solid Waste Master Plan reflects the issues faced by environmental justice communities.”

He added that “it is critically important to take a fresh look at the draft plan in light of the COVID-19 pandemic, and to consider its impacts on solid waste and recycling.”

The Solid Waste Master Plan, typically updated every 10 years, establishes the policy framework for solid waste management in Massachusetts. ●

MMA-Suffolk to hold 4th finance seminar

The MMA and Suffolk University are preparing to hold the fourth Municipal Finance Management Seminar this fall in Southborough, which will be held regardless of whether the class meets in-person or virtually.

The [application is available on the MMA website](#), and the deadline is 5 p.m. on July 31.

The seminar is designed to provide an overview of municipal finance in Massachusetts, including operational aspects of finance structure, and systems

and processes in Massachusetts cities and towns. Topics include budgeting, financial reporting, treasury functions, property assessment, and costing out contracts.

The seminar is for municipal officials interested in furthering their careers in municipal finance as well as for employees who are new to municipal finance. Applicants must be employed by a city or town, and must have the approval of their municipal manager, administrator or mayor to apply.

The program will be held on five Fridays beginning in November. Classes are from 9 a.m. to 4 p.m., with the last class including a panel discussion and celebratory lunch. The cost of the seminar is \$825.

Completed applications can be sent to seminars@mma.org. ●

DOER finalizes solar incentive program rules

By Ariela Lovett

The Department of Energy Resources on July 10 issued final regulations for the Solar Massachusetts Renewable Target program, intended to promote cost-effective solar development in the Commonwealth.

The changes (under 225 CMR 20.00) conclude the DOER's emergency rulemaking process for the SMART program, after the department filed emergency regulations in April and reviewed written and oral public comments.

The regulations double SMART program capacity (adding 1,600 megawatts), enabling more municipalities to develop solar projects with state support. The rules also increase a financial incentive for public entities developing solar, from 2 cents to 4 cents per kilowatt hour.

The changes also allow solar projects sited on private property – either owned

or operated by a municipality or where the project's owner has assigned 100% of the output to the host municipality – to be defined as public entity Solar Tariff Generation Units.

The [MMA submitted written comment in response to the emergency regulations on June 1](#), and supported the changes above.

The DOER did not adopt an MMA suggestion that would have broadened eligibility for what is considered a public entity Solar Tariff Generation Unit.

The regulations exclude projects that are sited on publicly owned land that is leased or for which the municipality receives payments in lieu of taxes from another entity, such as capped landfills or wastewater treatment facilities.

Eligible public entity STGUs can apply early for a Preliminary Statement of Qualification.

Some municipalities with pending solar projects on municipally owned land with a lease or PILOT agreement report that they experienced delays in accessing SMART program incentives because they do not qualify to apply early for a Statement of Qualification. The MMA asked the DOER to change its eligibility criteria to allow for these types of municipal projects to apply early.

[The final version of the SMART regulations and information about the rulemaking process are available on the DOER website.](#)

The emergency regulations that the DOER filed in April included changes made as part of the department's review of the program last fall. The MMA submitted comments during the fall review period, initiated once the program reached 400 megawatts of subscription, in response to the draft proposed by the DOER at that time. ●

MSBA participates in the 1st issuance of social bonds in Mass.

The Massachusetts School Building Authority announced on June 26 that it will be the first municipal issuer in the Commonwealth of Massachusetts to use the Social Bond designation in this week's transactions.

The MSBA has designated the 2020 Bonds Series A and B bonds as "social bonds," appealing to those investors seeking investment opportunities that comport with the United Nations' Sustainable Development Goals and Social Bond principles.

The MSBA has determined that the school facilities to be financed and refi-

nanced with the proceeds of the Series 2020 bonds are "social projects" based on the social benefits of ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all.

"The MSBA is a mission-driven organization committed to ensuring that our kids have access to the 21st century learning environments that will help them succeed," said State Treasurer Deborah Goldberg, chair of the MSBA. "These bonds will create opportunities and invest in positive social change."

Goldberg said the plan will benefit the

financial sustainability of the MSBA Capital Program while maximizing the amount of funds available to fund projects going forward. The transaction will also result in a significant amount of savings on previously issued debt benefitting Massachusetts taxpayers.

Additionally, the MSBA's reimbursement formula fits and reflects the Social Bond principles of using poverty factors in the reimbursement and consideration of incentives for smart growth principles, such as regional schools, green school buildings and overlay zoning districts. ●

Select Board group to discuss municipal finance 101 on Aug. 19

Due to the COVID-19 emergency, the Massachusetts Select Board Association's Annual Leadership Conference was restructured as a series of free webinars held over several months.

The fourth and final webinar of the series, to be held on Aug. 19 from 2 to 3 p.m., will discuss "the ins and outs of municipal finance," including budgeting basics and the importance of town finance committees. The Zoom



Sandy Pooler

meeting will be led by Arlington Deputy Town Manager Sandy Pooler.

Municipal finance is one of the most critical aspects of the job for select boards in Massachusetts. This webinar is open to all select board members, but is primarily intended to serve as a training for those who are newly elected.

Advance registration is required. Select board members will

receive an email to register for the webinar via Zoom.

Contact: MMA Member Services Coordinator Isabelle Nichols, inichols@mma.org

Management group awards 4 Galkowski scholarships

The Massachusetts Municipal Management Association awarded four local officials with scholarships from the Nancy Galkowski Legacy Fund.

Three of the four officials will use the scholarship to complete coursework in the Massachusetts Certified Public Purchasing Officer program. They are Wenham Administrative Services Director Jackie Bresnahan, Southborough Library Director Ryan Donovan, and Chelsey Little, director of Montague's water pollution control facility.

West Stockbridge Town Administrator Marie Ryan will receive funding to attend the MMA Annual Meeting in 2021.

Nancy Galkowski had a 35-year career in municipal management in Massa-



Jackie Bresnahan



Marie Ryan



Ryan Donovan



Chelsey Little

chusetts and a passion for mentoring younger managers and being of service to all of her peers. Following her death in 2013, her Management Association colleagues established a fund to honor her memory and continue her legacy.

The fund accepts applications once a year in the spring.

Contact: MMA Senior Member Services Coordinator Denise Baker at dbaker@mma.org

Officials asked to update information for Municipal Directory

The MMA is seeking updates from cities and towns for its 2020-2021 Massachusetts Municipal Directory, a comprehensive resource for connecting with colleagues.

As of July 15, 79 communities had updated their information using the convenient online tool.

Everett was the first community to complete its updates this year, with Executive Manager Dolores Lattanzi submitting them at 10:09 a.m. on July 1, the day that the first emails were sent

with links to the online tool.

The online update form is pre-populated with the personnel information currently on file with the MMA, and should take only a few minutes to update by the person most familiar with a city or town's personnel.

The MMA has sent emails to the chief municipal official and a selected designee in each community, with a link to the tool and the username to access it.

The Massachusetts Municipal Directory includes listings of local officials and

contact information, as well as demographic and financial data, for all of the state's cities and towns. The annual publication also includes sections devoted to regional school districts, state and federal government agencies, and relevant professional organizations, as well as a guide to products and services for municipalities.

The new edition of the directory will be published this fall.

For more information, contact the MMA at directory@mma.org. ●

WEMO to hold second annual leadership conference virtually

Women Elected Municipal Officials will be holding its second annual leadership conference virtually this year. The event will be free of charge.

The conference will feature a keynote speaker followed by facilitated breakout

discussions, where participants will have the opportunity to discuss prompted topics and ideas for future WEMO programming in small groups using Zoom's breakout room feature.

Additional information, including

speaker details and registration instructions, will be made available over the summer.

Contact: MMA Member Services Coordinator Isabelle Nichols at inichols@mma.org

MMHR accepting nominations for 2020 Skop Award

Massachusetts Municipal Human Resources is accepting nominations through Sept. 1 for its annual [Emil S. Skop Award](#), given in recognition of outstanding contributions made to the field of municipal human resources management.

Nominations will be accepted from MMHR members, human resources colleagues, municipal chief administra-

tive officers, municipal personnel/human resources boards, officials of state human resources-related agencies, and other related entities.

Skop was one of the founding members of the Massachusetts Municipal Personnel Association (renamed MMHR in 2019) and served as its first executive secretary.

Before "networking" became a recogniz-

able term, Skop acknowledged the value of sharing information and experiences with other human resources and labor relations professionals. He is recognized for his tireless efforts in this area.

[The award criteria and nomination form can be found here.](#)

Contact: MMA Member Services Coordinator Isabelle Nichols at inichols@mma.org

MMA Human Services Council discusses elder care

The MMA Human Services Council hosted its inaugural webinar on July 1 in partnership with the Executive Office of Elder Affairs.

The [panel discussion on elder care during COVID-19](#) featured Kathryn Downes and Robin Lipson from the Executive Office of Elder Affairs, Tara Hammes from the Massachusetts Councils on Aging, and Brenda Labbe from the Greater Springfield Senior Services.

Panelists covered how home- and community-based aging services have adapted during COVID-19, and how local human services providers can support older adults and caregivers in their communities.

Issues addressed included responding to the needs of older adults and families during the pandemic, helping older adults and isolated family caregivers feel less alone and more connected to their communities, and sharing hopes for the future.

Panelists responded to participant questions on what reopening of senior cen-

ters might look like, and barriers and solutions to technology access for older adults.

More than 165 human services professionals participated in the hour-long webinar.

Resources

- [Find your local aging services agency](#)
- [MCOA resources, including Wellness Checklist](#)
- [Massachusetts Family Caregiver Support Program](#)
- [MCOA virtual trainings, including caregiver resources, exercise programs and educational resources](#)
- [MCOA innovative ideas](#)
- [Mental health and well-being resources](#)



The MMA Human Services Council partnered with the Executive Office of Elder Affairs to discuss elder needs in the COVID-19 emergency during a July 1 webinar.

[from mass.gov](#)

- [Managing isolation and loneliness resources from mass.gov](#)
- [MCOA Recommendations for Reopening – Scaling Up Senior Center Operations](#) ●

LOCAL ECONOMY

Continued from page 13

“The livability, economic health, and sense of community of a small town depends greatly on independent local family businesses,” Hampden Board of Selectmen Chair Donald Davenport said.

The grant application came in the wake of a business survey revealing that 88% of respondents lacked sufficient resources to cover basic business expenses. Funds will help 70 small businesses in Belchertown, Hampden, Hardwick, Ludlow, Monson and Palmer.

Marketing matters

On Cape Cod and the Islands, municipal officials are luring wary summer tourists with the message that businesses are open and safe, as they help small shops and galleries reconfigure their space and

adopt measures enabling restaurants to add outdoor tables.

Early on, Provincetown Town Manager Robin Craver formed an economic recovery group comprising 18 representatives of business, town government, health care, public safety and social services.

“I think some of the businesses are still waiting to see,” Craver said, adding that some businesses may decide to “skip a season.”

“Their first concern is to keep themselves, their workers and visitors safe,” she said.

An Economic Recovery Task Force on Nantucket has been working for months to pave the way for reopening, aided by input received during eight roundtables with various economic sectors.

Assistant Town Manager Gregg Tivnan said Nantucket has implemented several recommendations, including frequent radio public service announcements, loosening outdoor dining restrictions, and offering professional design help for shops trying to accommodate one-way traffic and social distancing. The town is also hiring staff to hand out masks and educate summer visitors about public health rules while also distributing maps and promoting local businesses that rely on July and August for the lion’s share of their revenue.

“This summer will be unique,” said Nantucket Culture and Tourism Director Janet Schulte, “but still fun.” ●

Strategies for managing ‘new normal’ in the workplace

By Stephen Batchelder and Lin Chabra

We hear a lot about the “new normal,” but it will take some time and effort to figure out what that means for workplaces.

As municipalities reopen facilities and welcome back employees, here are some strategies to help manage staff well-being and human resources risks while everyone adjusts.

Employee concerns

Employees have already been experiencing health concerns – both mental and physical – during months of working from home, according to Steven Bernstein, account manager with AllOne Health, an employee assistance program provider in Natick. Quite suddenly back in March, people felt uprooted and disconnected.

“Employees went from fear of contracting the disease and bringing it home to their family, to suddenly dealing with all of the logistical, relational, and operational challenges of being in a new workplace,”

he said.

Working at home may have intensified relationship stressors or created anxiety due to juggling work, child care and remote learning. Many individuals experienced stress, feelings of isolation, and depression.

“A lot of people were starting to think they were alone in having these feelings,” Bernstein said. “They’re definitely not alone.”

“At the EAP, we’re listening and helping people normalize these experiences, as well as encouraging them to draw on their strengths during their adjustment back to the workplace, which will likely be very different from the place they left before.”

Helping employees return

As employees return to the workplace, it’s important to recognize that there will be new workplace norms, said Cally Ritter, a licensed independent clinical social worker with Positive Ripple Training and Consulting.

“With masks, physical distance, reduced

numbers, and common spaces closed, employers will likely see a clash of risk tolerance levels,” she said.

These new norms will create new cultures, and it’s important for managers to set the tone by emphasizing concern for employees with compassion, openness and honesty.

Ritter advises managers to invite employees to offer their perspective and encourage them to adopt the “Platinum Rule,” which says that you should treat others the way that they want to be treated.

Ritter also suggests using “compassionate confrontation” – seeing the other’s viewpoint when working to resolve conflicts – as well as communicating consistently and regularly, setting expectations, holding employees accountable, and starting formal and informal meetings and gatherings with questions about the concerns and needs of employees.

■ MIIA *continued on 29*

Checking up on municipal buildings can prevent losses

By Steven Batchelder

For the past few months, everyone has been consumed with issues related to the COVID-19 pandemic, while still delivering local services. But it is still important to check on municipal buildings to prevent potential losses.

When buildings remain closed for weeks, bad things can happen. One community recently had a fire in a school building after the water level dropped in an aquarium and the filter pump overheated. Another community had an undetected water leak that caused mold and mildew damage, requiring significant expense for removal.

Here are a few pointers to keep buildings in top shape and prevent damage:

- Inspect HVAC systems for dust buildup and check air conditioning

units to ensure that they’re in proper working condition. Dirt and sludge can build up if AC units have been sitting unused all winter and spring, which can lead to degradation or possible failure of the unit.

- Maintain relative humidity. HVAC systems are programmed to work based upon a certain heat load from staff, lights, computers and activity. With reduced staff and activity in facilities, HVAC settings may need to be adjusted to maintain proper humidity levels. This will mitigate risk of environmental contamination and the development of mold.
- Check air filters, flush water heaters, check the status of smoke alarms and carbon monoxide detectors, and examine the electrical components of fire systems, including sprinklers and alarms.
- Closely inspect buildings and landscaping, taking note of any cracks in the foundation, missing roof shingles, separations or erosion of siding and masonry, and broken, cracked or leaking windows.
- Inspect irrigation and drainage systems for leaks and blockages. Be sure to inspect gutters, nozzles, sprinkler heads, and valves, and look for any standing water.
- Install water and temperature detection systems.
- New monitoring technologies are available that can alert managers about problems within facilities.

Worcester building modular micro-units for chronically homeless

The city of Worcester and the Worcester Housing Authority received funding from the Department of Housing and Community Development to help build the state's first modular micro-unit housing for the chronically homeless.

The project, estimated to cost \$3 million, was approved by the state for \$2.2 million in funding. An additional \$200,000 is being contributed by the city, and the Massachusetts Housing and Shelter Alliance is providing \$100,000. The remaining cost will be covered by a mortgage held by the housing authority.

The project is one of many actions that resulted from 26 recommendations made by the city's Task Force for Sustaining Housing First Solutions, convened two years ago. The task force was charged with reenergizing the city's "housing first" focus for the chronically homeless, with an emphasis on sustainability and resources to maintain supportive housing over the long term.

Worcester City Manager Ed Augustus said all of the Task Force recommendations are currently active, including working with landlords to provide housing in the city's traditional triple deckers.

"A lot of it had to do with data sharing, doing a name count of our homeless population, knowing where they are, what programs they might qualify for, so we know what they have available to them when we rehouse them," Augustus said.

The Worcester Housing Authority participated in the task force, which put the authority in a position to offer land it already owned, according to authority CEO Alex Corrales.

"I think there is a lot of misinformation about the homeless population, and we have a responsibility to serve and assist our most vulnerable population – the elderly, families, the disabled and the homeless," Corrales said. "It wasn't just a way to help, but a requirement for us."

Because it uses modular style construction, the per-unit cost of the project is between \$100,000 and \$120,000.



A rendering depicts the modular micro-units housing being developed by the Worcester Housing Authority for the chronically homeless. (Photo courtesy Worcester Housing Authority)

"Having these boxes fabricated and built offsite reduces the cost significantly, and modular construction has improved greatly over the last 20 years," Corrales said. "We think it might be a great blueprint for other communities, especially urban cities."

Augustus said the modular approach gets the units into use much faster, with construction time of less than six months.

The units are going on land owned by the Worcester Housing Authority on Lewis Street.

The building will consist of 25 studios with kitchenettes and private bathrooms. Twenty-four of the units will be available for housing, and the 25th will be for a residential manager. One or two case managers will also have an onsite office to manage finances and be the main connection for residents to city services for mental and physical health.

Having a live-in manager and onsite case managers helped to allay concerns about the project in the community, Augustus said, by providing reassurance that the residents will be supported and the property will be cared for.

"This type of housing is in many ways a really good answer to dealing with COVID-19," Corrales said. "Everyone has their own room, kitchen and bathroom,

so you really have a chance to minimize spread."

The housing will be open to individuals using a waitlist system, Corrales said.

"Every list we have will determine different priorities and preferences," he said. "Someone who is homeless will get a preference and will work with the coordinated reentry folks at the city to vouch for the individual."

Augustus said the project is part of a larger strategy.

"We went through a process before identifying that this is part of the solution, which made it attractive to the state and helped move through community issues," he said. "The process was important to having this implementation work."

The project is in the design phase and is expected to go to bid toward the end of the year, Corrales said, with construction starting in early 2021 and people taking residence next spring, assuming there are no COVID-related delays.

For more information, contact Worcester Housing Director James Brooks at brooks@worcesterma.gov or Worcester Housing Authority CEO Alex Corrales at 508-635-3106 or questions@worcesterha.org.

– Meredith Gabrilka

TOWN MEETING

Continued from page 11

to work its way through the legislative process, the town had already anticipated taking other legal steps to protect its Town Meeting, including petitioning the Legislature to have its meeting results accepted by the state.

“The state statutes governing Town Meeting were written long before anyone could have contemplated this type of meeting,” Brown said, “and so the language that’s used that suggests a ‘convening’ has been interpreted by some to clearly mean convene in person, and that’s why we had to seek the legislation.”

The legislation allowing remote repre-

sentative town meetings applies only to the current COVID-19 emergency period. Lexington officials anticipate they will also need to meet remotely for a special Town Meeting in the fall, given concerns that the COVID threat will persist for months to come.

Both Brown and Pato envision possible future uses for virtual meeting technology. They said it could allow for greater participation by those with disabilities, people who are ill, and younger residents who might want to serve but who have small children at home.

For this Town Meeting, officials worked with the town’s disability commission to ensure public access to the meeting, Brown said. The proceedings were closed

captioned, and officials adjusted fonts and contrasts to make sure the online content was readable.

Long-term use of virtual meeting technology, Pato said, would require additional legislation and significant public discussion. But the technology can make Town Meeting more inclusive, he said.

“It opened the door to say, ‘we can have participation using this electronic medium in a way that is parallel and comparable to the in-person portion,’” Pato said. “I missed seeing people in person, but I think there is a lot of potential to make it so everyone is fully enfranchised in the future.” ●

BACK-TO-SCHOOL

Continued from page 6

Elementary schools should aim to keep students in the same group throughout the day, and middle and high schools are encouraged to minimize mixing student groups to the extent feasible.

All students in second grade or older are required to wear a mask or face covering, with time built in for mask breaks throughout the day. Kindergarten and first-grade students should be encouraged to wear a mask or face shield. Face shields may be an option for students with medical, behavioral or other challenges who are unable to wear masks.

All adults, including educators and staff, will be required to wear masks or face coverings.

Exceptions to mask or face covering requirements must be made for people for whom wearing a mask or face covering is impossible due to medical conditions, disability impact or other health or safety factors.

Screening procedures are not required for students to enter school. Families will be the primary health screeners of students and should not send students to school if they exhibit COVID-19 symptoms. Families will receive information to support them in conducting symptom checks, including a checklist.

Students who show COVID-19 symptoms during the school day should be moved to a specific room designated for medical isolation until they can be picked up by a family member. This room must be separate from the nurse’s office or other space where routine medical care is provided.

Schools should have an inventory of standard health care supplies such as masks and gloves. In addition to federal aid, the DESE is providing a bulk state ordering opportunity through which districts can submit their orders and payment to make the process as easy as possible. ●

BUDGET

Continued from page 1

At the federal level, the House and Senate have not reached agreement on an additional round of relief for states and local government, and still appeared to be far apart in mid-July. While CARES Act funds are being allocated to cities, towns and school districts under strict federal rules, the amounts are

not adequate to sustain state and local programs, particularly the reopening of schools in the fall under different, and costly, circumstances.

Local governments in Massachusetts spend more than \$25 billion annually on vital services, mainly for schools and public safety, and employ more than 250,000 people. Cuts in state assistance would hit local budgets hard, making it more difficult

for communities to lead in fighting the COVID-19 pandemic and weakening the essential programs that are crucial to the state’s economic recovery in the coming months. For these reasons, the MMA is calling on state officials to prioritize and protect municipal and education aid as budget decisions are being made. ●

Around the Commonwealth

Cambridge

City recognized for use of data, evidence to respond to challenges

The city of Cambridge is one of 16 cities in the nation to be recognized at the silver level in the [2020 What Works Cities Certification program](#).

What Works Cities evaluates how effectively cities are managed by measuring the extent to which city leaders incorporate data and evidence in their decision-making – whether they have the right people, processes and policies in place to put data and evidence at the center of decision-making. The program was launched by Bloomberg Philanthropies in 2015.

Cambridge was recognized for its measurable progress over the past year on foundational data practices, representing the city’s commitment to advancing how data is used to better serve residents.

The open data and stakeholder engagement criteria assessed for What Works Cities Certification have proven to be essential in Cambridge’s efforts to inform the community during the COVID-19 pandemic, according to Cambridge City Manager Louis DePasquale.

Through a collaboration between the Cambridge Public Health Department and the city’s Data Analytics and Open Data program, Cambridge launched a regularly expanding [COVID-19 data center](#). Charts, maps and other information on COVID’s impact in Cambridge are shared with the public daily on the city’s website and through a nightly community email update. The data center provides detailed information on cases, recoveries and deaths by neighborhood, race and ethnicity, age and gender.

Through improved and ongoing data-driven management, Cambridge achieved a 2009 [goal of reducing trash by 30%](#) by 2020, a year ahead of schedule, and decreased community arrests by more than 50% since implementing the city’s juvenile-focused



Cambridge City Hall (Photo courtesy Kyle Klein)

[Safety Net Collaborative Program](#).

Additionally, Cambridge is empowering the community to make data-informed decisions through programs like the city’s [Flood Viewer](#), which helps residents make decisions about climate adaptation, and the [Small Business Dashboard](#), which provides prospective business owners with vital information about their industry.

Nearly 200 U.S. cities have completed a What Works Cities [Assessment](#); to date, only 24 cities, including Boston, have met the What Works Cities national standard in achieving Certification.

“Our engagement with What Works Cities has facilitated the sharpening of staff capacity and skills to use data, evidence and stakeholder engagement to improve our residents’ lives,” DePasquale said in an official statement. “I am incredibly proud of this achievement, as it reflects our city’s commitment to making data-informed decisions and delivering the most effective services and programs to the Cambridge community.”

What Works Cities Certification is a movement of cities that are increasing their commitment to building a more effective, more efficient and more equitable local government that works for its residents, and using Certification as a roadmap for doing so.

What Work Cities helps cities use data and evidence more effectively to tackle their most pressing challenges and improve residents’ lives. It is one of the largest-ever philanthropic efforts to enhance cities’ use of data and evidence.

Through the initiative’s expert [partners](#), cities around the country are receiving

technical assistance, guidance and resources. Cities also gain access to a collaborative network of peers in cities across the country. For more information, visit whatworkscities.org.

Franklin County

8 towns collaborate on pollinator protection program

Eight Franklin County towns are participating in a new program to protect native pollinators, which are threatened by habitat loss, invasive species, pesticides, disease and parasites.

With funding from a state planning grant and the District Local Technical Assistance program, the Franklin Regional Council of Governments will work with Bernardston, Conway, Greenfield, Heath, Montague, Orange, Shelburne and Wendell to map the habitat and resource areas of local pollinators and identify corridor linkages.

The Regional Pollinator Habitat Corridor Action Plan will also update local land-use regulations to include requirements for native plantings and pollinator-friendly landscape management practices, and create Pollinator Habitat Corridor Implementation Toolkits unique to each town.

“The community-centered process that Franklin Regional COG has embraced throughout this project has been critical,” said John Lepore, a sustainable landscape designer and Planning Board member in Bernardston. “There is a pretty high level of interest in Bernardston regarding looking at pollinator habitat and how we can do a better job supporting the pollinators in our community. We’re very excited about the possibilities and the importance of this.”

Officials hope the regional pollinator plan, the first project of its kind in Massachusetts, will have an impact on land-use regulations across the county.

“If a community is going to be putting in rain gardens or bioretention areas or vegetated swales for a stormwater

Around the Commonwealth

management project, that's an opportunity to make sure you're putting in plantings that support native pollinators," said Kimberly Noake MacPhee, Land Use and Natural Resources Planning Program Manager for the Franklin Regional COG.

Native pollinators, including an estimated 380 species of bees and 120 species of butterflies, are considered keystone species because of their importance in maintaining healthy ecosystems. Without native pollinators, many native plant species are unable to reproduce. Pollinators are also essential to the health of the state's food-production systems.

"When you think about climate resiliency, pollinators are so important to our 'green infrastructure' – our undeveloped areas, our woodland areas and grass areas, all of these areas that clean our drinking water, clean our air and absorb stormwater," said Noake McPhee. "If you lose your native plants because you've lost pollinators, then your landscape is going to be more susceptible to climate change."

The Regional Pollinator Habitat Corridor Action Plan seeks to increase and map pollinator habitat as well as interconnected areas of habitat.

With these habitat maps in hand, local planning boards and conservation



Eight Franklin County towns have joined forces to protect pollinators.

commissions "can find gaps in pollinator habitat in their community and find opportunities where new projects could help build and maintain native pollinator habitat," said Noake McPhee.

The project also intends to increase awareness about the life cycle needs of pollinators and provide detailed planting guides for each town. This is a part of the project that is especially exciting for Bernardston. "Changing people's thinking about what native planting does for the food chain is going to be a big part of this project," said Lepore.

Bernardston hopes to take a community-centered approach while challenging residents to plant native species and use pollinator friendly

land management practices, including cutting down on herbicide and pesticide use. "I think the most important part is community engagement and education," said Lepore.

The Franklin Regional COG also hopes the Regional Pollinator Habitat Corridor Action Plan can serve as a jumping-off point for other communities. "When other communities look at what we will produce, they will probably be most interested in our suggested updates to the land use regulations, such as how can they make subdivisions, redevelopment projects, and new developments more pollinator friendly," said Noake McPhee.

The planting lists, best management practices, and mapping methodology could be used as models in communities and regions across the state, she said.

"The opportunities are unbelievable," she said. "There are so many ways that habitat can be created, and it doesn't require a lot of change in the way we are already doing things. It's something as simple as including native perennials that support pollinators in a normal garden or park planting."

For more information, contact Kimberly Noake McPhee at kmacphee@frcog.org.

– *Elisa Sturkie*

ECONOMIC DEVELOPMENT

Continued from page 3

space, housing, or green or civic space, with targeted investments to help address development costs, including those related to code compliance, remediation, and build-out or fit-out of spaces

- \$10 million for a new rural and small town development fund for community and infrastructure development needs
- \$5 million of regional and community assistance for planning initiatives undertaken by individual municipalities, jointly by cities or towns, or entire regions, to address

shared goals related to community development, housing production or other issues of local and regional concern

The bill now sits before the House Committee on Bonding, Capital Expenditures and State Assets after being reported favorably by the Joint Committee on Economic Development and Emerging Technologies on July 15.

The now-revised bill no longer includes the governor's Act to Promote Housing Choices, which would change state law to reduce the vote threshold needed to adopt certain zoning changes, from two-thirds to a simple majority, in order to promote housing production. This

proposal has been strongly supported by the MMA and a broad coalition of stakeholders.

[In testimony on June 26, the MMA voiced strong support for the governor's bill.](#)

"We applaud the administration for recognizing that true progress in these areas can only be achieved when the state and its cities and towns work together as partners," the MMA wrote. ●

DIRECTOR'S REPORT

Continued from page 2

In addition, cities and towns should have the authority to remove police and fire departments from Civil Service without special legislation or through protracted negotiations. In addition to improving accountability, departing the Civil Service system would allow communities to make progress in diversifying their public safety workforce by adopting modern recruitment and advancement systems. We urge the governor and Legislature to take into consideration legislation included in the Ten Point Plan released last month by the Massachusetts Black and Latino Legislative Caucus (H. 2292), filed by Rep. Russell Holmes, and legislation filed by Rep. Stephen Kulik in the last session (H. 1410).

Collective bargaining reform

It is indisputable that Chapter 150E, the state's collective bargaining law for municipal employees, has created a system of unresponsive contract rules that make accountability of public employees for misconduct, particularly police and fire, almost impossible to implement. For a comprehensive analysis, [please see this 2017](#) study of police contracts, published in the Duke Law Journal, which details the many ways that collective bargaining statutes have led to arbitration requirements and other provisions that undermine the ability of municipalities to hold officers accountable for misconduct.

The MMA is asking state leaders to review Chapter 150E and modernize the law to clarify that discipline and termination policies, procedures and actions related to excessive use of force, racial discrimination and profiling, or refusal to implement departmental policies are fundamental management rights and are *not* permissible subjects of collective bargaining.

Chapter 150E should also be updated to ensure that use-of-force policies, use of body cameras, reporting requirements related to collecting and providing information regarding race, ethnicity and gender, decisions regarding whether to leave the Civil Service system and the replacement of that system, the creation of civilian review boards or other disciplinary review processes, and training on racial equity, implicit bias, de-escalation, and use of force, are basic

management rights and *not* permissible subjects of collective bargaining.

Almost all of the contract rules that undermine accountability have been in place for a long time, added during a very different time and without a full understanding of how the system would evolve. For example, having disciplinary decisions subject to arbitration may sound reasonable, except that the arbitration system has evolved such that it is common practice for an arbitrator to overturn or weaken a disciplinary action – arbitrators have a natural incentive to “find middle ground” so they are rehired in the future – but this is not in the public interest when it comes to use of force or racial bias.

Once in place, it is exceedingly difficult to remove these contract provisions, because new language needs to be agreed to by both parties, and management has been unable to win reform at the bargaining table. The solution is to clarify in state law that the policies, procedures and actions listed above are inherent management rights, and are not subject to collective bargaining under Chapter 150E.

JLMC reform

Cities and towns have long been frustrated by the overreaching conditions and infringements on management decision-making that have been imposed by the Joint Labor-Management Committee over the years. After binding arbitration was repealed by the voters in 1980, the JLMC process was established in state law to provide a closure process for collective bargaining on police and fire contracts. The process has led to significant encroachment on municipal operations, far beyond salary and benefit decisions.

In order for any accountability reform to be effective, the JLMC statute must be clarified to limit the agency's mediation and arbitration process to salary and benefit decisions only. Arbitrators should not have authority to recommend or impose any provisions that conflict with basic management authority, including discipline and termination policies, procedures and actions related to excessive use of force, racial discrimination and profiling, implementation of departmental policies, use of civilian review boards, use of body cameras, decisions about exiting the Civil Service

system, hiring and promotional practices, racial equity training or training in general, and similar management prerogatives.

Qualified immunity

The issue of civil actions against public employees is highly complex and multi-layered, and has been the most talked-about aspect of the pending legislation. The goal of providing individual accountability in our civil justice system is an important one to advance, yet there are many issues to address to avoid unforeseen consequences, such as exposing taxpayers to financial liability. Further, while the intent of the change is to address public safety, the language that is currently in play is very broad and would impact the entire state and local governmental system. The qualified immunity changes as passed by the Senate would impact all municipal employees, far beyond law enforcement, and would also include public entities. Since a public entity is really the taxpayer, it will be essential to reach consensus on the actual impact of the proposed changes *before* enacting them. MMA is strongly recommending a detailed and comprehensive study to understand and address all aspects of the qualified immunity issue.

Comprehensive reform won't be easy

We applaud the Legislature and the governor for prioritizing racial equity and police standards, training and accountability legislation in the closing weeks of the legislative session. While the MMA strongly supports this and related legislation, it is important to recognize that these are steps in a much longer racial equity reform process.

The MMA is raising the Civil Service, collective bargaining and JLMC issues knowing that they will be controversial reforms to advance, yet we are absolutely certain that these further reforms are necessary to ensure that we have modern and accountable policing and a diverse public safety workforce.

Above all, local leaders need to have the tools and authority to ensure that racial equity is central to all aspects of public safety.

Massachusetts is on the right path – the challenge will be to keep moving forward. ●

MIIA

Continued from page 23

Ritter recommends seeking employee input on office configuration and the return-to-work plan, and, if possible, giving employees control over when and how they return to work.

Managing HR risks

There are a number of legal considerations municipal managers should examine with legal counsel to ensure that the return-to-work plan doesn't violate human resources policies and practices.

The following are some risks to avoid:

Americans with Disabilities Act discrimination claims: An employer may provide reasonable accommodations on a temporary basis or for the duration of the pandemic. Permitting an employee to work at home may be a reasonable accommodation for a disabled employee.

National origin and race discrimination claims: Asian Americans have faced discrimination due to COVID-19's origin in

Wuhan, China. Harassment of employees from Asia or of Asian origin (or employees married to or associated with someone of Asian origin) must not be tolerated. Moreover, employees cannot demand that individuals who are from a certain country be restricted from the workplace, or that they not be required to work with such persons based solely on race or national origin.

Age discrimination claims: The Age Discrimination in Employment Act does not create a legal obligation to allow an older worker to telework. If an older worker has a disability that puts him or her at risk, however, then, under the ADA, the employer may permit the older worker to telework as an accommodation.

Pregnancy discrimination claims: Pregnant women are on the U.S. Centers for Disease Control and Prevention list of people who are at higher risk for severe illness if they contract COVID-19. An accommodation such as teleworking may be a reasonable accommodation for a pregnant worker.

Religious discrimination claims: An employee may request a religious accommodation, including refusal to get a vaccine or blood test, or to use modified personal protective equipment due to religious garb. If an employee objects to vaccines, testing, or the use of PPE on religious grounds, employers must only provide an effective, reasonable accommodation that does not cause more than a de minimis burden.

For more information, the U.S. Equal Employment Opportunity Commission's "[What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws.](#)"

Managers are encouraged to work with their EAP provider, legal counsel, and wellness and HR staff on an ongoing basis to ensure a smooth transition for the organization, employees, and the community members that count on municipal services.

Stephen Batchelder is MIIA's Director of Claims Operations, and Lin Chabra is MIIA's Member Services Manager.

Send us your Municipal Innovation Award entries!

- Has your community been working on a new and unique project?
- Do you have a solution to an issue faced by many municipalities?
- Has your community found a way to improve efficiency in providing municipal services?

If so, your community should enter the MMA's Innovation Award contest!

The Kenneth E. Pickard Municipal Innovation Award is sponsored each year by the MMA to recognize municipalities that have developed unique and creative projects or programs to increase the effectiveness of local government. It is named in honor of Kenneth E. Pickard, executive secretary of the Massachusetts League of Cities and Towns from 1969 to 1973. Any city or town that is a member of the MMA is eligible to apply. The awards will be presented at the MMA's Annual Meeting & Trade Show in January 2021.

Entries are due by Friday, Oct. 2.

HOW TO ENTER

- Fill out the summary sheet found on the MMA website (at www.mma.org/mma-annual-meeting/awards), including a description of the project, the groups and individuals involved, goals, strategy, results and funding structure.
- Have your community's chief municipal official sign the nomination form (found at www.mma.org/mma-annual-meeting/awards).
- Include any additional materials that would assist the judges in understanding the project or program. Feel free to send photos, brochures, maps, newspaper articles, videos, etc.

Entries MUST include a summary sheet and signed nomination form and must be submitted by email.

JUDGING

Entries are judged by the following criteria:

- Project originality or novelty
- Adaptability to other communities
- Cost-effectiveness
- Efficiency or productivity
- Improvement of a municipal service / administration / performance
- Consumer / community satisfaction

Please send one electronic copy to achampion@mma.org.

For more information, please contact Alandra Champion at the MMA: 617-426-7272, ext. 121, or achampion@mma.org.

People



Kimberley Driscoll

Salem Mayor **Kimberley Driscoll** and Somerville Mayor **Joseph Curtatone** are joining 38 other U.S. mayors in the fourth class of the Bloomberg Harvard City Leadership Initiative's leadership and management training starting this month.



Joseph Curtatone

Launched in 2017, the initiative is a collaboration among Bloomberg Philanthropies, Harvard's Kennedy School, and the Harvard Business School to give mayors and senior city leaders

the tools and expertise to lead complex cities effectively and to improve their citizens' quality of life. The 40 mayors were selected for their dedication to finding creative solutions to improving people's lives, and they represent the country's geographic and demographic diversity.

The initiative's 2020-2021 curriculum will focus on economic recovery from COVID-19, with an emphasis on equity. Curtatone, Driscoll and their colleagues will attend online classes taught by faculty from the Harvard Kennedy School and Harvard Business School and management experts from the Bloomberg Philanthropies network.

Curtatone was first elected as Somerville's mayor in 2003, and began his eighth term in January. Before becoming Somerville's longest-serving chief executive, he had served eight years as an alderman at-large (on what is now called the City Council).

Driscoll was elected to the Salem City Council in 1999 as the Ward 5 representative. In 2005, she was elected as the city's first woman mayor, now serving her fourth four-year term. She had also worked for the city of Beverly and in Chelsea, where she served as deputy city manager.

Michael Nicholson was inaugurated on July 14 as the new mayor of Gardner,



Michael Nicholson

filling the vacancy left by **Mark Hawke**, who resigned earlier this year after becoming the town administrator in Westminster.

Nicholson, who won a special election held on June 30, had been serving as the town administrator in Rutland since January 2019. He previously served as executive aide to Mayor Hawke from 2016 to 2019 and worked for the Gardner public schools as a substitute teacher from 2014 to 2016.

Nicholson has a master's degree in public policy from UMass Amherst, and bachelor's degrees in history and political science, also from UMass Amherst. He is pursuing a law degree at Suffolk University Law School.



Travis Ahern

Travis Ahern became Holliston's new town administrator on July 20, replacing **Jeff Ritter**, who retired this month.

For the past two years, Ahern served as the director of policy and finance for the Massachusetts

Water Resources Authority Advisory Board, where he had previously worked as a finance and policy analyst from 2013 to 2015. In between his two periods at the MWRA, Ahern had served as the finance director for the town of Danvers. From 2011 to 2013, he worked for the town of Weston, as a financial analyst and then as acting assistant treasurer. He also has private-sector experience, as a portfolio associate/auditor for State Street Bank from 2007 to 2011.

Ahern has a master's degree in public administration from Northeastern University and a bachelor's degree in political science and public policy from Hobart and William Smith Colleges.

Ritter retired after several decades of municipal service, the last five of which was spent in Holliston. Previously, he served four years as the town

administrator in Rehoboth, several months in 2010 as Ayer's interim town administrator, a year as Bridgewater's interim municipal administrator, two years as the Groton administrative officer, a year as the executive director of the Blackstone Valley Chamber of Commerce, more than a decade as the Wayland executive secretary/administrator, four years as the Blackstone town administrator, almost three years as the Hatfield administrative assistant, and five years as Chicopee's economic development officer, from 1985 to 1990.



Denise Demboski

Denise Demboski will become Stow's new town administrator on Sept. 1, as longtime Administrator **William Wrigley** plans to retire in August.

For the past six years, Demboski has been serving as Groveland's finance and personnel director. Before coming to Groveland, she had worked 14 years as the treasurer/collector and information technology director for the town of Swampscott. She had also worked as a principal clerk for the town of Billerica, from 1995 to 2000.

Demboski has a bachelor's degree in business management from Bay Path College (now known as Bay Path University) and a master's degree in public administration from Suffolk University.

Swansea Town Administrator **John McAuliffe** retired on July 14, after a long career of serving several towns in the state.

McAuliffe had served in Swansea for the past five years, after serving six years as town administrator in Webster. He had also served as the town administrator in Wareham and spent a decade as Somerset's town administrator, among other roles.

McAuliffe also devoted time in collaborating with other local officials. He was a founder of the Southeastern Administrators Group, and had served on the board of the Association of Town Finance Committees two decades ago.

James Purcell began serving as Swansea's

People

acting town administrator on Jan 31., when McAuliffe announced a leave of absence for medical reasons. Purcell remains the town's acting administrator.



Harold Tobey

Harold Tobey, who made history in Barnstable as the town's first Black police officer and later the first Black president of the Town Council, died on May 23, just two days before his 84th birthday.

Tobey joined the police department in the 1960s and worked there for 17 years before serving another 15 years as a security guard at the Hyannis Public Library. He was elected to the Town Council in the late 1980s, and his decade on the council included a one-year term as president.

A Navy veteran, Tobey received both the Good Conduct Medal and National Defense Service Medal. His life of public service included a decade's tenure on the Licensing Authority, from 1991 to 2001; six years as a member of the Elder Judiciary Committee of the Mashpee Wampanoag Tribal Court; and two years on the Barnstable Water Commission.

Tobey was a founding member of the Board of the Zion Union Heritage Museum, serving as its president from 2006 to 2010, and had served on the Board of Directors of the Community Action Committee of Cape Cod & Islands.



Barbara Ackermann

Barbara Ackermann, the first woman to serve as mayor in Cambridge, died on July 4 at age 95.

Ackermann served on the Cambridge City Council from 1968 to 1978, and was elected by her fellow

councilors in 1972 to serve as the city's mayor for two years.

A city manager runs the government's

day-to-day operations in Cambridge, and the council elevates one of its members to serve in the mayoral role. The mayor chairs both the council and the School Committee. Ackermann had served six years on the School Committee before joining the council.

In 1978, Ackermann ran for governor, placing third in the Democratic primary. In 1989, she published a memoir: "You the Mayor?" The Education of a City Politician."



Sydra Schnipper

Sydra Schnipper, an educator and local official who served the city of Newton for more than a quarter century, died on June 26 at age 75.

Schnipper had served eight years on the School Committee, including a period

as chair, and nine terms on the Board of Aldermen (now called the City Council), from 1994 to 2012.

Schnipper spent more than three decades teaching high school math, the majority of that time at Brookline High School. By the time she retired, she was chair of the school's math department.

This monthly column highlights transitions, accomplishments and awards, and life events of municipal officials. To submit information for People, contact MMA Associate Editor Jennifer Kavanaugh at 800-882-1498 or jkavanaugh@mma.org.

New selectmen elected

The following are new selectmen and select board members elected in spring elections through July 10. This listing is meant to highlight first-time officials, but it is possible that some selectmen and select board members are returning to their board after an absence. If we are missing a new member, please let us know by emailing newselectmen@mma.org.

- Abington: Alex Bezanson, Michael Kolodziej
- Acton: James Snyder-Grant
- Ashburnham: Bill Johnson
- Ashby: David Nadeau
- Avon: Jason Suzor
- Bellingham: Kelly Hogan Grant
- Berkley: Dean Larabee
- Berlin: R. Scott Hawkins
- Billerica: John Burrows
- Blackstone: Mary Bulso, Robert Kluchevitz
- Boxborough: John Markiewicz
- Boylston: Seth Ridinger
- Brewster: Ned Chatelain
- Brookline: John VanScoyoc
- Canton: Lisa Lopez
- Carlisle: Seth Model
- Carver: Jennifer Bogart, James Hoffman
- Charlton: Stephen Koronis, Patricia Rydlak
- Clarksburg: Allen Arnold
- Clinton: Matthew Kobus
- Cohasset: Corey Evans
- Colrain: Michael Slowinski
- Concord: Matthew Johnson
- Conway: Erica Goleman
- Cummington: Kenneth Howes
- Dalton: Daniel Esko
- Danvers: Maureen Bernard
- Dedham: Kevin Coughlin
- Dracut: Alison Genest, Heather Santiago
- Hutchings
- Dunstable: Kieran Meehan
- East Bridgewater: Peter Spagone Jr.
- Eastham: Arthur Autorino
- Essex: Guy Bradford
- Fairhaven: Keith Silvia
- Falmouth: Nancy Taylor
- Foxborough: Stephanie McGowan
- Freetown: Trevor Matthews
- Grafton: Mathew Often, Colleen Roy
- Groveland: Jason Naves
- Hadley: Jane Nevinsmith
- Hanover: Rhonda Nyman, Vanessa O'Connor

■ NEW SELECTMEN *continued on 32*

NEW SELECTMEN

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Hingham: Bill Ramsey
Hinsdale: Richard Scialabba
Holland: Clelland Johnson
Holliston: Benjamin Sparrell
Hopkinton: Amy Ritterbusch
Hubbardston: Katie Young
Hull: Donna Pursel
Kingston: Don Alcombright, Dick Arruda, Kimberley Emberg
Lakeville: Brian Day
Lancaster: Jason Allison
Lanesborough: Michael Murphy
Lee: Sean Regnier
Leicester: Herb Duggan
Littleton: Matthew Nordhaus
Longmeadow: Steven Marantz
Lunenburg: Todd Dwyer, James Marino
Manchester-by-the-Sea: Ann Harrison, John Round
Marblehead: David Glen Depew
Marshfield: Steve Darcy
Mattapoisett: John DeCosta
Maynard: Jeffrey Swanberg
Middleborough: Nathan Demers, Mark Germain
Middlefield: Tonya Santaniello, Ann Marie Visconti
Milford: Thomas O'Loughlin
Millbury: David Delaney

Millis: Erin Underhill
Millville: Jennifer Gill
Milton: Arthur Doyle
Monson: Mary Kathleen Hull
Monterey: John Weingold
Nahant: Eugene Canty
Nantucket: Melissa Murphy
Newbury: Geraldine Heavey
New Marlborough: Mark Carson
Norfolk: Anita Marie Mecklenburg
North Andover: Laura Bates
Northborough: Thomas Scott Rogers
Northbridge: Russell Collins
North Reading: Vincenzo Stuto
Norton: Michael Toole
Norwood: Helen Abdallah Donohue, Matthew Lane
Oak Bluffs: Ryan Ruley
Oakham: Donald Haapakoski
Orange: Patricia Lussier, Alexandre Schwanz
Orleans: Andrea Shaw Reed
Paxton: Kirk Huehls
Pelham: Tara Loomis, David Shanabrook
Pembroke: Becky Coletta, Tracy Marino
Pepperell: Anthony Beattie
Plainfield: Rebecca Coletta
Reading: Carlo Bacci, Karen Herrick
Rockport: Ross Brackett
Rowe: Joanne Semanie
Scituate: Andrew Goodrich

Seekonk: Adam Petronio
Shelburne: Margaret Payne
Shutesbury: Rita Farrell
Spencer: John Howard
Stockbridge: Patrick White
Stoughton: Debra Roberts
Stow: Megan Birch-McMichael
Sturbridge: Ian Dunnigan
Sudbury: Charles Russo
Swampscott: Neal Duffy, David Grishman
Templeton: Timothy Toth
Topsfield: Marshall Hook
Townsend: Veronica Kell
Ware: Thomas Barnes, John Joseph Morrin Jr.
Warren: David Dufresne Sr.
Warwick: Brian Snell
Wayland: David Watkins
Webster: Thomas Klebart
Wellfleet: Ryan Derek Curley
Wendell: Gillian Budine
Wenham: Gary Cheeseman
West Bridgewater: Meredith Anderson
Westford: Anita Tonakarn-Nguyen
West Stockbridge: Roger Kavanagh, Kathleen Keresey
Westminster: Salvatore Albert
Wilbraham: Carolyn Brennan
Wilmington: Gary DePalma ●

SENIORS

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On a lighter note, the Pepperell COA sends the “TP Fairy” to surprise one household per week with two rolls of gift-wrapped toilet paper and chocolates, and runs a monthly car show during which seniors drive their decorated vehicles through town. Each Tuesday’s Zoom social hour ends with a weekly winner of the “Dr. Fauci Fun Kit” – prize that could be anything from a face mask to socks or slippers.

Providing meals and groceries through home or curbside delivery is a theme throughout the state. In Southborough, the senior center closed just before the annual St. Patrick’s Day event that typically draws 120 attendees. Assistant Town Administrator Vanessa Donovan Hale said the town is planning to recreate the event this summer with corned beef and cabbage meals picked up outside the senior center, and live Irish music playing while seniors wait in their cars.

“It’s part food and part things folks can work on at home,” she said of the Southborough COA’s drive-through program, which over the summer will also feature a traditional barbeque and a picnic lunch.

Food is also the focus in Hampden, according to Board of Selectmen Chair Donald Davenport. The Hampden Senior Center’s drive-through Grab and Go Lunch program, sponsored by Greater Springfield Senior Services, provides meals for 80 to 120 senior citizens per day, Tuesday through Friday. In addition, “well over 2,000” meals have been prepared by private caterers and delivered to the Hampden Senior Center by the Pioneer Valley Regional Transit Authority for pick-up during the pandemic, Davenport said.

The Belchertown Senior Center has seen a 44% increase in its Home Delivered Meals program since February, necessitating the addition of a fifth delivery route. Staff members from other departments have been reassigned to the Nu-

trition Department and work staggered shifts to meet the demand.

Belchertown also began a Community Pantry during the pandemic, where those in need can “take a can/leave a can” outside the Senior Center, in addition to bread donations from Stop & Shop that are rotated daily.

Select Board Member James Barry said the board is proud of “the effort our staff have put into assisting our seniors as much as possible.”

On the nutrition theme, Swampscott Acting Town Administrator Julie DeLillo said volunteers had been developing a new food pantry last winter that quickly blossomed when COVID-19 hit. The Anchor Food Pantry now delivers groceries to 70 to 75 senior citizens each week, and other seniors volunteer to pack and deliver the food.

While outreach and nutrition have been the Swampscott COA’s mainstays during the pandemic, “now we are trying to

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see what else we can do,” DeLillo said, noting that outdoor, socially distanced knitting and writing groups began in June, and the COA is beginning rides to medical appointments this month.

Switching gears

“The COAs did not close when the pandemic was declared,” said Tara Hammes, MCOA director of member services and nutrition, during a July 1 webinar held by the MMA Human Services Council and the Executive Office of Elder Affairs. “They just changed the way that they were providing services.”

In Hudson, for example, Town Manager Thomas Moses reports that, although technically “closed,” the Senior Center continues to provide a range of services, including Meals on Wheels, fuel assistance, help enrolling in Medicare health and prescription drug plans, medical and social case management, and yoga and fitness classes.

Lexington Senior Services has added financial assistance to the list, thanks to a \$250,000 donation from Takeda Pharmaceutical Company. Assistant Director of Senior Services Hemali Shah said the Senior Center probably won’t reopen until September. In the meantime, Lexing-

ton’s staff is collaborating with nearby COAs – Acton, Arlington, Bedford, Boxborough, Burlington, Carlisle, Concord, Harvard, Lincoln, Maynard, Stow, Wilmington, Winchester and Woburn – through weekly meetings.

“Our goal is to align our reopening phases to ensure no one senior center in our region would be burdened by an influx of participation if one were to open before the other,” Shah said. “We continue to have these conversations to share ideas, provide advocacy, troubleshoot challenges and work together to ensure our seniors are safe.” ●

PHASE 3

Continued from page 10

confirmed COVID case, Madoff said the response would be similar to that for a food-borne illness, likely meaning a one-day closure for thorough cleaning and ensuring that any sick individuals don’t return to work. An added piece, he said, would be contact tracing. He said DPH staff are always available for consultation at 617-983-6800.

Fiscal matters

Polito pointed out that the DESE’s [Remote Learning Technology Essentials](#) grant application is available, with a due date of July 21. The \$25 million match-

ing grant program will provide supplemental funds to support “local education agencies” in addressing students’ remote learning technology needs for the 2020-21 school year.

On the new mail-in voting procedures to be used this fall and the associated costs to municipalities, Polito said a portion of the expenditures could be considered part of the COVID emergency response and therefore eligible for reimbursement under the federal CARES Act, but the Secretary of the Commonwealth will need to provide additional guidance.

Regarding the emergency’s impact on state tax collections and the budget,

Polito said the administration – like cities and towns across the country – awaits decisions in Washington, D.C., about additional aid. She added that state leaders will have more solid information about tax collections by the end of July.

Sean Cronin, senior deputy commissioner at the Division of Local Services, said his agency has issued [updated FAQs regarding eligibility for reimbursements under the CARES Act](#), including in the area of capital expenditures. Generally speaking, he said, capital expenditures would need to be “smaller scale” projects in order to qualify. ●

POLICING REFORM

Continued from page 1

Standards and Accreditation Committee to certify police officers, which would be a condition of employment.

The Senate and House bills also reflect the Ten-Point Plan released in early June by the Massachusetts Black and Latino Legislative Caucus. The caucus plan calls for better training of police officers, a state certification law, and limits on police use-of force practices.

The Senate bill includes a controversial provision that would expand and codify the legal liability of police and all public employees and employers for cases of misconduct. The MMA has asked that this provision be further reviewed or amended. The House draft would narrow the scope of this provision, termed “qualified immunity.”

In testimony to the House and Senate, the MMA supported policing legislation as an important first step, but noted that much more is needed so that cities and towns have the management authority to ensure that the spirit and the expectations raised can actually be achieved.

The MMA asked that state law be changed so that local governments can effectively implement modern policing methods, and cases of misconduct can be swiftly and properly addressed at the local level, and not be undermined by the state’s Civil Service system and collective bargaining laws.

In addition to reforming state laws to enable cities and towns to hold public safety officers accountable for misconduct, the MMA asked for more flexibility in hiring and promotions so that cities

and towns can diversify local police, fire and other municipal departments. The MMA testimony noted that these additional reforms are necessary steps to advance racial equity in our public safety system and to support modern human resources practices at the local level. ●

Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Executive Director

Fall River Redevelopment Authority

The Fall River Redevelopment Authority announces the following job vacancy: Executive Director. Date: July 13. Salary Range: \$70,000-\$90,000 annually. Hours: Monday through Friday, 9 a.m. to 5 p.m., with flexibility to work beyond these hours as needed. Please submit a letter of intent, resume and two reference letters to: Fall River Redevelopment Authority, Attn: Joseph Marshall, Chairperson, One Government Center, Fall River, MA 02722. Deadline date: Aug. 14. A complete Job Description may be obtained at www.fallriverma.org/wp-content/uploads/2020/07/Executive-Director-Fall-River-Redevelopment-Authority.pdf.

Water Operator 3

Town of Lincoln

ASFME COUNCIL 93, LOCAL # 1703. Under general direction of the Water Commissioners and the daily supervision of the Water Superintendent performs all duties of filtration plant operation, meter changes, work orders, customer complaints, raw water pump station, water mains, wells, storage tank, telemetry and customer service related issues. Participates with the rotating on call schedule. Works weekends, holidays and nights as required. Possess the ability to respond to department emergencies and must live within 60 minutes of Lincoln. Ensure the integrity of the town's water system through the oversight of, among other things, fire protection, hydrant maintenance, semi-annual flushing of the water system, leak detection, and back-flow prevention program. Maintain daily logs of operating procedures. Assist in the preparation and maintenance of a variety of standard reports, including annual state and federal reports, and maintain NPDES compliance reports and sample collection. Compile data as required for monthly and quarterly reports to be prepared by Water Treatment Plant Manager. Maintain current knowledge of legislative and technical developments affecting water through research and attendance at meetings, seminars, etc. Perform other related duties as required. Must possess a Massachusetts Drinking Water Grade 2 Treatment license and a Grade 2 Distribution license or the ability to obtain within six months of hire. The hourly rate range is \$29.27-\$36.52, based on experience. The town of Lincoln will award credit for years of service for longevity, we will match you accrued vacation time and carry over your sick leave balance. The job description and application can be found at www.lincolntown.org/jobs.aspx. Submit a cover letter and resume to MaryBeth Wisser, Water Superintendent Town Offices, 16 Lincoln Road, Lincoln, MA 01773, or jobs@lincolntown.org. Open until filled. AA/EOE

Local Building and Code Enforcement Inspector

Town of Duxbury

The town of Duxbury seeks qualified applicants, for a full-time, benefit eligible role. The Inspector issues permits, Certificate of Inspections and performs inspections for food and beverage establishments. In addition this Inspector performs septic and building inspections, reviews plans for code compliance and permitting, provides advice to other inspectors/architects/contractors related to code issues to

ensure compliance with state and local laws and the enforcement of local zoning and other applicable state regulations or town bylaws. Qualifications: HS diploma or equivalent. Five or more years of prior work experience in building construction or design. Special requirements: Valid driver's license, MA Construction Supervisors & Local Building Inspector's License, (Title V) System Inspector License a plus. Posting begins on June 11 and will remain open until filled. For full job description and to apply go to: townofduxburyjobs.easyapply.co. EEO

Sustainability Coordinator

Town of Falmouth, Maine

The coastal community of Falmouth, Maine (pop. 12,000 +/-) has an immediate opening for a Sustainability Coordinator. This position develops and implements the town's 2018 Energy and Sustainability Plan by addressing energy use and conservation, water conservation, recycling and waste reduction, transportation, building design, climate change, and community education. The Sustainability Coordinator initiates projects through a unified strategy encouraging efficient and cost-effective sustainability. The position staffs the Recycling and Energy Advisory Committee, Conservation Commission, and Highland Lake Leadership Team. Candidates will have at a minimum a bachelor's degree in environmental sciences, policy, or management, or equivalent degree; with three to five years related professional experience. This position is 37 hours/week (Monday-Thursday). Salary is negotiable based on relevant experience. Falmouth offers a terrific work environment as well as a comprehensive benefits package that includes medical insurance, paid vacation, sick and holiday time, and retirement. For additional information, including a job description, visit www.falmouthme.org/sustainability. Please submit a cover letter and resume to: Human Resources, Town of Falmouth, 271 Falmouth Road, Falmouth, ME 04105. Deadline is Monday, July 27. EOE.

Public Health Nurse

Town of Saugus

Applications are being accepted for a Public Health Nurse in the Health Department. Position provides public health nursing functions to the public. Work includes developing, implementing and conducting programs based on policies and guidelines established by the Saugus Board of Health, the Massachusetts Department of Public Health, and the Center for Disease Control, serving as a resources and referral source for the public, providing information and education to the public. Employee works under the direction of the Health Director. Educational requirements: Bachelor's degree in nursing. Position requirements: License as a Registered Nurse in the Commonwealth of Massachusetts, valid Massachusetts Driver's License. Working knowledge of MAVEN, MIIS, WEBEOC, and the HHAN programs preferred. Please email all cover letters/resumes to Human Resources Manager Gabriela Lagattolla at glagattolla@saugus-ma.gov.

Assistant Planner

City of Easthampton

The city of Easthampton is looking for an experienced and motivated professional Planner to join our Planning Department. Position will provide technical support for various boards and committees including Planning Board and Zoning Board of Appeals; be responsible for oversight and coordination of all land use permitting projects. Ideal candidate will assist with a range of planning department functions including research, data collection, grant applications and administration. Full-time, 34 hrs/week, benefited position. Salary range \$48,000-\$52,467, compensation upon experience. Application and full description can be found on Easthamptonma.gov. Please submit an application, cover letter, and resume to Easthampton Personnel Department or email to personnel@easthamptonma.gov.

Classified advertising rates and information

The Beacon publishes classified ads from units of government, public agencies, and companies.

Classified advertising categories are: Employment Opportunities, Requests for Proposals, and Services. Only one job opening or RFP can be listed per ad. The MMA cannot assume responsibility for information or claims made in any advertisement.

Classified advertising rates

Classified ad rates include publication in The Beacon and on www.mma.org, though a discount is available for those who request placement of an ad only in The Beacon or on the website.

Member rates

- \$100 for first 100 words; \$100 for each additional block of up to 100 words
- Rate for one format only (print or website): \$75 for first 100 words, \$75 for each additional block of up to 100 words

Nonmember rates

- \$150 for first 100 words; \$150 for each additional block of up to 100 words
- Rate for one format only (print or website): \$125 for first 100 words, \$125 for each additional block of up to 100 words

Beacon deadlines and publication dates

The Beacon is published on the first business day of each month, except in the summer, when a combined July-August issue is printed in mid-July.

September Beacon

Deadline: September 1
Publication: September 1

October Beacon

Deadline: September 21
Publication: October 1

Placing an ad

You may use our convenient online form at www.mma.org.

For more information, call Meredith Gabrilska at the MMA at 617-426-7272.

Missed the Beacon deadline for an employment ad? You can still get the word out – right away.

See www.mma.org for details.

Classified Advertisements

Facilities Director

Town of Arlington

Salary: \$107,193-\$124,202 with potential to progress to \$154,899. Job description: The Facilities Director performs responsible supervisory, administrative, and professional duties planning, organizing, coordinating, and directing work relating to the care, maintenance, repair and cleaning of town and school buildings and related facilities. Supervises the Superintendent of Building Maintenance and Facilities Administrative Assistant and more than 40 custodial and building maintenance employees, as well as vendors and contractors. Full job description including qualifications is available on the town's website: www.arlingtonma.gov. To apply: please use the Applicant Tracking system located on the Employment page of our website. Application deadline is Monday, July 27.

Community Health Nurse

Town of Wayland

Union/Grade: AFSCME 1/G-15. Full-time: 35 hours/week. Starting Salary: \$49,031-\$63,063. Salary Range: \$49,031-\$69,451. Description of position: Provides comprehensive scope of practice related to school nursing within Massachusetts to ensure all students meet the standards set forth by the Massachusetts Department of Elementary and Secondary Education (DESE) and the Massachusetts Department of Health (MDPH). Performs administrative and technical work to provide community healthcare to students in Wayland public school system; provides a wide range of health services to student including routine and emergency care and medication administration; ensures required standards for health examinations are met. Performs assessment, treatment and evaluation of student health issues and collaborates with students/staff and families on an ongoing basis. Executes all aspects of the school health program that includes routine and emergency care related to illness or injury, MDPH wellness screenings and referrals, adherence to physical/immunization requirements, medication administration/delegation and documentation within student health records. Also performs related community health services. Reports directly to the Public Health Nurse and/or Health Director. Required qualifications: Bachelor's degree in nursing from an accredited institution. Experience: Over two years of experience in school, pediatric, community health or comparable nursing experience. Substitution: Associate's degree in nursing and an additional two years of experience may be substituted for the bachelor's degree. License/Certificate: Must be a registered professional nurse in the Commonwealth of Massachusetts. Current certification or obtaining certification within the probationary period in CPR and first aid. Date posted: July 2. Closing date: Open until filled. To apply: Please submit a resume and cover letter to HR Manager, Kathleen Buckley, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Human Resources/Benefits Administrator

Town of Chatham

Team Chatham seeks a qualified and innovative professional to administer all aspects of human resources and benefits management. The town has 132 employees, with a substantial seasonal workforce. Under the general direction of the Town Manager and in collaboration with the Finance Department, this position is responsible for: administering all

benefits programs for both current and retired town employees; talent recruitment and retention, and succession planning. Recommends and implements employee development, training, and recognition programs; manages all required reporting for Workman's Compensation and 111F claims; maintains compliance with all state and federal labor laws, and other projects as determined by the Town Manager. The position assists the Town Manager with labor negotiations and employee relations. Successful candidate will have strong analytical, interpersonal, written, verbal, and communication skills. Experience in payroll/benefits management systems and other innovative/social/virtual media communication technologies desired. Advanced MS Office skills required. Bachelor's degree in human resources management or related field or equivalent, or seven years of related experience required. Starting salary is \$74,859 - \$78,561, DOQ. More information can be found at www.chatham-ma.gov/sites/g/files/vyhlif2926/f/uploads/hr_benefits_administrator_2020_position_description.pdf. Please email the cover letter, resume, and five professional references in one PDF to jobs@chatham-ma.gov. First review is Aug. 3. The town of Chatham is an ADA/Equal Opportunity/Affirmative Action Employer.

Town Planner

Town of Truro

The town of Truro seeks applicants for the position of Town Planner. This is a year-round, 35-hour per week position with a pay range of \$36.74-\$46 per hour (\$66,866-\$83,720 annually), DOQ. Applications and job descriptions are available on the town website www.truro-ma.gov. Applications may be submitted electronically to the Town Manager, c/o ksclark@truro-ma.gov, or by mail to P.O. Box 2030, Truro, MA 02666. Search will remain open until the position is filled. Truro is an EOE.

City Auditor

City of Westfield

The city of Westfield Audit Department is accepting qualified applications for the position of City Auditor. This position applies administrative, supervisory and technical work in monitoring, directing and auditing the municipal accounting system, the procurement of supplies, equipment and services, the auditing of the city's payroll, and the city's Contributory Retirement System; performs similar or related work as required or as the situation dictates. The full position description and application are available at www.cityofwestfield.org. Please either email to jobs@cityofwestfield.org or mail to: Personnel Department, 59 Court St., Westfield, MA 01085.

Water Treatment Plant Operator

Randolph/Holbrook Joint Water
Candidate must have working knowledge of pumps, motors, filters and other related treatment plant equipment. Candidate must have the ability to maintain the equipment, diagnose and correct malfunctions that may occur during the operation of the equipment. Requirements: Candidate must be certified in the State of Massachusetts as a Drinking Water Operator Grade 2T or 3T minimum. This treatment plant is co-owned by the towns of Randolph and Holbrook and provides drinking water to over 43,000 consumers in the two towns. Send resume: njordan@holbrookmassachusetts.us, 781-767-1800.

Human Resources Director

Town of Amherst

The town of Amherst is seeking a Human Resources Director to be responsible for developing, managing and enforcing policies and procedures that will ensure the Town is compliant with local, state and federal laws. The town of Amherst strives to be the "employer of choice" in Western Massachusetts offering competitive salaries, high quality benefits, excellent working conditions, and highly qualified and trained staff. For more information and to apply online please visit our website at www.amherstma.gov. Amherst seeks a workforce that reflects the diversity of its community. AA/EEO

Public Health Director

Town of Amherst

The town of Amherst is seeking a Public Health Director. The Public Health Director will lead the town's public health efforts and promote the health and well-being of the community through these core functions: Assessment; Policy Development; Promotion; and Assurance. The town strives to be the "employer of choice" in Western Massachusetts offering competitive salaries, high quality benefits, excellent working conditions, and highly qualified and trained staff. For more details and or to apply online please visit our website at www.amherstma.gov/jobs. The town of Amherst seeks a workforce that reflects the diversity of its community. AA/EEO

Chief Assessor

City of Nashua, New Hampshire

Affiliation: Unaffiliated. Salary: Salary based upon qualifications - Grade 19 - \$104,100 - \$117,113. General description: Leads the Assessing Department for the city of Nashua, New Hampshire's second largest community. Plans, directs and participates in assessment and appraisal services, exemption and credit qualifications, related constituent services and public relations in the highest quality manner. Establishes and administers excellence in customer-responsive, cost effective, and legally compliant assessment standards and procedures. Preferred qualifications: Extensive knowledge of applicable city and state laws, regulations and practices governing Nashua's assessment activities. A relevant degree from a four-year accredited institution and 10-plus years of related experience; or equivalent combination of education and experience. Certified New Hampshire Assessor Manager (CNHA) certificate or the ability to acquire it within one year. Certified by the New Hampshire Department of Revenue Administration as an Assessing Supervisor. General Appraiser's license desirable. Successful completion of IAAO courses 101, 102, 300, 400. (Similar courses offered by the Appraisal Institute may be substituted.) Proficient computer user, including experience in Computer Assisted Mass Appraisal Systems. Proven ability to work with the public, city administration, elected officials, subordinates and co-workers. Application procedure: Submit online application, resume, and cover letter through the city of Nashua website at: applitrack.com/nashua/onlineapp. Equal Opportunity Employer (Recruiting shall be consistent with all state and federal laws.)

Electrician Inspector

Town of Saugus

The town of Saugus is looking for an experienced Electrician Inspector in the Inspectional Service

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Classified Advertisements

CLASSIFIEDS

Continued from page 35

Department. Conducts inspections for commercial, residential, and industrial projects, issues permits for commercial, residential & industrial projects. Advises town, electricians, property owners, contractors, and others on electrical codes, compliance and safety, conducts Plan Reviews for upcoming projects within the town, and coordinates with National Grid for connection of services. Please submit applications and/or resumes to the Human Resources Manager Gabriela Lagattolla at glagattolla@saugus-ma.gov.

Assessing Manager Town of Lynnfield

The town of Lynnfield seeks candidates for the Assessing Manager position. The Assessing Manager serves under the direction of the Board of Assessors and oversees the town's assessing operations. This position is responsible for performing complex duties that require considerable judgment in placing and defending valuations on real and personal property. This position serves as the primary staff member responsible for providing comprehensive administrative and technical duties, including customer service and office administration. The successful candidate will have working knowledge of Massachusetts General Laws relating to municipal property assessment for tax purposes. The candidate should possess excellent written and oral communication skills and a working knowledge of computerized appraisal systems. Experience with Patriot, Gateway and MUNIS software is preferred. Having or obtaining within three years a Massachusetts Accredited Assessor certification. Licensure by the State Board of Real Estate Appraisers is desirable. Possess a bachelor's degree with over five years of experience, preferably in a municipal setting, or an equivalent combination of education and experience. Starting salary range for FY21 is up to \$92,000, depending on experience. The town of Lynnfield offers a comprehensive benefits package. Send resume to rcurtin@town.lynnfield.ma.us. The town of Lynnfield is an Affirmative Action/Equal Employment Opportunity Employer.

Public Health Nurse

Town of Rockland

The town of Rockland is seeking an experienced Public Health Nurse that provides professional public health nursing functions to the public. Work includes developing, implementing and conducting a variety of programs and clinics based on policies and guidelines established by the Board of Health, serving as a resources and referral source for the public, providing information and education to the public and assessing the needs of persons at risk. Part-time up to 19.5 hours per week. Full job description found online at www.rockland-ma.gov. Interested candidates should submit a letter of interest and resume to scallahan@rockland-ma.gov.

SERVICES

Municipal Accounting Services

Melanson is one of the largest non-national Certified Public Accounting firms in New England and has been a leader in the accounting and auditing

profession for over 42 years. Our Governmental Services Department includes eight principals and 65 professionals who work exclusively on governmental services. Among them are our outsourcing professionals, who are here for you and have the experience and knowledge to help solve your internal accounting challenges. We provide both long- and short-term services as well as flexible access, either remotely or on-site without adding to your long-term employee benefit costs. Contact us today! contactus@melansoncpas.com.

Executive Recruiting, Management and Governance Consulting Services

Community Paradigm Associates provides comprehensive professional services to public sector, private sector, and not-for-profit clients, including organizational and management studies, executive recruiting, operational analyses, personnel studies, compensation and classification plans, charter development, strategic planning, leadership training, and facilitation services. Community Paradigm Associates has a team of seasoned associates with expertise in all aspects of municipal government. For more information, contact Principal Bernard Lynch at 978-621-6733 or BLynch@CommunityParadigm.com; www.communityparadigm.com.

Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

GovHR USA/GovTempsUSA provides executive recruiting and interim staffing solutions, management and human resource consulting to local government and nonprofit clients across the country. Seasoned local government professionals provide 5-star quality services including: Classification and Compensation Studies; Temporary and Outsourced staffing; Performance Evaluation System and Training. Visit our website at www.GovHRusa.com or contact us at 847-380-3240 or info@govhrusa.com to discuss how we may serve your organization. Post to our job board at www.govhrjobs.com.

Management, Human Resources and Executive Search

Rutherford Advisors Inc., DBA The Executive Suite, with more than 40 years' experience, is an expert in providing comprehensive, detailed and effective classification and compensation plans; human resource, performance evaluation, and management efficiency studies; interim management; and executive and senior staff recruitment for public, nonprofit and private organizations. We emphasize innovative solutions to commonly encountered management challenges. For discussion on your needs, please contact Warren J. Rutherford at 508-778-7700 or wjr@theexecutivesuite.com, or visit www.theexecutivesuite.com.

GIS Consulting Services

As a local government, does your community expect more from you? Geospatial technology is a great tool to use to meet these expectations and build trust. Spatial Relationships is a GIS consulting firm in Boston that specializes in on-demand personalized GIS services for local government. Need extra GIS support for an important project, but don't want to deal with the overhead of a large firm? Don't have GIS staff, but have a one-time need? Indispensable GIS staff going out on leave? We're here to help. To learn more about us, please visit www.spatial-relationships.com.

Town Counsel Services

KP | Law is a municipal law firm. With offices in Boston, Hyannis, Lenox, Northampton and Worcester, we serve as town counsel to more than 125 towns throughout Massachusetts, from Provincetown to Williamstown, and as special counsel to another 90. For more than 30 years, we have devoted ourselves to municipal law and have become experts in the defense of all areas of municipal trial matters. We have specialists in all areas of municipal law and maintain an environmental and land use law department that is on the cutting edge of planning, zoning and conservation. KP | Law is highly sensitive to the limited legal services budgets of Massachusetts communities and thus has highly competitive billing rates to give your town the best quality legal counsel in the most cost-efficient manner. There is never a need for special counsel. Our breadth and depth of experience helps keep our cost per opinion to a minimum and enables us to service our clients quickly and efficiently, and is consistent with our commitment to excellence. For additional information on the legal services that KP | Law provides, please visit www.k-plaw.com or contact Lauren Goldberg, Esq., at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

General Consultant, Recruiting and Special Studies

Municipal Resources Inc. has been providing management solutions to New England municipalities since 1989. MRI is able to provide expertise when and where it's needed. Our services include executive recruitments, assessment centers and promotional testing; public safety organizational studies; finance operations; interim staffing; internal investigations; efficiency and regionalization studies. MRI has an extensive group of experienced subject experts that are able to provide the technical and management expertise that can help communities deliver quality services and resolve complex problems with real-world solutions. Contact us at 866-501-0352 or info@mrigo.com.

Legal Services

Brooks & DeRensis, P.C., is available to provide services to government entities at the state, county, city, town or regional district level. Legal services available include procurement law, contracts, eminent domain, labor relations and civil rights. Contact Peter Berry for labor matters, employment matters, civil rights matters and retirement matters, or Paul DeRensis for all other public law issues, at 857-259-5200.

Organizational Development and Conflict Resolution

The Mediation Group is New England's one-stop shopping for conflict resolution and organizational development. With 30-plus years of experience, our multi-disciplinary team provides individuals and organizations with support to move forward constructively and improve functionality. Our services include: facilitation, mediation, training and coaching, leadership development, cultural competency, independent workplace investigations, stakeholder assessments, public engagement and process design. For more information, visit www.themediationgroup.org, email info@themediationgroup.org or call 617-277-9232.

Town Counsel Services

Miyares and Harrington LLP provides Town and Special Counsel services to help build and implement

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local programs that serve community needs. We have the expertise you require, based on decades of real-world experience. We take the time to understand your situation. We inquire, listen, and respond. We provide options that will work for you. We are committed to the values of democracy, to preservation and enhancement of natural resources and the built environment, and to excellence and care in support of municipal objectives. We offer competitive rates, personal service, diligent attention to our clients' needs, and good humor. Please contact us at contact@miyares-harrington.com or 617-489-1600.

Tax Title Legal Services

KP | Law has been providing a full range of legal services to municipal treasurers and collectors for more than 30 years. Our experienced tax title attorneys draft collection letters and payment agreements; prepare all instruments relative to tax takings and tax sales; draft pleadings for Land Court foreclosures; and provide full representation of municipalities in Land Court actions. We also provide assistance with disposition or reuse of tax parcels. The breadth of our experience, volume, use of experienced paralegals, state-of-the-art computer and informational services, and close proximity to the Land Court enables us to provide prompt, cost-effective services. For additional information, please visit www.k-plaw.com or contact Lauren Goldberg, Esq. at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

OPEB Funding via Tax Title Sale

Tallage, a real estate investment company in Boston, assists cities and towns at no charge to execute tax title sales under M.G.L. Ch. 60, Sect. 52, for strategic purposes, such as using a percentage of the revenue to set up an OPEB Funding Trust. Using a small initial funding amount from tax title sales with a long-term strategy can dramatically reduce the OPEB number on the balance sheet. Other benefits of a tax title sale include payment of 100 percent of the principal, interest and fees owed per tax title; significant reduction in the expense of managing tax titles; and valuable due diligence provided by private investors on the validity and economics of the tax titles. To schedule a free meeting to discuss the tax title sale process that 45-plus municipalities across the state have recently experienced, and how the tool can be used in conjunction with an OPEB or other funding strategy, please contact Bill Cowin at Tallage at 617-543-7214 or Bill.Cowin@TallageLLC.com.

Municipal Financial Management Software: Accounting, Cloud, Utility and Collections

VADAR Systems provides financial management software to more than 100 Massachusetts municipalities. Our accounting, cloud, utility and collections applications are designed exclusively for Massachusetts municipalities by Massachusetts end users. The VADAR Cloud maximizes efficiency with 24/7 secure, remote access to all your applications from any device. Our user support offers unparalleled expertise. Proudly serving Massachusetts for 20-plus years. For a free on-site demonstration, please contact us at 877-823-2700 or sales@vadarsystems.com. Learn more at www.VADARsystems.com. Locally owned and operated at 20 Main St., Suite G1, Acton, MA 01701.

Management Consulting Services

The Matrix Consulting Group is a management consulting firm that provides detailed analysis of public-sector agencies in New England. The firm's services include management, staffing, organizational and operations studies of every local government function, as well as feasibility studies, fleet management and facilities needs. Our staff expertise encompasses police, fire, public works, utilities, planning and building, recreation, finance and administrative functions. For more information, please contact Robin Haley, 17A Steele St., Worcester, MA 01607; 508-887-6564.

Labor Counsel Services/Municipal Human Resources Specialists

Clifford and Kenny, LLP provides quality representation to cities, towns and school districts in the area of labor and employment. Attorneys John Clifford and Jaime Kenny have many years of experience in representing clients for collective bargaining and personnel-related matters including discipline and discharge of unionized employees. We have extensive experience in the area of police and fire injured-on-duty cases, and have worked extensively with municipalities and insurers to resolve costly long-term claims. We offer training in sexual harassment, social media and the "just cause analysis" to municipal managers. We also serve as appointed hearing officers on a case-by-case basis. Many of our clients take advantage of a flat monthly rate for unlimited phone calls and emails, which encourages key managers to work with counsel prior to making critical personnel decisions. Check our website at CliffordKennyLaw.com to see a complete list of our satisfied clients or call John Clifford or Jaime Kenny at 781-924-5796 for more information.

Municipal Financial Management Services

Eric A. Kinsherf, CPA, has been involved in municipal finance since 1994 in various capacities, ranging from Finance Director to an auditor of municipalities as a Certified Public Accountant. Cities and towns in need of a CPA specializing in municipal auditing and consulting are offered services such as municipal audits, assistance in year-end closing, interim treasurer, collector and town accountant services, revenue forecasting, and capital financing plan assistance. If you are in need of a municipal audit or a financial consultant, please contact Eric Kinsherf at eric@erickinsherfcpa.com or at 508-833-8508. Learn more at www.erickinsherfcpa.com.

Human Resources Consulting

Human Resources Services Inc. provides a full range of human resource management consulting services to Massachusetts' local governments and other public agencies. Specialization includes compensation/classification, performance appraisal, job analysis and evaluation, job descriptions, salary/benefits and total compensation surveys and analytics, personnel policies/handbooks, staffing and organizational management studies, HR audits and assessments, HR training services, recruitment and selection services, web-based HR services, and special projects. Please contact Sandy Stapczynski, President, Human Resources Services Inc., 9 Bartlet St., Suite 186, Andover, MA 01810; 978-474-0200; hrcsconsulting@comcast.net; or visit www.hrcsconsultinginc.com. WBE certified.

comcast.net; or visit www.hrcsconsultinginc.com. WBE certified.

Executive Recruitment and Municipal Management

Groux-White Consulting, LLC, is a full-service municipal management consulting firm specializing in executive recruitment, interim management, form of government studies, organizational effectiveness evaluations, strategic and financial planning and conflict resolution. Tom Groux and Rick White, One Pelham Road, Lexington, MA 02421; rickwhite58@verizon.net; 781-572-6332; www.grouxwhiteconsulting.com.

Public Management Consultants

MMA Consulting Group Inc. provides consulting services to cities, towns, and other public agencies. We specialize in public safety/emergency response (police, fire, EMS) issues, the design and administration of assessment centers, structured oral panels, and recruitment of police and fire executives. For information, contact Mark Morse, President, MMA Consulting Group Inc., 101 Court St. #7, Plymouth, MA 02360; 508-746-3653; mmacginc@gmail.com. ●



Massachusetts Municipal Association
One Winthrop Square, Boston, MA 02110

AUGUST

- 19 Massachusetts Select Board Association**, leadership conference webinar #4, Municipal Finance 101, 2-3 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

SEPTEMBER

- 3 Massachusetts Municipal Human Resources**, HR 101 bootcamp webinar #1, 11 a.m.-12:15 p.m., Contact: MMA Member Services Coordinator Isabelle Nichols
- 8 MMA Board of Directors**, 10-11 a.m., remote meeting. Contact: MMA Executive Director's office
- 8 Massachusetts Select Board Association**, Board of Directors, 2-3:30 p.m., remote meeting. Contact: MMA Member Services Coordinator Isabelle Nichols
- 10 Massachusetts Municipal Human Resources**, HR 101 bootcamp webinar #2, 11 a.m.-12:30 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols
- 11 Massachusetts Select Board Association**, regional meeting. Contact: MMA Member Services Coordinator Isabelle Nichols
- 17 Massachusetts Municipal Human Resources**, HR 101 bootcamp webinar #3, 11 a.m.-12:15 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols
- 17 Massachusetts Municipal Councillors' Association**, webinar, 5:45-7 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker
- 23 Massachusetts Mayors' Association**, monthly meeting, 10-11 a.m. Contact: MMA Communications and Membership Director Candace Pierce

If any part of the address on this issue is incorrect, please email the correct information to database@mma.org.

Due to the ongoing COVID emergency, MMA has suspended all in-person meetings through the end of 2020. The meeting details here are subject to change.

- 24 Massachusetts Municipal Human Resources**, HR 101 bootcamp webinar #4, 11 a.m.-12 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

OCTOBER

- 1 Massachusetts Municipal Human Resources**, HR 101 bootcamp webinar #5, 11 a.m.-12 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols
- 2 Massachusetts Municipal Management Association**, boot camp, 9:30 a.m.-noon. Contact: MMA Senior Member Services Coordinator Denise Baker
- 8 Massachusetts Municipal Human Resources**, fall conference webinar #1, 11 a.m.-1 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols
- 13 MMA Board of Directors**, 10-11 a.m., remote meeting. Contact: MMA Executive Director's office
- 13 Massachusetts Select Board Association**, Board of Directors, 2-3:30 p.m., remote meeting. Contact: MMA Member Services Coordinator Isabelle Nichols
- 15 Massachusetts Municipal Human Resources**, fall conference webinar #2. Contact: MMA Member Services Coordinator Isabelle Nichols
- 16 Women Elected Municipal Officials**, leadership conference. Contact: MMA Member Services Coordinator Isabelle Nichols
- 22 Association of Town Finance Committees**, business meeting and annual meeting webinar #1. Contact: MMA Senior Member Services Coordinator Denise Baker
- 22 Massachusetts Municipal Human Resources**, fall conference webinar #3. Contact: MMA Member Services Coordinator Isabelle Nichols
- 28 Massachusetts Mayors' Association**, monthly meeting, 10 a.m.- 11 a.m. Contact: MMA Communications and Membership Director Candace Pierce
- 29 Association of Town Finance Committees**, annual meeting webinar #2. Contact: MMA Senior Member Services Coordinator Denise Baker
- 29 Massachusetts Municipal Human Resources**, Labor Relations Seminar. Contact: MMA Member Services Coordinator Isabelle Nichols

To list an event of interest to municipal officials in *The Beacon*, send information about the event, including date, location, sponsorship, cost, and whom to call for more information, to editor@mma.org.

MMA contacts

Denise Baker can be reached at dbaker@mma.org

Isabelle Nichols can be reached at inichols@mma.org

Timmery Kuck can be reached at tkuck@mma.org

**For more information, visit www.mma.org.
Online registration is available for most of these events.**