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Legislature restarts FY21 budget process

By John Robertson

After keeping watch on the economy and state finances over the summer, the House and Senate budget committees are gearing up to attempt a full-year spending plan for fiscal 2021, which has been delayed due to uncertainties arising from the COVID-19 pandemic and the related recession.

So far this fiscal year, state spending has been governed by interim budgets to cover July 1 through the end of October. The state has made monthly payments to cities, towns and school districts, and has deducted assessments, using temporary rules that were updated in September based in part on fiscal 2020 amounts.

Payments for Unrestricted General Government Aid and Chapter 70 school aid have been based on a <u>July 30 agreement</u> by the governor and legislative leaders to protect these two major local aid accounts from cuts when the fiscal 2021 budget is finally set.



Senate Ways and Means Chair Michael Rodrigues (left) and House Ways and Means Chair Aaron Michlewitz will host a revenue roundtable on Oct. 7.

UGGA is slated to be level-funded at \$1.13 billion, with the same amounts as in fiscal 2020 allocated to individual cities and towns. School districts are slated to receive at least level-funding of their Chapter 70 education aid. Some districts will receive aid increases due to inflation and enrollment under the current formula.

Under the agreement, Chapter 70

school aid will increase by \$107 million, bringing that account up to \$5.28 billion. This commitment has been helpful to cities and towns trying to finalize local budgets this fall in time to seek approval of their tax rates from the Division of Local Services.

Revenue roundtable is Oct. 7

As the Legislature works toward the goal of passing an annual budget, the administration and the chairs of the House and Senate budget committees have scheduled a special revenue roundtable for Oct. 7 beginning at 10 a.m. to hear from economists and fiscal experts on the state of the economy and prospects for state finances over the rest of the year. (<u>The roundtable will be live</u> <u>streamed on the Legislature's website</u>.)

While state tax collections for July and August were better than expected, even after accounting for collections credited to fiscal 2020, the full first quarter numbers through the end of September,

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Lower-risk communities may move to Step 2 of Phase 3 effective Oct. 5

The Baker-Polito administration announced on Sept. 29 that lower-risk communities will be permitted to move into Step 2 of Phase 3 of the <u>Commonwealth's</u> <u>reopening plan</u> effective Monday, Oct. 5.

Communities designated as red will remain in Step 1 of Phase 3.

Gov. Charlie Baker also issued a <u>revised</u> <u>gatherings order</u>, and <u>industry-specific</u> <u>guidance and protocols</u> for a range of Phase 1, 2 and 3 businesses are being updated.

On May 18, the administration released <u>a</u> <u>four-phased plan to reopen the econo-</u> <u>my</u> based on sustained improvements in public health data. Last month, the administration began releasing <u>data for</u> <u>each of the state's 351 cities and towns</u>



At the State House on Sept. 29, Gov. Charlie Baker announces that lowerrisk communities can transition to Step 2 of Phase 3 of the state's reopening plan. (Photo courtesy Joshua Qualls/ Governor's Press Office)

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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Executive Director's Report

Pandemic shines light on value of strong state-local partnerships

Massachusetts was one of the hardest hit states in the early days of the COVID-19 pandemic, as the virus barreled up the Northeast coast. Over the course of a few days in March. community spread became evident. Cases began rising exponentially, our medical facilities were becoming overburdened, PPE was non-existent, and our public health infrastructure was overmatched. Fear was growing, and panicked residents were looking to their state and local leaders for answers.

Local officials here are fully convinced that the strong state-local relationship that we had built over many years has been a true difference-maker, enabling local and state leaders to quickly mobilize, collaborate and implement strategies to slow the spread, protect the most vulnerable, set priorities, act, learn and iterate. In short order, our intergovernmental partnership transformed our state into a national leader in controlling the virus.

Before COVID-19, natural disasters and emergencies were isolated events of relatively short duration. Over the last 50 years, municipal, state and federal agencies have built a culture of planning, training and practicing to ensure effective communications and operational excellence in responding to these

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By Geoffrey Beckwith

"typical" disasters.

The evolution of emergency preparedness closely tracks the movement to modernize local and state governments. It is no accident that as local governments became professionalized, our disaster response capacity became enhanced as well. Professional managers know

that communication, collaboration and cooperation are much easier to execute during a crisis if they are the norm beforehand, because these habits build trust and make it easier to navigate through conflict and stress.

The special challenge that the coronavirus brings is the sheer magnitude of the mobilization needed, touching all facets of government. The vast majority of the public officials and employees involved in the response have never received training on infectious disease control policies and procedures, let alone participated in table-top exercises, or practiced how to ensure seamless interagency communication in so many directions.

Fortunately, long before COVID-19, local and state officials in Massachusetts had built a culture of intergovernmental cooperation. For years, top municipal leaders have met monthly with the administration through our Local

DIRECTOR'S REPORT continued on 20

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Social entrepreneur Wes Moore to give keynote

By Jennifer Kavanaugh

Bestselling author Wes Moore, who has confronted war, poverty and political upheaval as an Army veteran and social entrepreneur, will talk about effective leadership during challenging times as the keynote speaker at the MMA Annual Meeting & Trade Show on Jan. 21.

As CEO of the <u>Robin Hood Foundation</u>, the largest anti-poverty nonprofit in New York City, Moore speaks frequently about topics such as racial and economic injustice. His talk at the MMA meeting is titled "Evolve, Adapt, Inspire: The Tenets of Transformational Leadership." (The 2021 MMA Annual Meeting, "Leading Through Challenge and Change," will be held virtually due to the COVID-19 pandemic.)

Against the backdrop of an especially difficult year, Moore talks about how leaders can evolve, adapt and inspire others, while keeping an eye on the big picture and the future. He will address these goals in the context of the public health, political and financial challenges that local leaders face.

Moore is a frequent panelist on news and commentary shows, and has spoken in depth about navigating the difficulties of the COVID-19 public health emergency, the social unrest surrounding recent police killings of people of color, and a contentious election year. On the June 26 episode of "Real Time with Bill Maher," Moore stressed how important it is for elected officials to be clear and honest with the public as the nation's challenges mount and its political divide widens.



Wes Moore

"I think that what people are yearning for right now, what people are craving right now, is truth, and it's transparency, and it's honesty," Moore said.

As Moore explains how America can persevere through these turbulent

times, he often draws upon the challenges and adversity that he has overcome in his life. He lost his father at a young age, was raised by a single mother, and overcame a troubled childhood to graduate from the Valley Forge Military Academy and Johns Hopkins University, going on to become a Rhodes Scholar studying international relations at Oxford University.

After completing his studies, Moore served as a captain in the U.S. Army's 82nd Airborne Division, leading combat paratroopers in Afghanistan. During President George W. Bush's administration, he served as a White House Fellow to Secretary of State Condoleezza Rice, and he is a lifetime member of the Council on Foreign Relations. He has also worked in the financial industry, as an investment banker for Deutsche Bank in London and for Citigroup in New York.

As Robin Hood's CEO, Moore oversees efforts to reduce poverty by partnering with more than 250 nonprofits to provide food, housing, education, legal and workforce development services to residents of New York City. Previously, Moore founded BridgeEdU, a Baltimore-based startup giving underserved students college transition support to improve their chances of academic success.

<u>Moore</u> is the author of several books, including "The Other Wes Moore," "The Work," "Discovering Wes Moore" and "This Way Home."

His most recent book, "<u>Five Days: The Fiery</u> <u>Reckoning of an American City</u>," examines the aftermath of Freddie Gray's 2015 death in police custody in Moore's hometown of Baltimore. While addressing the roles that poverty, discrimination and economic injustice play in such tragedies, Moore urges the country to take an unflinching look at its problems in order to move forward.

"The pride and promise of America are too strong to allow our scattered past to hinder its prospects," Moore writes. "Loving your country means fighting for the institutionalization of its core goodness. Loving your country does not mean lying about its past."

To achieve progress in society, Moore urges people to learn from the past and to recognize that "our fates are profoundly intertwined."

"Understand that the best way to protect our own future is to protect the future of others," Moore writes. "To use our power to demand justice. We aren't asking that everyone end up in the same spot. We are asking that everyone get a fair shot."

MMA's 42nd Annual Meeting & Trade Show will be Jan. 21-22

By John Ouellette

The MMA is continuing to plan its Annual Meeting & Trade Show, which will be held virtually on Jan. 21 and 22, 2021.

The association will be switching gears this year to host a dynamic, timely and engaging conference using a highly interactive online platform.

The Annual Meeting will retain its many popular features:

• A range of informative and timely workshops

- Compelling and inspiring speakers (including <u>keynote Wes Moore</u>)
- A general business meeting and important policy discussions
- A robust Trade Show featuring the latest services and solutions for cities and towns

There will also be creative networking opportunities – and fun!

For this year's event, attendees will participate from their homes and offices, eliminating the need for travel

ANNUAL MEETING continued on 24



Feedback sought on municipal contribution to schools

By John Robertson

The Student Opportunity Act that became law last year updated the spending standard in Chapter 70 school finance law, but did not significantly change how municipal contributions to schools are calculated.

The fairness of these calculations is the topic of a study to be conducted by the Division of Local Services and the Department of Elementary and Secondary Education this fall. The agencies have opened a required <u>public comment</u> <u>period</u>, which will conclude on Oct. 16.

Section 21 of the landmark education law (Ch. 132 of the Acts of 2019) directs the DLS and DESE to jointly study and prepare a report on the fairness of Chapter 70's municipal ability to pay calculation and the determination of "required local contribution" and school aid amounts.

The specific charge given to DLS and DESE in Section 21 reflects the fact that there are some very different views on fairness in how the local contribution to schools, mainly from the property tax, and school aid are calculated.

Many cities and towns are facing increasing reliance on the property tax to fund schools and rely on minimum aid from the state and the "hold harmless" rule in Chapter 70 to avoid school budget cuts. Some education advocates, however, have proposed ending these provisions and repurposing the funds for use in other school districts with greater need.

A Sept. 14 <u>report from the Massachusetts Business Alliance for Education</u> and Greater Boston Chamber of Commerce proposed a phaseout of hold harmless and minimum aid and ending certain aid paid to wealthier districts. According to the report, elimination of the hold harmless rule would reduce aid to impacted districts by \$319 million, based on <u>fiscal 2021 Chapter 70 calculations prepared earlier in the year by the DESE</u>.

The DLS and DESE announced last week that the Local Contribution Study public comment period is underway through an online survey until Oct. 16.

Comments are being requested for the variety of topics listed in Section 21, including the following:

• Equity, predictability and accuracy of how the state determines the required local contribution

- The impact of enrollment demographics, including in districts with flat or declining enrollment
- An analysis of the impact of Proposition 2½ on the ability of municipalities to make their required local contributions and recommendations to mitigate the constraints of Proposition 2½
- The impact of the 82.5% maximum local contribution of foundation on the equity of required local contributions and the distribution of Chapter 70 school aid

Section 21 also requires recommendations to refine or revise the method of determining required local contribution and other elements of Chapter 70 to improve equity, predictability and accuracy.

Section 21 requires the DLS and DESE to file its report with the Legislature by Dec. 1.

This study is separate from the Section 22 study and report on the long-term fiscal health of rural school districts that are facing or may face declining student enrollment, although there are many areas where the work will overlap.

State budget office updates FY21 Cherry Sheet assessments

By John Robertson

State budget officials notified cities and towns on Sept. 10 that Cherry Sheet amounts for the third month of fiscal 2021 will be updated from the monthly amounts paid and assessed in July and August.

The changes could affect financial projections in some municipalities and school districts.

Cherry Sheet amounts through the first quarter will reflect normal adjustments as well as special changes due to interim funding and policy agreements reached by the governor and the Legislature in advance of a final fiscal 2021 budget, which has been delayed due to uncertainty about the fiscal impact of the coronavirus recession.

Receipts paid in September will reflect the minimum amounts for Unrestricted General Government Aid and Chapter 70 school aid announced at the end an of July, when the governor and Legislature committed to no less than level funding of UGGA and Chapter 70 for fiscal 2021 for each community. The amounts for other receipt programs will continue to be based on fiscal

Michael Heffernan

2020 Cherry Sheet estimates (or actual fiscal 2020 amounts for charter school reimbursements and school choice payments) as announced by the Division of Local Services in June (<u>Bulle-</u> tin-2020-09).

The focus of the notice sent by Administration and Finance Secretary Michael Heffernan was on assessments that would be updated to reflect projected fiscal 2021 assessments (rather than the fiscal 2020 estimates used for July and August).

The new assessments for charter school tuition payments will reflect normal changes due to enrollment updates as well as significant changes because Chapter 70 school aid formula changes consistent with the Student Opportunity Act – as proposed by the governor in his budget bill filed in January (H. 2) – are not expected to be fully implemented when the fiscal 2021 budget is finally enacted.

Charter school enrollment increases in the September adjustments will tend to increase tuition assessments, while the change in expectations for Chapter 70 foundation budget spending standards could reduce assessments to less than the amounts from January.

The <u>charter school tuition updates are</u> <u>based on new projections from the De</u>-<u>partment on Elementary and Secondary</u> <u>Education</u> released on Sept. 14. ●

Gov. Baker and mayors reflect on six months of COVID

By John Ouellette

Six months into the COVID-19 state of emergency, Gov. Charlie Baker and mayors from across the state lauded the value of a strong state-local partnership in helping Massachusetts quickly navigate from one of the hardest-hit states in the country to one of the safest.

During a Zoom conference call on Sept. 30, New Bedford Mayor Jon Mitchell thanked the governor, himself a former local official, for the administration's "openness of communication" and recognizing that "not all the important levers of government, including in a crisis, are at the state level."

"We just want to say we really appreciate the partnership," he said. "This is all new to everybody, and we're working our way through. And I think we're setting an example here in Massachusetts that shines across the country."

Calling the pandemic "the biggest challenge of my professional career," Gov. Baker added, "I think the work that you've all done as a collective community to keep people engaged – in a good way – has made a really big difference with respect to how folks have responded to this incredible challenge." The governor gave an update on a range of COVID-related issues, including the state's nation-leading testing program, featuring Stop the Spread, and its model contact tracing program, which quickly reaches out to those who've been in contact with a positive case in an effort to limit the

spread of the disease. Baker said more than 70% of COVID-positive individuals are reached within 24 hours of their test result, and 95% are reached within 48 hours.

Discussing the red, yellow and green designations representing COVID risk level that the state began assigning to communities in weekly reports in August, the governor stressed that it's important to watch trends and not react to a single report.

"What we really felt, in the end, we had to do was put the data out as it is and



Gov. Charlie Baker discusses a range of topics, including COVID-19, the state budget process, police reform and the economic development bond bill, during a Sept. 30 virtual meeting of the Massachusetts Mayors' Association.

then ... let the local communities figure out – based on what their boards of health know and what they know about their own community – what's really going on there," he said. "You've really got to look at three reporting periods, which captures four weeks of data, before you start drawing conclusions about what it says and where it's going. ... We've had communities go up ... because they had one bad event, or a nursing home or something like that had an outbreak, [and then quickly come back down]."

MAYORS continued on 30

MMA to publish Massachusetts Municipal Directory this fall

The MMA's 2020-2021 Massachusetts Municipal Directory, a comprehensive resource for municipal data and for connecting with colleagues, will be published online this fall.

The MMA has adopted the new electronic format for the first time this year due to the COVID-19 emergency. The directory is being published later than usual in order to provide the most up-to-date information from the many postponed municipal elections this year.

This year's directory will include all of the customary information, including contact information for local officials and demographic and financial data for each of the state's cities and towns. There are also 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 MMA greatly appreciates the help of local officials across the state who have used the MMA's online tool to update the information for their communities over the past couple of months.

When published, the directory will be made available online as a password-protected PDF to members and others who receive the publication. The MMA will send emails with login information and instructions for accessing the document.

The directory is included in the subscription to the Municipal Advocate and is automatically made available to Advocate and Beacon recipients. For members, MMA dues cover the cost of that subscription. Others interested in the Massachusetts Municipal Directory may visit <u>mma.org/about-mma/publications</u> to purchase online access.

– Jennifer Kavanaugh



CCC releases revisions to delivery regulations

By Brittney Franklin

The Cannabis Control Commission voted on Sept. 24 to release <u>draft revised</u> <u>adult-use delivery regulations</u> for public comment.

The revised regulations would create two different license types authorized to deliver directly to adult-use consumers.

A "limited delivery license" is a new iteration of the "delivery-only license" that is currently within the commission's regulations.

In response to public comment, the commission also created a new "wholesale delivery license," which would allow businesses to purchase marijuana and finished marijuana products at wholesale from cultivators, craft marijuana cooperatives, product manufacturers, and microbusinesses and sell orders directly to consumers.

The commission specifically differentiated these license types from the marijuana retailers license. The revised regulations would create two different license types authorized to deliver directly to adult-use consumers.

The holder of a wholesale delivery license, unlike holders of limited delivery licenses, would be required to maintain a warehouse. Wholesale delivery licensees would be required to comply with the same security provisions and product storage provisions required of other marijuana establishments. In addition, wholesale delivery licensees would be able to brand finished marijuana products that were previously produced and packaged, a process called "white labeling."

Both licenses would be available exclusively to Certified Economic Empowerment Applicants and Social Equity Program Participants for a minimum of three years.

While the commission is also currently considering revisions to other portions of its regulations, a new round of public comment, open through Oct. 15, will be related only to the delivery-related regulations.

The MMA is reviewing the draft rules to determine whether to provide further comment to the commission and welcomes feedback from municipal officials on the pending changes.

The commission plans to take a final vote on all proposed changes at its public meeting scheduled for Oct. 20.

DPH launches statewide survey to assess COVID impacts

The Department of Public Health has launched a statewide online survey to learn more about how COVID-19 has affected the state's residents and communities.

The <u>COVID-19 Community Impact</u>

<u>Survey</u> aims to help state officials better understand and identify the social, economic and health needs, as well as inequities, resulting from the COVID-19 pandemic.

The anonymous survey is open to anyone age 14 and older and is available in a number of languages, including English, Spanish, Portuguese, standard and traditional Chinese, Haitian Creole and Vietnamese.

The DPH seeks responses from a wide range of people, regardless of whether they have contracted the disease. In particular, though, the department wants to hear from those who have been most impacted, including people of color, immigrants, LGBTQ+ individuals, people with disabilities, essential workers, people experiencing housing instability, older adults, and residents in geographic areas hardest hit by COVID-19.



The Department of Public Health has launched an online survey to gather input about the impacts of COVID-19 pandemic.

Findings from the survey will help officials address the most critical needs and partner with communities to support local efforts, and will help inform state policy. Community-based organizations will be able to use the results for their own planning and action purposes.

Click here to participate in the survey. For more information, consult the DPH's FAQ section or email covid19survey@mass.gov. ●

Schools, businesses key topics for state, local leaders

By John Ouellette

As the weather was turning cooler and children completed their first couple weeks of school, state and local officials on Sept. 22 discussed a range of school, finance and economic issues related to the ongoing COVID-19 pandemic response.

In the 21st regular call with city and town leaders from across the state, Lt. Gov. Karyn Polito highlighted recent changes intended to give a boost to restaurants, which have been hardhit by the COVID-related economic slowdown. She said the administration was sharing news with local boards of health about <u>relaxed rules governing</u> <u>bar seating for dining at restaurants and</u> <u>an increase in the number of patrons</u> <u>allowed at a single table, from six to 10</u>, effective Sept. 28.

She also discussed the <u>Sept. 10 execu-</u> tive order that extended the deadline for expanded outdoor dining, from Nov. 1 to 60 days after the end of the COVID state of emergency. The order enables cities and towns to continue to allow these temporary operations in areas such as sidewalks and parking lots. As it becomes necessary to heat these temporary spaces, Polito pointed out that restaurants will need to work with local boards of health on the rules surrounding options such as using tents.

The Sept. 10 order also allowed the reopening of indoor and outdoor arcades.

In another effort to help small businesses, she said, <u>the state extended the de-</u><u>ferred collection of regular sales, meals</u> <u>and room occupancy taxes</u> for the period of March 2020 through April 2021, so that they will be due in May 2021.

As most of the state's colleges and universities have resumed operations, to varying degrees, this fall, they had conducted about 500,000 COVID tests on students and staff in the month from mid-August to mid-September, with only about 500 positive cases – significantly below the statewide positive test rate of 0.8%. She said the results of college testing are being included in the state's overall COVID data reports.

Polito said the administration was in the process of reexamining the state's <u>capacity limits for businesses and activ</u>-



State leaders and municipal CEOs from across the state convened on Zoom to discuss continuing challenges of the COVID-19 pandemic. Pictured are (clockwise from top left) MMA Executive Director Geoff Beckwith; Sean Cronin, senior deputy commissioner at the Division of Local Services; Jana Ferguson, assistant commissioner at the Department of Public Health; Russell Johnston, senior associate commissioner at the Department of Elementary and Secondary Education; Lt. Gov. Karyn Polito; and Dr. Larry Madoff, medical director at the Bureau of Infectious Disease and Laboratory Sciences at the Department of Public Health.

ities and gatherings order – particularly as they relate to other states – and an announcement about possible changes was expected in the next couple weeks. [An announcement was made on Sept. 29 about changes to the gatherings order and the beginning of Step 2 of Phase 3.] She reminded local officials that they always have the option of enacting local rules that are more conservative than the state measures.

School reopening

After developing more than 25 guidance documents totalling more than 200 pages over the summer, the Department of Elementary and Secondary Education pivoted to focus on providing "targeted assistance" to districts and helping them get as many children into classrooms as is safely possible, said Senior Associate Commissioner Russell Johnston. Noting that there have been only "limited cases" of COVID in schools thus far, he urged school departments to develop close relationships with local boards of health in order to be prepared for a range of potential COVID-related events.

On Sept. 11, the DESE issued a <u>memo</u> <u>outlining protocols for requesting mo-</u> <u>bile rapid response COVID testing units</u>, which Johnston said are "available when required to understand and ascertain if there has been transmission of cases from within a school." He said the DESE is asking local boards of health to work closely with the state Department of Public Health to assess when mobile testing might be prudent. The DESE is also asking schools and districts to share

CEO BRIEFING continued on 25

Nominations sought for Select Board Association's leadership

The Massachusetts Select Board Association, a member group of the MMA, is seeking members for its 2021 Board of Directors.

Any select board member in Massachusetts may complete <u>the</u> <u>online nomination form</u> and submit his or her name for consideration. The form must be completed by Oct. 16.

Nominations are being sought for four officer positions: president, first vice president, second vice president and secretary. MSA officers serve a one-year term.

The five district representatives are also up for election this year, for two-year terms.

With the exception of the secretary, MSA Board members also serve on the MMA Board of Directors.

MSA Board responsibilities include attendance at MSA and MMA Board meetings. The MSA Board meets four to six times a year, and the MMA Board meets on the second Tuesday of most months, typically in Boston from 10 a.m. to 2 p.m. (Due to the COVID pandemic, the board is currently meeting virtually from 10 to 11 a.m. on the second Tuesday of most months.) Board responsibilities also include participation at regional and statewide meetings for select board members.

After interviewing all nominees, the MSA Nominating Committee will prepare a slate of nominations for election during the MSA's Annual Business Meeting, to be held virtually on Jan. 8, 2021, at 9 a.m.

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

State establishes PFAS limits for drinking water, provides grants

By Ariela Lovett

The Baker-Polito administration on Sept. 24 announced final <u>regulations</u> <u>establishing a maximum contaminant</u> <u>level for PFAS compounds detected in</u> <u>drinking water</u>.

The enforceable standards for public drinking water systems impacted by perand polyfluoroalkyl substances (PFAS) – limited to 20 parts per trillion for the sum of six compounds – are largely aligned with the draft regulations the administration filed last December, on which <u>the MMA commented</u>.

PFAS, known as "forever chemicals," are a class of manmade chemical compounds considered hazardous to public and environmental health. PFAS have been used since the 1950s in the manufacture of stain-resistant, water-resistant, and non-stick coatings and common consumer products such as food packaging, outdoor clothing, carpets, leather goods, ski and snowboard waxes, and more. The chemicals are also found in firefighting foam and other fire retardants, and have been detected in water and soil sources at or near several military bases and airports in Massachusetts.

The new regulations require public water suppliers to test for the six compounds, called PFAS6, and to take remedial actions when amounts exceed the limit. According to the administration, using the sum of six compounds provides for a higher degree of protection against the harmful effects of the chemicals.

There are currently no federal standards for PFAS in drinking water.

The regulations detail the actions that public water suppliers must take when the limit is exceeded, as well as requirements for public notice. Large public water suppliers (serving a population of 50,000 or more) will begin their initial required PFAS6 tests on Jan. 1, 2021. Medium suppliers (serving 10,000-50,000) will begin on April 1, 2021, and small suppliers (below 10,000) will begin on Oct. 1, 2021.

Environmental Protection Commissioner Martin Suuberg said the PFAS standard is based on his department's "continual review of emerging scientific data for environmental and water quality standards," and is subject to change as a result of new scientific information.

PFAS remediation grants

The administration announced more than \$1.9 million in grants to 10 public water systems to support their effects to address PFAS contamination and to design treatment systems to eliminate it in drinking water. <u>Receiving grants</u> were water systems for Acton, Ayer, Barnstable/Cummaquid, Barnstable/Hyannis, Devens, Easton, Hudson, Millbury, Tri Town Water Board (Braintree, Holbrook and Randolph), and Westfield.

Rep. Kate Hogan, a sponsor of legislation to establish a PFAS task force, applauded the news.

"In addition to passing smart regulations to protect citizens, my colleagues in the Legislature and at MassDEP are providing funding so that our communities can test regularly and conduct plans, studies, pump tests, engineering, and design necessary to remove PFAS from water systems. We've also designated funds to reimburse towns that have already expended funds to address elevated levels of PFAS."

A fiscal 2019 closeout budget enacted last December included a \$10.65 million transfer to the Clean Water Trust to assist in the remediation of PFAS contamination in local water systems and \$9.05 million for the State Revolving Fund program to help finance improvements to local water systems. Another \$4.2 million was appropriated to help cities and towns test for local drinking water contamination related to PFAS.

According to the MassDEP, to date, 87 select private wells and 34 public water systems have received free PFAS6 testing, and 42 more public water systems are in the process of being tested.

More information about PFAS grants can be found on the MassDEP website.

Administration announces \$800K in culvert grants

By Ariela Lovett

At an event in Becket on Sept. 14, the Baker-Polito administration announced \$806,880 in grants to municipalities through the Division of Ecological Restoration's Culvert Replacement Municipal Assistance Grant Program.

According to the administration, the grants support projects that improve preparedness for large storms, protect fisheries, wildlife and river habitats, and invest in climate-ready infrastructure.

Culvert replacement grants, ranging from \$25,000 to \$150,000, were awarded to 12 towns. Two additional towns received funding through the Culvert Replacement Training Initiative.

At the same event, the administration released a report, "<u>Recommendations for</u> <u>Improving Efficiency of Culvert and Small</u> <u>Bridge Replacement Projects</u>," prepared by the Massachusetts Culverts and Small Bridge Working Group.

The working group's mandate was to develop recommendations to replace culverts and small bridges more quickly and cost-effectively with climate-resilient structures that can withstand storms, improve public safety, and protect and restore natural resources.

"Culverts are a significant part of our infrastructure that go unnoticed until they

fail," said Sen. Adam Hinds of Pittsfield, who authored the amendment to the fiscal 2019 state budget that called for the creation of the working group. "Right now, we have tens of thousands in need of assistance in Massachusetts. Our small towns are often stuck with large, unexpected bills."

The report highlights the safety and environmental challenges presented by more than 25,000 culverts and small bridges (spans between 10 and 20 feet) at road stream crossings across the state, and the need for funding and technical assistance for municipalities and partners to address the safety issues.

"Massachusetts climate change predictions include increases in both the frequency of severe weather and the amount of precipitation," the report states. "Massachusetts has already begun to experience these changes, putting many culverts and small bridges at risk. ... As climate change impacts increase, a growing number of culverts and small bridges will be at risk due to increased storm flow."

Key recommendations include "expanding and improving existing state technical assistance and training programs, developing an interagency program to help municipalities navigate the process of culvert and bridge replacement, and providing additional grant funds to municipalities for



Massachusetts has more than 25,000 culverts and small bridges in its transportation network.

culvert and bridge replacement projects." The report also recommends revisions to engineering standards that would streamline permitting and review processes.

The MMA served on the working group and assisted with the development of the report, with support from municipal officials.

Jim Lovejoy, a member of the Mount Washington Select Board and chair of the MMA Policy Committee on Public Works, Transportation and Utilities, attended the event in Becket, along with Chris Bouchard, president of the Massachusetts Highway Association and a former highway superintendent in Becket.

EPA considers new regulations on stormwater pollution in Charles

By Ariela Lovett

The U.S. Environmental Protection Agency notified stakeholders in the Charles River watershed on Aug. 13 that the agency is evaluating whether to introduce a new permit regulating stormwater runoff from private parties into the watershed.

A letter from the EPA's New England Region stated that the agency is considering whether "a new program is needed to control stormwater pollution from certain commercial, industrial and institutional sources in the Charles River watershed at sites that are not currently covered by any existing federal or state stormwater permit."

With a new permit, the EPA would be operating under its "residual designation authority," a provision under the Clean Water Act that allows the agency, under certain conditions, to require permits for stormwater discharges that are not otherwise regulated.

The EPA letter notes that stormwater is the largest source of phosphorus pollution in the watershed. Excessive amounts of phosphorus and other nutrients in the freshwater ecosystem can lead to toxic algae blooms, which have been especially prevalent in the Charles River during recent summers, and can be harmful to humans, animals and the ecosystem.

The EPA already regulates municipal discharge of stormwater into rivers and other bodies of water throughout most of the Commonwealth with the Municipal Separate Storm Sewer System (MS4) permit.

In May 2019, the Conservation Law Foundation and the Charles River Watershed Association petitioned the EPA Region 1 to



The Charles River flows through Boston. (photo courtesy Charles River Watershed Association)

exercise its residual designation authority and regulate stormwater runoff from private parties in the watershed region.

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EPA continued on 21
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Affordable, reliable internet are key to fighting isolation

By James Fuccione

A national poll in June found that the percentage of adults ages 50 to 80 experiencing feelings of isolation has doubled during the COVID-19 pandemic.

In 2018, 27% of this age group reported that they "sometimes or often" feel isolation from others, according to the National Poll on Healthy Aging, conducted by the University of Michigan. In June, the poll found the proportion had increased to more than half.

While many older adults have been dealing with social isolation and loneliness since before the pandemic struck, communities have been creative and innovative in addressing the issue, particularly during the pandemic, and many older adults are part of the solutions that keep peers engaged and connected.

Most councils on aging have their physical structures closed to the public, but they have been working tirelessly to provide meals, physically distanced outdoor exercise, volunteer opportunities, drive-by birthday parties, and much more. Many have partnered with local schools to have students create uplifting artwork or letters to older adults that accompany grab-and-go meals at the council on aging. Some have "driveway visiting programs," or create art activity bags with instructions posted on YouTube or the local cable access station.

During a time when so many activities have gone online, however, internet

access and affordability continues to be a problem for many older adults.

The <u>Community</u>

Compact IT grant program, which opened another round on Sept. 15, provides an opportunity to connect affordable senior housing – and any affordable housing site – with the necessary equipment.



Councils on aging have been working to combat the increased loneliness experienced by seniors during the COVID-19 pandemic.

Internet access and affordability continues to be a problem for many older adults.

While there are a range of possible uses for the IT grants, the pandemic has created an awareness around social connectedness. Municipalities have a unique chance to direct this funding toward keeping lower-income older adults and others connected to health, wellness and social engagement opportunities.

On the affordability side, the federal Lifeline program helps lower the monthly cost of phone and internet.

Information is available online from the Massachusetts Department of Telecommunications and Cable, which oversees both the implementation and consumer education efforts for the Lifeline program in Massachusetts.

The Task Force to End Loneliness and Build Community, led by AARP Massachusetts and UMass-Boston's Gerontology Institute, will discuss a broad range of efforts to address social isolation that have emerged in communities across the state during a <u>virtual summit on Oct. 1</u>.

James Fuccione is senior director of the Massachusetts Healthy Aging Collaborative.

MassDevelopment announces \$3M for new round of site grants

The Baker-Polito administration and MassDevelopment on Sept. 16 announced the availability of \$3 million in funding through the fifth round of the Site Readiness Program, which provides resources to cities, towns and other entities to help overcome obstacles to developing otherwise prime sites.

Municipalities, nonprofit economic development entities, and private-sector businesses can apply for grants to finance land acquisition, feasibility studies, master planning, environmental permitting, site improvements, and other related work.

In a prepared statement, Housing and

Economic Development Secretary Mike Kennealy said, "As we move from reopening to economic recovery, the Baker-Polito administration is committed to continuing to collaborate with communities and other partners to spur investment, development and growth."

The Site Readiness Program, administered by MassDevelopment, aims to boost the Commonwealth's inventory of large, development-ready sites, accelerate private-sector investment in industrial and commercial projects, and support the conversion of abandoned sites and facilities into clean, actively used, tax-generating properties. Through its first four rounds, the Site Readiness Program has awarded approximately \$10.4 million to 48 projects in almost every region, furthering the development potential for nearly 3,600 acres across the Commonwealth, according to MassDevelopment.

MassDevelopment, the state's finance and development agency, works with businesses, nonprofits, banks and communities to stimulate economic growth.

Site Readiness Program details and the Request for Proposals are available online. Responses are due by 5 p.m. on Nov. 12. ●

Entries sought for municipal website contest

Oct. 30 is the entry deadline for the MMA's ninth annual municipal website awards, which will be presented during the 2021 MMA Annual Meeting.

The awards recognize excellence in customer service, functionality, convenience and government transparency delivered by a municipal website.

To enter, chief municipal officials may simply fill out a <u>short nomination form</u> <u>at www.mma.org</u>.

The awards recognize the best municipal websites in four population categories: under 5,000; 5,000-15,000; 15,000-50,000; and 50,000-plus. One winner is selected for each category.

Judges evaluate municipal websites based on the following criteria:

- Clear branding as the official municipal government site
- Intuitive navigation tools and organization of material
- Robust search function
- Current and timely information
- Availability of public records
- Mobile-responsive design
- Resources for residents, such as the ability to apply for licenses and permits, pay bills, order documents, and make suggestions

- Tools to promote economic development (e.g., ability to obtain licenses and permits or view list of developable land and vacant sites)
- Details about municipal departments
- Use of social media and tools for online community engagement
- Visual appeal and overall experience

For more information, contact Alandra Champion at achampion@mma.org.

Select boards discuss school reopening and policing legislation

School reopening and police reform legislation were the topics of a <u>two-part</u> webinar held by the <u>Massachusetts Se-</u> <u>lect Board Association</u> on Sept. 15.

Elementary and Secondary Education Commissioner Jeff Riley and Senior Associate Commissioner Russell Johnston gave an update on school reopening across the state. Riley discussed guidance from the Department of Elementary and Secondary Education for different modes of learning this fall and the department's shift to providing implementation support to school and district leaders going forward.

Johnston discussed DESE's plans for deploying mobile rapid response testing units to school districts where there is evidence that COVID-19 transmission may have occurred within a classroom or school.

Riley and Johnston answered questions on a variety of topics, including guidance for switching between different modes of learning during the school year and support for parents who plan on using private learning pods.

The webinar continued with a discussion about police reform legislation in Massachusetts. MMA Executive Director Geoff Beckwith discussed key components of two bills on the issue (H. 4860 and S. 2820) that are

making their way through the legislative process. Beckwith discussed the MMA's position on the bills and answered questions about their potential costs and



Russell Johnston (top left) and Jeff Riley (top right), associate senior commissioner and commissioner, respectively, at the Department of Elementary and Secondary Education, discuss school reopenings with Massachusetts Select Board Association President Kathleen Conlon during the association's Sept. 15 webinar.

civil service reform.

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

Survey assesses libraries' role in building smart communities

The <u>Center for Technology in Govern-</u> <u>ment at the University at Albany</u> is conducting a local government survey titled "Public Libraries' Role in Building Smart Communities."

The survey is being distributed by email to local government IT professionals, administrators, clerks and others throughout the country.

The survey is part of an Institute of Museum and Library Services-funded project, "Enabling Smart, Inclusive, and Connected Communities: The Role of Public Libraries."

Survey responses will improve the understanding of the local government

perspective and the role public libraries play in smart community initiatives.

To receive the survey, email xzhao6@ albany.edu. Surveys must be completed by Oct. 30. ●

MMHR's Boot Camp webinars cover range of HR issues

By Isabelle Nichols

The Massachusetts Municipal Human Resources association held its seventh annual HR101 Boot Camp virtually this year as a five-session webinar series.

The series kicked off with an overview of the hiring and termination process for municipal employers. MMHR Chair Dolores Hamilton, the human resources director in Framingham, and past MMHR Chair Mary Beth Bernard, the HR director in Wrentham, led participants in an annual session titled "Hello, Goodbye! Your Guide to the Hiring and Termination Process."

The session provided an overview of a range of hiring and termination issues for municipal human resources professionals, including job descriptions, screening and interviewing job candidates, onboarding, and performance issues.

The second session featured a discussion about benefits administration with MMHR Board Member Joanne Faust, the HR director in Burlington, and MMHR Treasurer Molly Kean, the HR director in Norwood. They discussed the differences between benefits administration in the public and private sectors, legal aspects of public sector benefits administration, best practices and innovative ideas, and benefits fairs and communicating about benefits with employees.

For the third session of the series, Joellen Cademartori, CEO of GovHR USA, led

a training on best practices in employee evaluations. The session covered what a performance evaluation is and what its objective should be, and reviewed components that should be included in a performance evaluation tool and best practices for meeting with employees to discuss performance reviews.



MMHR Chair Dolores Hamilton (top left), Past Chair Mary Beth Bernard (top right), and Vice Chair Vanessa Hale discuss hiring and firing during a Sept. 3 HR101 Boot Camp webinar.

Current trends in municipal and labor law was the theme for the fourth webinar in the series. Attorney Jaime Kenny, a partner at Clifford and Kenny, reviewed current cases and legal provisions that are important to municipal human resources professionals. Kenny discussed COVID-19 return-to-work issues and reasonable accommodations, the Families First Coronavirus Response Act and Emergency Family and Medical Leave Act, and discipline and discharge issues for municipal employers. She also gave an update on recent legal decisions that affect the field of municipal human resources.

The webinar series wrapped up with an "Ask the Experts" roundtable featuring a

panel of MMHR board members who are veteran municipal HR professionals. Panelists included Rachel Glisper, HR director in Needham; Michael Taylor, HR director in Pittsfield; Anne O'Brien, HR director in Fairhaven; and Gayle Shattuck, personnel director in Watertown.

The panelists addressed a range of questions, including the implications of the new Juneteenth state holiday for municipal employers, employee handbooks, important HR policies for municipalities, and employee records retention.

About 150 human resources professionals registered for the Boot Camp webinar series. ●

MMHR Fall Conference will be series of 3 webinars

The Massachusetts Municipal Human Resources association's annual Fall Conference will be a three-session webinar series taking place weekly on Thursdays at 11 a.m., with the first session on Oct. 8.

The conference will kick off with a training on "cultural humility and dexterity" by Lakisha Coppedge, founder and principal of Coppedge Consulting. She will examine the connections between historic and current racism and discuss strategies for building stronger communities and strengthening relationships, as well as best practices for working and living in inclusive spaces.

By learning how to incorporate cultural humility into the workplace, Coppedge says, participants will be empowered



Lakisha Coppedge

to recognize and redress power imbalances that exist within social and organizational structures and become effective advocates.

Following the training, Coppedge will be joined by Springfield Chief

Diversity and Inclusion Officer Talia Gee and attorney Meghan Sullivan, managing partner of Sullivan, Hayes & Quinn, LLC, for a panel discussion about diversity, equity and inclusion in the workplace.

The Fall Conference will also feature ses-

sions on the Americans with Disabilities Act and the Family and Medical Leave Act with attorney Jackie Kugell, partner at Morgan, Brown & Joy, and pay equity with attorney Cheryl Pinarchick, a partner at Fisher Phillips.

The registration fee for the series is \$50, which includes access to the webinar recordings and any followup materials. The webinars must be purchased as a series, and recordings will be available only to those who have paid for the series.

Registration must be completed by Oct. 7 at noon in order to attend any of the webinars in the series. <u>Registration is available at www.mma.org</u>.

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

Certificate programs begin, application open for finance

The MMA and Suffolk University kicked off their 15th and 16th Certificate in Local Government Leadership and Management programs in September.

The programs started virtually on Sept. 11 and 18, but will move to in-person, in Danvers and Shrewsbury, if and when it is safe to do so.

The fifth MMA-Suffolk Municipal Finance Management Seminar is set to take place either virtually or in a location north of Boston in March 2021. The five-week program, held on Fridays, is designed for municipal employees looking to deepen their understanding and knowledge of municipal finance. Topics include accounting, property assessment, financial management, and costing out labor contracts. The application, instructions and details are available on the MMA website as a fillable PDF.

The fourth Municipal Finance Management Seminar, scheduled to be held in Southborough, will begin virtually in November.

Questions about the MMA-Suffolk Certificate programs can be directed to Katie McCue at kmccue@mma.org.



Certificate in Local Government Leadership and Management programs had their virtual orientations on Sept. 11 (top) and Sept. 18 (bottom).

MMHR to discuss unconscious bias during Labor Relations Seminar

The Massachusetts Municipal Human Resources association's annual Labor Relations Seminar will be held as a Zoom webinar on Oct. 29.

The seminar will feature a keynote by Risha Grant, an award-winning expert on diversity, inclusion and bias. Her interactive session, "Get Rid of the BS (Bias Synapse)," will teach participants how to recognize and acknowledge their biases, while giving them easily applicable tools to move past those biases. Grant will facilitate an honest conversation about



Risha Grant

John Robertson and a labor law update covering major legal cases in the labor area.

The registration fee for the seminar is \$50, which includes access to the webinar recording and any followup materials. Registration must be completed by Oct. 28 at noon in order to attend the webinar. Registration will be available approximately one month prior to the webinar at <u>www.mma.org</u>.

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

AG Healey to be WEMO leadership conference keynote on Oct. 16

Attorney General Maura Healey will be the keynote speaker for the Women Elected Municipal Officials' second annual leadership conference - Rising to the Challenge Together - to be held virtually on Friday, Oct. 16, from 10 a.m. to noon.

Healey will be followed by a series of group discussions facilitated by the WEMO Committee using Zoom's break-



Maura Healey

out rooms feature. Breakout discussion topics will include using technology to govern and build community, and promoting race, equity and inclusion in your community.

The conference

is free, but advance registration is required. Registration is open only to elected officials and will close on Friday, Oct. 9. Registration received after Oct. 9 will not be accepted.

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

Select boards to discuss hiring a town manager

On Oct. 27, the Massachusetts Select Board Association will host a free virtual training covering best practices in hiring a town manager, one of the most important jobs for select boards across the state.

The session, to be held from 9 to 10 a.m., will equip select board members with the knowledge and tools needed to develop a successful and professional process for hiring the right town manager or administrator for their communities. The training will cover important topics like setting a salary range, contract negotiation, use of recruiters, and potential biases that may arise in the hiring process. Speakers will also discuss resources that are available to select boards to assist in this process.

Speakers will include:

• Danvers Town Manager Steve



Steve Bartha

Julie Jacobson

Bartha, second vice president of the Massachusetts Municipal Management Association

- Auburn Town Manager Julie Jacobson, president of the Management Association
- Norwell Selectman Ellen Allen, second vice president of the MSA and immediate past president of the MMA





• Attorney John Clifford, a partner at Clifford & Kenny, LLP

The webinar is free, but advance registration is required.

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

ATFC to hold Annual Meeting on 3 dates this fall

The Association of Town Finance Committees will hold its Annual Meeting virtually this fall, beginning on Oct. 22 and continuing on Oct. 29 and Nov. 12, all on Zoom.

The kick-off meeting, scheduled from 7 to 8:30 p.m., will include an ATFC business meeting, a legislative update from MMA Legislative Director John Robertson, and an hourlong session titled Budgeting 101, presented by Northborough Town Administrator John Coderre.

On Oct. 29, Division of Local Services bureau chiefs and Senior Deputy Commissioner Sean Cronin will give an overview of the division's functions and offer best practices for finance committee members.

The Nov. 12 session will focus on schools and education.

The second and third sessions will run



Sean Cronin



John Coderre

from 7 to 8:15 p.m.

The cost is \$25 for the three-webinar series. For those who can't watch a session live, viewing access will be provided following the presentation.

In advance of its Annual Meeting, the ATFC is seeking nominations for directors to serve on its Governing Board. The board generally meets about seven



An email with the ATFC Annual Meeting details and a registration link was sent to all finance committee chairs. Any interested local official is also welcome to participate.

Visit <u>www.mma.org</u> for more information and to register online.

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

Human Services Council to discuss emergency housing on Nov. 12

The economic impacts of the COVID-19 pandemic have resulted in many people being unable to cover their housing costs, and the need for emergency housing solutions is growing more urgent as the weather gets colder.

In response to this need, the MMA Human Services Council will host a free Zoom webinar discussing emergency housing on Nov. 12 from noon to 1 p.m.

Pre-registration is required to attend the webinar. Additional details about speakers and registration will be shared in October.

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

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Author Glennon Doyle addresses Women's Symposium

By Denise Baker

Author Glennon Doyle was the featured speaker for the fifth annual Women's Symposium sponsored by the League of Women in Government, which kicked off the Annual Conference of the International City/County Management Association on Sept. 21.

Doyle touched on a range of subjects during the hour-long interview-style session, including how girls are taught to internalize their feelings and learn how to please others, and how important it is to bring emotion back both at home and in the workplace.

Another focus was how her 18 years of sobriety has shaped who she is. She encouraged attendees not to "avoid the stillness" and to take time with their thoughts and work through what's hard and uncomfortable – the only way that growth happens.

She also discussed her wife, Abby Wambach, whom she met and married after living in an unhappy marriage for many years.

Doyle's bestselling books include this year's "Untamed" and 2016's "Love Warrior," which was an Oprah's Book Club selection. She is active in a number of causes, including gender and racial diversity. She helped to organize Share the Mic Now, an initiative where 50 white actors. authors and wellknown personalities handed over their social media platforms to 50 Black women for a day in June. She said every person she contacted agreed to participate and help amplify Black women's voices.

Doyle discussed her own expe-

riences being in a room (or a Zoom screen) where she was in the minority as a woman, and how she learned how to speak up even when it's difficult. Doyle urged attendees to stop "making it comfortable" and speak up when someone is being marginalized.

The League of Women in Government is a national organization supporting the advancement of women in local government.

Following Doyle's presentation, more than 30 Massachusetts members of Women Leading Government, the state affiliate of the League of Women in



Glennon Doyle addresses the fifth annual Women's Symposium sponsored by the League of Women in Government on Sept. 21.

Government, met remotely for a lively discussion of Doyle's presentation and book.

Women Leading Government is an initiative of the Massachusetts Municipal Management Association. Its mission is the same as the League of Women in Government: to support and advance women in appointed positions at every level of local government.

The ICMA counts more than 200 Massachusetts leaders as members, and Lexington Town Manager Jim Malloy took office as ICMA president during the virtual Annual Conference. ●

Councillors discuss effective use of social media

<u>Social media was the topic of a Massachusetts Municipal Councillors' Association Zoom webinar on Sept. 17</u>.

Derek Beckwith, a public relations and communications strategist, discussed the importance of using social media and shared best practices, such as keeping separate accounts for city, campaign and personal use.

He stressed the importance of adhering to the state's open meeting and public records laws, and said councillors should download all posts before deleting them (in order to preserve them as records). Beckwith recommended that members of the same council not follow each other on social media, because doing so could lead to questions about whether town or city business is being deliberated outside of a public meeting. Beckwith urged councillors to be active on at least one social media platform. He said it takes approximately 15 to 20 minutes per day to keep social media accounts updated. His presentation (found with the webinar) includes a list of resources.

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



social media use and best practices during a Sept. 17 webinar.

Kayyem to speak at Management Association Fall Conference on Nov. 19



Juliette Kayyem will be the featured speaker at the Massachusetts Municipal Management Association's Fall Conference on Nov. 19.

Juliette Kayyem

The meeting will run from 11 a.m. to 1 p.m.

Kayyem is the senior Belfer lecturer in international security at Harvard's Kennedy School of Government, where she is faculty director of the Homeland Security Project and Security and Global Health Project. She was President Barack Obama's assistant secretary for intergovernmental affairs at the Department of Homeland Security and has more than a decade of experience organizing government response to major crises.

Kayyem is also a national security analyst for CNN and a regular contributor on GBH's Boston Public Radio.

Management Association members will receive information and a registration link for the meeting in early October.

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

MMA engaging in #MaskUpMA campaign

As we approach colder weather and the battle against COVID-19 continues, the MMA remains engaged in a social media campaign promoting the use of face coverings to prevent spread of the coronavirus.

The campaign involves MMA and MIIA staff and members sharing photos of themselves with masks on and using the hashtags #MaskUpMA and #WearAMask.

The U.S. Centers for Disease Control and Prevention recommends that everyone

over the age of 2 wear a mask in public settings, especially when other social distancing measures cannot be maintained, or when around people outside of your household. Masks can help prevent the spread of respiratory droplets that carry the virus.

The MMA will be retweeting mask photos and content from members and state agencies, so please share images with MMA Digital Communications Coordinator Meredith Gabrilska at mgabrilska@mma.org.



MMA staff share mask selfies as a part of the #MaskUpMA campaign. (Clockwise from top left: MIIA Wellness Representative Elizabeth Berner with her son Jacob, MIIA Wellness Project Manager Jayne Schmitz, Associate Editor Jen Kavanaugh, and Executive Director & CEO Geoff Beckwith.)



Schools must comply with new Title IX regulations

By Judy Levenson and Lin Chabra

The past six months have been particularly challenging for school districts – with urgent demands to quickly design new learning options and ensure that facilities meet new safety standards – so some may not have had the time and resources to tackle full implementation of new regulations under Title IX.

The following information is intended to assist with local compliance efforts.

Title IX prohibits discrimination on the basis of sex, including sexual harassment, in all education programs and activities that receive federal financial assistance, including K-12 schools. The 2020 Title IX regulations, announced by the U.S. Department of Education on May 6 and effective on Aug. 14, focus exclusively on handling sexual harassment complaints.

To comply with the new regulations, schools need to assign additional staff to

handle sexual harassment complaints; make extensive changes to their policies, practices and procedures; and provide prescribed training to Title IX and all other school staff.

The following is a summary of the changes, but local and school officials are advised to speak with their district's legal counsel for guidance.

New staff roles

The new regulations require each district to have an assigned individual in each of the following roles. Additionally, the same individual cannot hold multiple roles in an individual case.

- Title IX Coordinator at the district level, to oversee the implementation of sexual harassment policy and other Title IX compliance issues
- Deputy Coordinator(s) (optional) at building or school level

- Investigator(s)
- Decision-Maker (individual or panel with a chair)
- Appeal Officer

Schools can consider pooling resources/ positions with other nearby schools or outsourcing certain positions until the district develops its own internal capacity.

Policies, practices and procedures

The new definition of "sexual harassment" includes sexual harassment, sexual assault, domestic violence, dating violence, and stalking.

The new regulations are applicable to all types of sexual harassment in schools, including employee-on-student, student-on-student, and employee-on-employee.

Other key regulatory changes relate to the

■ MIIA continued on 24

The flu shot is even more important this year

By Jayne Schmitz

In the midst of the ongoing COVID-19 pandemic, public health officials and the U.S. Centers for Disease Control and Prevention are urging everyone over the age of 6 months to get an influenza vaccine this year.

Both the flu and COVID-19 are respiratory illnesses that can lead to hospitalization for pneumonia and other serious – sometimes life-threatening – complications.

According to research conducted over multiple flu seasons, people who get the flu vaccine and still get sick have a 37% lower risk of being admitted to the hospital for treatment and an 82% lower risk of admission to an intensive care unit. Due to the risk of contracting COVID-19 in the hospital, it's particularly important this year to



Public health officials urge everyone older than 6 months to get a flu shot this year.

keep flu cases out of hospitals.

After getting the flu shot, it takes about two weeks for the body to develop protection against the flu. That's why it's a good idea to get the vaccine before the flu starts to spread in your community.

According to the CDC, the vaccine reduces the risk of getting sick with the flu by 40% to 60%. The more people who

get the vaccine, the better the chances are of preventing a large community outbreak.

The flu vaccine is covered by all health insurers without a cost share for members, and can be administered in a primary care physician's office, urgent care center or pharmacy.

The things we are already doing to prevent the spread of COVID-19 – wearing a mask, keeping physically distant, washing our hands frequently and staying home – may also help to slow the spread of flu. But an effective, safe and accessible vaccine is an even more effective way to stop the spread of the flu.

For more information on where to get a flu vaccine, visit <u>vaccinefinder.org</u>.

Jayne Schmitz is a MIIA Wellness Project Manager.

Around the Commonwealth

New Bedford

City campaign provides free masks

As part of its efforts to reduce COVID-19 risks, New Bedford has worked with local nonprofits, volunteers and a well-known clothing manufacturer to hand out more than 94,000 free face masks to residents since this spring through the <u>MaskNB initiative</u>.

New Bedford has become a maskadvocacy pioneer by promising free masks to every resident who wanted one. In a series of drive-through, walk-up and pop-up events, the city has handed out cloth masks made by Joseph Abboud Manufacturing, which is headquartered in New Bedford.

Mayor Jon Mitchell said MaskNB helps to protect city residents, a large number of whom are older, have medical conditions, or work in manufacturing and food processing plants. The city also has a 21% poverty rate.

"The mask program is an example of how we've tried to tailor our solutions to the specific characteristics of the disease experience here," Mitchell said. "We're different from other metro areas, like Boston or New York. We have a different economy, we have different demographics."

Joseph Abboud shut down its suit manufacturing in March and pivoted to making and providing masks at cost, said Joe Bahena, the company's senior vice president. He said more than 100 employees returned to make the masks.

By April, the city had started giving Abboud-made masks to first responders, frontline workers and vulnerable populations, including nursing-home and senior-housing residents. The city asked the company to ramp up its production of reusable masks for residents, and Mitchell announced the launch of MaskNB on May 14.

"We looked at the data, and understood that mask wearing was going to become an important thing," Mitchell said. "We just put two and two together and said, 'Let's take advantage of what our friends at Abboud can offer, and let's see if we



New Bedford Mayor Jon Mitchell signs for a shipment of masks from Joseph Abboud Manufacturing. Standing behind him is Joe Bahena, senior vice president at Joseph Abboud.

can do this."

Beginning in late May, the city started holding weekend drive-through mask events in school parking lots, and, later, walk-up events at city parks.

"We were delivering them, we were mailing them," said Brian Nobrega, the city's emergency management director, who oversees MaskNB. "It was something that started small that turned into something really big. I get phone calls and emails every day saying, 'Hey, can we get some?"

City workers and volunteers gave masks to voters during the September primary election, and the city has been handing out masks during census-registration efforts. Recipients get a paper bag containing two masks and a flyer with information about social distancing and proper hygiene, plus helpful phone numbers.

The masks cost the city \$2.50 each. Nobrega said the masks are washable and last for up to a month. Residents can get replacements when needed.

In a bit of municipal branding, the masks bear the initials "NB," which have turned the masks into a status symbol and point of civic pride, Mitchell and Nobrega said.

Volunteers from the Southeastern Massachusetts Chapter of the American Red Cross have helped to distribute masks. The city has also received help from the Greater New Bedford

Community Health Center.

City officials estimate that the mask initiative will cost \$300,000, though Nobrega said the city will potentially receive up to a 75% reimbursement from the Federal Emergency Management Agency, and can also rely on Coronavirus Relief Funding through the federal CARES Act.

– Jennifer Kavanaugh

Lexington and Wellesley

Towns work on shift to zeroemissions yard care

The towns of Lexington and Wellesley joined two nonprofits to offer informational webinars promoting the shift from traditional gas-powered yard care practices to zero-emission tools and machinery in order to reduce greenhouse gas emissions and noise pollution.

The first of the webinars, held on Sept. 30 and hosted by Quiet Communities, is geared to municipal and commercial land care professionals, and the second, on Oct. 1, is designed for residents. The webinars had 80 and 150 registrants, respectively, as of Sept. 30.

"It's really to get them thinking about this as an option, where you can implement the changes and still be efficient and cost effective," said Lexington Public Works Director Dave Pinsonneault.

The webinars are an extension of efforts in the two towns to reduce the carbon and noise footprint of public works operations.

Lexington began working with Quiet Communities and the American Green Zone Alliance a few years ago after hearing feedback from a town committee, Sustainable Lexington, looking to increase energy efficiency and reduce noise pollution. (The town also has a noise bylaw and Noise Committee.) The Department of Public Works contracted with Quiet Communities to do an assessment of its grounds care activities and each piece of equipment that has a viable electric

Around the Commonwealth

alternative.

"We looked at fuel use, efficiency, how it affects the air our employees [are working in] and their hearing, and then we looked at what we could implement," Pinsonneault said.

Using grant funds, the department started with using push mowers and electric leaf blowers and string trimmers and edgers during the summer, until the heavy fall leaf season. The department then went to the Board of Selectmen to get funding in the capital budget to replace gas-powered rider mowers with electric ones.

Pinsonneault advises other communities to "do the research and really get a program that fits with what your operation is," adding that having the outside consultants "really helped us get to a plan that worked."

The Lexington DPW is using the bulk of its new, electric equipment in the downtown area, where it could have an immediate impact, with plans to expand.

Wellesley got involved after members of its Green Collaborative heard about Lexington's program.

"We are looking to make changes at the DPW level," said Wellesley Public Works Director Dave Cohen. "The town has greenhouse gas reduction goals, including reducing fuel use by 10% over next three years. ... Converting to battery-powered equipment could help us to do that."

Cohen said his department has added line items to its budget requests specifically to replace gas equipment.

"It is simple and complicated to change to battery-powered equipment," Cohen said. "[The electric equipment] has to be durable and commercial grade for us. We have to have good battery life to get a full day's worth of work out of it. Building the infrastructure and having the right equipment is key."

The technology behind battery-powered yard tools and machinery is evolving, but not all gas-powered equipment is replaceable. Powerful chainsaws used to clear debris following storms are an example of equipment that will likely remain gas-powered, at least for now, said Cohen and Pinsonneault.

"We've demoed a lot of equipment and some of it isn't viable for us yet, like chainsaws and leaf blowers for use during heavy seasons," Pinsonneault said. "We work that into our plan."

"Getting our staff to buy in that these changes will be for their own safety and well-being ... is key," Pinsonneault said.

With American Green Zone Alliance, Wellesley is also exploring developing dedicated low-noise, zero-emission "green zones."

– Meredith Gabrilska

Franklin County

13 towns create electricity aggregation program

Twelve towns in Franklin County and one in Hampshire County have come together to form a municipal electricity aggregation program with the goal of combating climate change and providing residents with more renewable energy options.

The 13 towns – Buckland, Charlemont, Colrain, Conway, Deerfield, Gill, Huntington, New Salem, Northfield, Shelburne, Sunderland, Warwick and Whately – recently entered into a 41-month contract with municipal energy consultant Colonial Power Group to develop and manage <u>the Community</u> <u>Choice Power Supply Program</u>, with Dynegy Energy Services to supply electricity.

The aggregation program allows the towns to purchase electricity as a group, giving them greater bargaining power when selecting their supplier. The towns were able to select a range of different renewable energy products to offer their residents, with each town deciding its own default option from the portfolio assembled through the bidding process.

"It's something that would be very difficult for a tiny town to do, but because we could get multiple towns together, we could make it work," said Conway Selectboard Member Bob Armstrong, who leads the project. "We were able to get a bid that was lower cost than Eversource, and which offered more green options – something that we had promised the towns."

The aggregation program officially started on Aug. 1, with multiple towns reporting a 90% participation rate among residents.



Armstrong said the towns' transition to a new energy source has been smooth.

"I suspect that if anyone opened their bill, they would not even know that something had changed," he said.

Bob Armstrong

The project was not always easy, however. The labor-intensive process took more than four years.

"Communication is a big thing," said Northfield Town Administrator Andrea Llamas. "In a small town, you have to pass it through at town meeting, so communicating to people why you are doing aggregation is really important. Then there is a lapse of years between the time they vote to participate and when they get a postcard in the mail about switching, so routine communication is vital."

After passing the proposal through town meetings, the Franklin County towns applied for grant funding and hired the Franklin Regional COG to help them evaluate different municipal energy consultants.

"We were lucky to have the FRCOG to step up and help us with the beginning steps," said Llamas. "But the consultant, once we had them, handled the process."

Armstrong remains an advocate for aggregation.

"I would encourage all towns to consider it," he said. "Don't hesitate to do it, even though it is a lot of work."

For more information, contact Bob Armstrong at bobarmstrong@ townofconway.com.

– Elisa Sturkie

WalkBoston offers Age-Friendly Walking framework

WalkBoston has published an Age-Friendly Walking framework for planning and building communities that are walkable for people of all ages.

Walkability is key to ensuring that seniors can age in place; maintain good physical, cognitive and mental health; access important goods and services; remain socially and civically active; and maintain physical and economic

mobility.

The framework includes policy actions and infrastructure improvements that will help to make communities more walkable. The guidance documents can help residents and municipal staff take actions that will create accessible sidewalks and streets that are safe and welcoming for people of all ages.

The documents include "<u>8 Infrastructure</u>

Improvements to Help Older Adults Age in Community" and "8 Municipal Policies to Help Older Adults Age in Community."

WalkBoston is a statewide organization that aims to make walking safer and easier throughout Massachusetts. For more information, visit www.walkboston.org.

DIRECTOR'S REPORT

Continued from page 2

Government Advisory Commission. Local officials have had direct access to our top legislative leaders (both former local officials). And even though they are from different parties, the governor and lieutenant governor have met every week with the House speaker and Senate president to discuss key issues.

This intentional culture of communication and respect up, down and across, made it much easier to scale up collaboration during the early days of the pandemic.

Because of our monthly meetings, it was a small jump to have the MMA host weekly COVID-19 briefings by the administration for all 351 municipal CEOs. Lt. Gov. Karyn Polito brings top agency heads to the Zoom meeting, provides the latest information and answers questions. The MMA moderates and records the sessions, posts the recording on our website for every local official to access, and provides a summary with links to every new order, guidance and resource.

Gov. Charlie Baker and Lt. Gov. Polito (also former local officials), included municipal leaders on their Reopening Advisory Committee, and have actively solicited input from local officials at every stage. During the reopening process, they have deferred to municipal officials who have wanted to move more slowly, accepting the judgment of local officials to make decisions that are best for their communities. All state guidance and orders are pushed out through the MMA and multiple channels, not just passively posted on the state website.

The Legislature swiftly and unanimously enacted dozens of law changes in March,

April and May to facilitate continuity of operations locally, allowing for unprecedented flexibility in municipal budgeting, elections, administration and governance.

A key lesson from the COVID-19 response is that strong state-local partnerships are essential for good government and effective public leadership.

It took a long time to build this culture of nonpartisanship, respect and understanding between local and state officials. And while municipal leaders can't control the actions and behaviors of state officials, we can control our own.

Building a positive local-state relationship is a lot like emergency preparedness. It takes planning, communication and practice.

Here some practical steps we can all take:

- Stay nonpartisan at all times, and never play favorites. (In Massachusetts, it helps that all municipal elections are nonpartisan.) Share credit and accountability equally. If you are a town or city manager, do your best to encourage the officials on your governing boards to understand that partisan winds are fickle and can shift at any time. If you are on a select board or council, share this thought with your colleagues, too. Community over party is the best policy.
- Focus on the facts and substance,

be consistent, and avoid drama and unnecessary surprises. Don't personalize disagreements with state officials. Tomorrow is another day.

- Stand up for your municipality's role in our intergovernmental system, and understand the state's role, too. We both serve the same constituents. It is vitally important to come to a shared understanding of each other's roles before any decisions are made. Respect is only achieved when it moves in both directions.
- Create routine channels of communication, and use them to build relationships. Never communicate negative messages via social media. Meet in person. If you can't meet, Zoom. If you can't Zoom, call. If you can't call, email. If you can't email, text. And if you can't text ... then you are probably stuck in analog mode and should meet in person!

At a time when partisanship and division have gripped our national politics, it is heartening to see clear evidence that productive intergovernmental relationships are invaluable. A key lesson from the COVID-19 response is that strong state-local partnerships are essential for good government and effective public leadership.

Simply put, the collaboration between local officials, the Baker-Polito administration, and our Legislature stands out as a national model of first-in-class governance. In the most challenging of times, public leaders have provided an outstanding example of leadership in action, at every level.

An earlier version of this column was published on the <u>International City/County</u> <u>Management Association's website</u> on Sept. 29.

BUDGET

Continued from page 1

which will be available for the Oct. 7 roundtable, will provide a better indication of the state of the economy.

The customary annual revenue hearing for fiscal 2021 was held last December, before the pandemic, and resulted in a growth forecast for state collections of 2.8%, to \$31.2 billion. At a follow-up hearing in April, in the midst of the COVID recession, the Massachusetts Taxpayers Foundation warned that collections could fall by \$4.4 billion, or 14.1% from last year. A month later, the foundation updated its forecast to project a \$6 billion drop in collections, or nearly 20%.

Budget writers are also hoping for news on a possible relief measure from Congress for states and local governments that could help balance the fiscal 2021 budget, though prospects for timely action appear to have dimmed considerably.

The fiscal 2021 budget process began on Jan. 22, when the governor filed his recommendation (House 2) based on economic forecasts made in December. The House and Senate held hearings in the spring, including a hearing on municipal and school aid on March 6.

The customary budget process was halted in March, before the House started its budget debate, as the COVID-19 recession took hold and revenue forecasts began to indicate a steep drop.

Once they arrive at an updated fiscal 2021 revenue projection, legislative leaders say they will expedite budget deliberations – a process that typically takes three months.

EPA

Continued from page 9

As part of a stakeholder engagement process surrounding the proposed introduction of a new permit, the EPA is conducting outreach to municipal officials and staff from the 35 cities and towns that comprise the Charles River watershed.

On Sept. 16, the MMA co-hosted a webinar with the EPA on the topic for municipal officials from Charles River Watershed communities. The MMA is also helping to coordinate focus groups for municipal officials and staff as part of the engagement process.

Questions about municipal involvement can be directed to MMA Legislative Analyst Ariela Lovett at alovett@mma.org.

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/mmaannual-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 <u>www.mma.org/mma-annualmeeting/awards</u>).
- 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



Dan Rivera

Within a span of two months, Lawrence Mayor **Dan Rivera** is receiving two different awards recognizing his work as a city leader.

On Sept. 15, the U.S. Environmental Protection Agency's New England

region named Rivera as one of eight Massachusetts recipients of its 2020 Environmental Merit Awards, which recognizes commitment to environmental protection. The agency cited the Lawrence mayor's dedication to the cleanup of contaminated properties, park and trail development, environmental outreach to city youth, and tree plantings, among other accomplishments.



On Oct. 8, MassINC will give Rivera its first Mayor **Bill Carpenter** Award for Excellence in Gateway City Leadership. The award is named after the former mayor of Brockton, who died in July 2019 during his third term

Bill Carpenter

and was highly regarded for his focus on economic development and urban renewal. The award goes to officials who seek out new ideas and work collaboratively, while championing their cities and the collective interests of the state's gateway cities.

MassINC referenced Rivera's work on developing a comprehensive neighborhood stabilization program and his advocacy for Student Opportunity Act funding and police accountability legislation. Rivera will receive the award at MassINC's eighth annual Gateway Cities Innovation Institute Awards and Summit.

An Army veteran who served in Iraq and Kuwait during operations Desert Storm and Desert Shield, Rivera first entered Lawrence city politics by winning election to the City Council in 2009. He was elected mayor in 2013 and reelected to a second four-year term in 2017.



Martin Walsh

and featuring Mayor **Martin Walsh** had its U.S. premiere on Sept. 25, as part of the New York Film Festival.

A documentary film

focusing on Boston's

city government

Directed by Frederick Wiseman,

"City Hall" follows Walsh as he attends meetings and makes public appearances, and focuses on the day-to-day work conducted by city employees as part of a larger, 4½ hour portrait of the city. The film was shot in 2018 and 2019.

"City Hall" has been shown at the Venice Film Festival and the Toronto International Film Festival. It is expected to be made more widely available this fall through streaming options.



William Sullivan, a Springfield native who became the city's mayor in the 1970s, died on Aug. 26 at age 95.

A World War II Army veteran, Sullivan had served as a state representative and city clerk before

William Sullivan

running for mayor in 1973. He served two two-year terms as the city's leader. Springfield's tourist was named for Sullivan in recognition of his public service and his efforts to revitalize the city's waterfront.

Remo Del Gallo, who served as Pittsfield's mayor in the 1960s, died on Sept. 1 at age 94.

A U.S. Air Force veteran who had served in World War II, Del Gallo first joined the Pittsfield City Council in 1960 and served three terms. He was elected mayor in 1965 and served one term. Del Gallo served on several boards and commissions after leaving the mayor's office, including chair of the city's Board of Community Development.



Martin Dunn

Joseph LaRaia

Attorney **Martin**

Dunn, a former Holyoke mayor and state senator, died on Sept. 11 at age 64.

Dunn began his public service as an alderman in Holyoke in 1984. He was elected mayor in

1987, and served two terms before joining the Senate, representing the Hampden and Hampshire District. He was named the 1992 Legislator of the Year by the Massachusetts Teachers Association.

After leaving elected office in 1994, Dunn served as an attorney in the Office of the Senate Counsel until 2005, when he entered private practice. At the time of his death, he was a partner in the Holyokebased law firm Dunn & Wilson.

Joseph LaRaia,

who served as Quincy's mayor in the 1970s and spent decades in city government, died on Sept. 18 at age 88.

LaRaia, who served in the U.S. Army during the Korean War, was first elected

as a Ward 2 councillor while still a student at Boston College. He was reelected to the council twice and served as council president from 1964 to 1965. After losing an election in 1969, LaRaia returned to the council as an at-large councillor in 1972.

LaRaia became Quincy's 28th mayor in 1976, serving one two-year term before losing reelection and returning to the council for several more terms. He would ultimately serve 22 years in elected office over the span of four decades. He had also worked for several years as a city assessor. In 1979, LaRaia published a book, "A City Under the Influence: A Political Autobiography."

People

Geoff Beckwith selected as Fellow by NAPA

On Sept. 24, the <u>National Academy of</u> <u>Public Administration</u> announced that MMA Executive Director & CEO Geoff Beckwith has been selected for inclusion in its 2020 class of Academy Fellows, in recognition of his years of public administration service and expertise.

Induction of the 45 new Fellows will occur during the annual <u>Academy Fall</u> <u>Meeting</u>, which will be held virtually Nov. 5 through 10.

In his new volunteer role, Beckwith said he will be focusing his contributions "on promoting effective intergovernmental relations and a renewal of productive local-state-federal partnerships and collaboration – an extension of my work here at the MMA."

Beckwith, who recently earned an MBA degree from the Massachusetts Institute of Technology, has led the MMA for 28 years, growing the organization while guiding it through several recessions

Twenty-five

Massachusetts

members of the

ICMA Service

23 through 26.

International City/

County Management

Association received

Awards at this year's

Annual Conference.

held remotely Sept.



Geoff Beckwith

president & CEO of the Massachusetts Interlocal Insurance Association, and a Mentor for the Global Organizations Lab at MIT's Sloan School of Management. He has long been active with the National League of Cities and is currently a member of the league's Board of Directors.

"I am very pleased to welcome Geoff to the Academy's 2020 class of Fellows," said Terry Gerton, the academy's president and CEO. "During this especially turbulent time for government, we welcome his experience and perspective as we work collaboratively to find solutions to the <u>Grand Challenges in Public</u> <u>Administration</u>, advance social equity and build resilient communities."

Selection of the Academy's new Fellows follows a rigorous review of each individual's contributions to the field of public administration and policy. A Fellows Nominating Committee makes its recommendations to the full Fellowship, which then votes on those individuals to be elected.

The 2020 class joins more than 940 Academy Fellows, including former cabinet officers, members of Congress, governors, mayors and state legislators, as well as prominent scholars, business executives and public administrators.

25 Mass. members of ICMA receive service awards



Bernard Cooper

Norwood Assistant General Manager Bernard Cooper was at the top of the list, with the 45-year award. He's been with the town for nearly 50 years.

Ed Thorne, who retired this year after a career that began in West Virginia and culminated with him spending the last 22 years as the town administrator in Pembroke, received an ICMA Lifetime Membership.

In addition to Cooper, the following were recognized for years of service:

40 years

• Suzanne Kennedy, retired, Medway

• Ed Thorne, retired, Pembroke

35 years

- Alan Benson, town administrator, Boxford
- Michael Driscoll, city manager, Watertown
- Elaine Lazarus, deputy town manager, Hopkinton
- Phyllis Marshall, assistant town administrator, Belmont
- Bob Writenhour, town administrator, Oak Bluffs

30 years

- Michael Boynton, town administrator, Medway
- Christopher Clark
- Kate Fitzpatrick, town manager, Needham
- Rick LaFond, town administrator, Carver
- Lisa Peterson, deputy city manager, Cambridge

25 years

- Denise Dembroski, town administrator, Stow
- Peter Johnson Staub, assistant town manager, Falmouth
- Michael Ward, town administrator, Clinton

10 years

- Robin Craver
- Melissa Goff, deputy town administrator, Brookline
- Leon Goodwin, town manager, Dedham
- Peter Lombardi, town administrator, Brewster
- T.J. Plante, chief administrative and finance officer, Springfield
- Steven Sette, town manager, Uxbridge
- Jennifer Tabakin, former town manager, Great Barrington



MIIA

Continued from page 17

following:

- Required notice to school and notice to parties
- New grievance process and procedures
- Jurisdictional issues and mandatory dismissals
- Formal investigations
- Decision-making and optional hearings

Schools must adopt and publish detailed grievance procedures to respond to formal complaints, which are those that are signed by the complainant or the Title IX coordinator, and request that the school investigate the alleged sexual harassment.

The grievance process must state the evidentiary standard required to determine responsibility under the school's policy – either preponderance of the evidence or clear and convincing evidence. The school must use the same standard for complaints against both students and employees, and for all formal complaints of sexual harassment.

Even if a formal complaint is not filed, a school is mandated to respond once it has "actual knowledge" of sexual harassment. Actual knowledge includes when any school employee (not just the Title IX coordinator or principal) has notice of the alleged sexual harassment.

Formal complaints of student-on-student

harassment may be resolved informally (i.e., through mediation or restorative justice), but incidents involving alleged staffon-student harassment must go through the formal grievance process.

Once notified of an alleged incident, the school must offer the complainant supportive measures (such as counseling, deadline extensions, security), regardless of whether the individual has filed a formal complaint, and must inform the complainant about how to file a formal complaint.

All formal complaints must be investigated. At least 10 days before completion of the investigator's written report, the school must send each party the evidence obtained as part of the investigation. The parties must be given an opportunity to respond in writing to the investigator. The investigator's final report is then submitted to the decision-maker.

The decision-maker must allow the parties an opportunity to submit written, relevant questions to one another and to respond in writing. The decision-maker then must issue a written determination regarding responsibility that includes factual findings, conclusions, rationale and disciplinary sanctions, if any. Following this decision, the school must offer both parties appeal rights.

All schools must incorporate these new changes into their Sexual Harassment Policy and Procedures. A recommended best practice is to adopt and implement interim sexual harassment policies and procedures and make them renewable for six-month intervals.

Training requirements

To maintain compliance, all employees must be trained to immediately report actual or alleged sexual harassment or retaliation to the Title IX coordinator. Schools must ensure that Title IX coordinators, investigators, decision-makers, appeal decision-makers and facilitators of informal resolutions remain unbiased and receive prescribed training. All training materials must be publicly available.

Required topics for training include definitions, investigations, decision-making, evidence, credibility, bias and conflicts of interest.

School districts must determine the best staffing structure for their district; revise and publish interim sexual harassment policies and procedures to incorporate 2020 changes; provide specific training; and widely publish and disseminate contact information to students, parents/guardians, unions and all employees.

Compliance with the updated policies is mandatory. It is time-consuming and costly, but less so than litigation.

For more information, visit the <u>Department of Education's Title IX policy web</u> page.

Attorney Judy Levenson is Special Counsel to MIIA, and Lin Chabra is MIIA's Member Training Manager.

ANNUAL MEETING

Continued from page 3

and accommodations. And the two-day meeting will be held on a Thursday and Friday, rather than the typical Friday and Saturday.

The registration rate is also more affordable, at just \$85 per person.

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 will continue to provide a forum for learning, networking, product and services information, and a celebration of the efforts and innovations in community governance.

Online registration will be available in mid-October 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 and costs \$15.

Only online registrations will be accepted this year. MMA staff are happy to help anyone who needs assistance. Attendees may use their unique username and password to register. Those who don't have a username and password, or who have forgotten them, may email amregistrations@mma.org.

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 during the Annual Meeting.

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

CEO BRIEFING

Continued from page 7

any case information in order to help the education department understand the situation in the field and so it can provide assistance.

Johnston said his department is in the midst of a statewide outreach project to school nurses to "support their pivotal role in schools and providing safe learning environments." The department is also working to help school psychologists reduce their assessment backlog, including a webinar today on how to remotely evaluate students "reliably, with validity, but also safely."

The DESE worked with a third party to develop an array of communication templates that districts may tailor and use to reassure parents about the safety of schools. Johnston said the tools include letters that are designed to provide the types of messages that resonate with parents. In some cases, he said, the letters provide language that school districts have never had to develop or use before, such as notification about a COVID case in a school building. For example, he said, it's important not to refer to a single case as "an outbreak."

Johnston reaffirmed that his department remains focused on prioritizing in-person learning, noting that the DESE recently reached out to 16 districts in communities that are designated by the DPH as low-risk but are teaching remotely, inquiring about plans to expand in-person learning and providing feedback about how they can make progress toward that goal.

"The data are telling us that we can have students in front of teachers and that we should," he said. "So let's make every effort to move toward that."

He said the DESE is working on compiling all its guidance into a single, searchable online compendium that will be updated as needed.

Fiscal and other matters

Sean Cronin, senior deputy commissioner at the Division of Local Services, said Round 2 of the <u>Coronavirus Relief</u> <u>Fund</u> program was expected to be announced within a week, with a webinar set for Oct. 1 to explain the guidance for the federal aid program as well as the process and reporting requirements, which will be "a little bit different from Round 1." The notice and invitation for the webinar has been sent by the MMA to the chief municipal official in each community, who may, in turn, forward the email to health boards and other appropriate officials.

Cronin said local officials have been contacting the DLS asking how they can

set their tax rates without a final Cherry Sheet indicating all state aid and assessments. (Cherry Sheets cannot be issued without a final state budget, which has been delayed while state budget writers assess the likely impact of the COVID emergency on state tax collections in fiscal 2021, which began on July 1.) He reminded local officials that the fiscal 2021 numbers are available for the two main local aid programs – Unrestricted General Government Aid and Chapter 70 education aid – based on a July 30 agreement between the administration and legislative leaders to at least level-fund those two accounts. For other tax rate questions, he suggested that local officials contact their DLS field representative for assistance.

"Like many things in life right now, this is very different," he said. "This situation hasn't come up [before]."

Dr. Larry Madoff, medical director at the Bureau of Infectious Disease and Laboratory Sciences at the Department of Public Health, said Massachusetts leads the country in testing per capita. He added that the DPH's Daily Dashboard reports are nearly 25 pages long due to the wide range of data the state is acquiring and reporting.

The next administration briefing for municipal CEOs convened by the MMA is scheduled for Oct. 6. ●

REOPENING

Continued from page 1

on the average daily COVID cases per 100,000 residents, average percent positivity, and total case counts.

Lower-risk communities are defined as those that have not been designated red in any of the last three <u>weekly Depart-</u> ment of Public Health reports.

<u>Under the governor's new executive or-</u> <u>der</u>, the following sectors will be eligible to reopen, with restrictions, in lower-risk communities only, effective Oct. 5:

- Indoor performance venues will be permitted to open with 50% capacity, with a maximum of 250 people.
- Outdoor performance venue capacity will increase to 50%, with a maximum of 250 people.
- For arcades and indoor and outdoor recreation businesses, additional Step

2 activities, like trampolines, obstacle courses, roller rinks and laser tag, will be permitted to open, and capacity will increase to 50%.

- Fitting rooms will be permitted to open in all types of retail stores.
- Gyms, museums, libraries and driving and flight schools will be permitted to increase their capacity to 50%.

If a community drops into the red category, it will need to move back to Step 1 of Phase 3 until it is out of the red category for three consecutive DPH weekly reports, according to the administration.

Communities have the option to proceed more slowly into Step 2 if they choose, consistent with the administration's position that cities and towns can decide to be more restrictive than the statewide rules during the reopening process, though they cannot opt to reopen more aggressively than the state's orders and

guidance.

Revised gatherings order

The limit for indoor gatherings remains at a maximum of 25 people for all communities.

Outdoor gatherings at private residences and in private backyards will remain at a maximum of 50 people for all communities.

Outdoor gatherings at event venues and in public settings will have a limit of 50 people in Step 1 communities, and a limit of 100 people in lower-risk, Step 2 communities.

During a press briefing, Gov. Baker said the <u>gatherings order</u> governs situations where there isn't applicable sector-specific guidance. In other words, businesses such as restaurants and retail stores operate under capacity limits set in guidance for those activities, not the gatherings order.

EMPLOYMENT OPPORTUNITIES

Assistant Superintendent of Public Works Town of Athol

The town of Athol seeks a motivated professional to serve as its Assistant Superintendent of Public Works. This is an advanced administrative and professional position responsible to assist in the overall direction, administration, management and operations of the Dept. of Public Works. Preference given to candidates with 10 or more years of progressively more responsible experience and a minimum of five years in a supervisory capacity. Bachelor's degree in relevant discipline preferred; or any equivalent combination of experience and training. Starting salary range \$80,133 to \$87,563 DOQE. Full position posting description at www.athol-ma.gov. For priority consideration send resume and cover letter to: Athol DPW, 584 Main St., Room 24, Athol, MA 01331, or by email to supt@ townofathol.org, by 4 p.m. on Oct. 14. Position open until filled. The town of Athol is an EOE.

Principal Assessor Town of Norwell

The town of Norwell seeks an experienced and motivated Principal Assessor to lead all functions of the Assessing Department in the performance of administrative, supervisory, and professional technical work to ensure all Department of Revenue (DOR) requirements for assessing real and personal property are met. Norwell's property values and the complexity of valuation issues require a candidate with a superior technical, analytical, and written/verbal communication skills set. This confidential management position will participate in strategic financial planning; reports to the Board of Assessors for implementing and maintaining policies/procedures, the Town Administrator for administration/personnel matters and the Finance Director regarding statutory financial reporting responsibilities. Standard work week of 37.5 hours (additional hours as required) with Town Hall schedule of Mondays and Tuesdays (8 a.m.-4:15 p.m.), Wednesdays (8 a.m.-7:30 p.m.), Thursdays (8 a.m.-4 p.m.), Fridays (8 a.m.-Noon). Starting salary of \$80,000-\$95,000 to be negotiated based on the incumbent's qualifications and experience. To apply: Interested individuals should submit a cover letter. resume and town of Norwell application preferred on or before Oct. 16. Position open until filled. Email PDF documents to bchilds@townofnorwell.net or mail/ drop off to Human Resources, 345 Main St., Norwell, MA. Please visit www.townofnorwell.net/humanresources/pages/employment-opportunities for a complete job description and to download an application. EOE/AA/ADA

Sr. Administrative Assistant Town of Topsfield

Under the general supervision of the Highway, Water, Recreation and Park and Cemetery Superintendents. Assist in coordinating all administrative functions for all the departments, including payroll, accounts payables and receivables and all other related work as required. Mon.-Thurs., 8 a.m.-4 p.m.; Fridays, 8 a.m.-1 p.m. (35 hours per week). Wage range: \$23.09-\$27.17/hour; Dependent on education and/or experience. Complete job description available on the town website: www.topsfield-ma.gov. Please submit resume and cover letter to the Select Board's Office, 8 W. Common St., Topsfield, MA 01983 or email to dmorong@topsfield-ma.gov. Accepting applications until position is filled.

Assessor

City of Chelsea

Pay Class/Grade: MM9. Salary Range: \$87,507.76-\$109,285.20/year. Position Summary: The Chief Assessor serves as Chairman of the Board of Assessors and is responsible for establishing and maintaining assessments of real estate and personal property within the city of Chelsea. Assists the Board of Assessors in calculating the fiscal year tax rate and completion of the state's recap forms to generate city revenues in accordance with guidelines from the State Department of Revenue. The Assessor is required to perform all similar or related duties. Education and Experience: Bachelor's degree and five years of experience; or any equivalent combination of education, training and experience that provides the required knowledge, skills and abilities to perform the essential functions of the job. Licensure by the MA State Board of Real Estate Appraisers, IAAO or MAA designation is required. Appraisal experience preferred. Previous experience managing staff. Skills, Knowledge and Abilities: Required experience and knowledge of property valuation techniques according to Massachusetts Assessing Association. Excellent written and verbal communication skills. Ability to convey and enforce procedures in a professional, impartial and diplomatic manner. Confidentiality is crucial due to access to sensitive information. Must have good math and computer skills and the ability to analyze data. Good knowledge of Microsoft Excel and Word is essential. Valid Driver's License and dependable vehicle. Assessing designation from certified assessing or appraising organization. Must pass background CORI check and all other confidentiality requirements set forth by the MA Department of Revenue. Must pass the MA Department of Revenue Course 101 within one year of hire. Qualified candidates submit a cover letter and resume to Human Resources, City of Chelsea, 500 Broadway, Chelsea, MA 02150. Email to jobs@ chelseama.gov, or fax to: 617-466-4175. Application

forms are available in the Human Resources Department, Room 301. The city of Chelsea is an Equal Opportunity Employer.

Grant Writer City of Medford

Part-time (17 hours weekly) \$31-\$34/hour. Basic Function: Reporting to the Mayor's Chief of Staff, the Grant Writer/Administrator supports the city of Medford's various missions by researching, writing, and administering various grants from private, state, and federal sources. Three years relevant experience and bachelor's degree required. To apply and review the complete job description: www.medfordma.org/ departments/personnel/jobs.

Executive Director

Massachusetts Association of Assessing Officers

MAAO is looking for an Executive Director to lead our association in a constructive team-oriented partnership with the Executive Board to develop, implement and improve on the Association's strategies and vision. The successful candidate will be the first point of contact of a highly respected professional association; will oversee all aspects of the association under the direction of the Executive Board; will be responsible for the administrative activities of the association to ensure that we are operating efficiently and effectively; will be involved with multiple educational programs throughout the year. Starting salary of \$60,000 for average weekly commitment of 30 hours per week. Up to 15 days of paid time off per year. No health insurance benefits. MAAO is an Equal Opportunity/Affirmative Action Employer. For additional information and a full job description go to <u>www.maao.org</u>. Submit cover letter and resume to Executive Director Search Committee at jneas@ hopkintonma.gov. Position open until filled with a first review of applications on Oct. 30.

City Engineer

City of Fall River

The city of Fall River, Engineering Department, has a vacancy of a City Engineer. The City Engineer

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 <u>www.mma.org</u>, 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.

November Beacon

Deadline: October 20 Publication: November 1

December Beacon

Deadline: November 17 Publication: December 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 <u>www.mma.org</u> for details.

supervises the work of a group of engineering division employees engaged in the field or office in connection with the construction, investigation, development and design of civil engineering projects. Minimum Qualifications: a thorough knowledge of modern methods and practices of civil engineering as applied to public works projects; working knowledge of the practices, methods, techniques, materials, tools, and equipment used in the operation, construction, maintenance and repair of public works; ability to plan, layout, coordinate, direct and supervise the work of a group of subordinates; ability to take independent action and make judgment decisions in the absence of specific direction from higher authority; knowledge of job hazards and ability to observe and enforce observance of necessary safety precautions; ability to express yourself clearly; orally and in writing. Knowledge of Massachusetts General Laws governing public works and public procurement, as well as state and federal regulations. Education and Experience: Applicants must have at least three years of full-time paid experience in public works duties directly involving the application of civil engineering construction, operation, and principles to the maintenance and repair of public works systems. At least one year of this experience must have been in a managerial capacity involving considerable administrative responsibility. The applicant must have graduated with a bachelor's degree from an accredited college or university with major course work in civil engineering. The applicant must also be a registered Professional Engineer by the Commonwealth of Massachusetts. Please submit a cover letter and resume to Madeline Coelho, City of Fall River, One Government Center, Fall River, MA 02722 or email to mcoelho@fallriverma.org. Annual salary up to \$90,000 annually. Posting will remain open until the position is filled. Equal Opportunity Employer.

Sustainability Director Town of Acton

The town of Acton is seeking an energetic and innovative candidate to fill a newly created position within the Town Manager's Office. Acton, a leader in pursuing and promoting sustainable energy, recently passed by overwhelming margin a Town Meeting resolution declaring a "Climate Emergency: A Better Future Starting Now." Starting range: \$75,860-\$85,381. For complete job posting and how to apply, please visit www.actonma.gov/jobs.

Custodian Town of Wayland

Hours: Full-time/weekend availability a plus. Union: Yes. Starting range: \$18.11. Description of position: The town of Wayland is in need of a custodian to perform cleaning tasks as assigned by the Head Custodian in all town-owned buildings, including the schools. Recommended Minimum Oualifications: Read basic instructions, write notes, hear machine noise, and otherwise communicate in a manner needed to perform the duties and responsibilities of the job; Lift, move, shovel, sweep, bend, carry and perform other physical tasks related to the duties and responsibilities of the custodian's job; Solve problems and make decisions, maintaining full communication with the Facilities Manager and Head Custodian; Possess a valid driver's license. Date posted: Sept. 17. Closing date: Open until filled. To Apply: Please submit a cover letter and resume or fill out application found at this link: www.wayland.ma.us/sites/g/files/ vyhlif4016/f/uploads/empapp2017.pdf. Send to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.

ma.us. The town of Wayland is an Equal Opportunity Employer.

Building Commissioner/Zoning Enforcement Officer Town of Leicester

The town of Leicester is seeking a Building Commissioner/Zoning Enforcement Officer. Hours negotiable; full-time preferred, part-time a possibility. Must meet or exceed requirements pursuant to MGL C.143 Section 3 and 780 CMR including: minimum five years direct construction supervision, state certification as a Building Commissioner or Local Inspector, and a Construction Supervisors License. The town will consider qualified applicants who can meet the state certification requirements within the 12-month period. Hourly rate range is \$25.44 to \$36.25, DOE, with competitive benefits. Cover letter and resumes, with copies of licensure, may be sent to hr@leicesterma.org, Position open until filled.

Firefighter/Paramedic Town of Wayland

Union/Grade: International Association of Firefighters/F-1E. Salary Range: \$59,573 - \$65,546. Date posted: Sept. 16. Closing date: Open until filled. Description of position: Professional, operational and technical work associated with combating, extinguishing and preventing fires; professional, administrative, and technical work associated with services as an Emergency Medical Technician; professional work associated with rescue operations; all other related work as required. The schedule of work is rotating 24-hour shifts that result in an average 42-hour workweek over an eight-week cycle. Recommended Minimum Qualifications: High school diploma. A degree or courses in fire service related subjects are highly desirable. A fire science degree is preferred. Experience: Experience as a call firefighter, medical technician or dispatcher working in a fire-emergency service environment is preferred. Licenses/Certificates: Prior to date of hire shall possess and subsequently maintain during employment: Valid Massachusetts Emergency Medical Technician's License; Valid Massachusetts driver's license. Consideration given in the following order: Current Massachusetts Paramedic certification and having graduated the full-time Massachusetts Firefighting Academy Recruit Program; and/or Current Massachusetts Paramedic certification, and as a condition of employment, complete the full-time Massachusetts Firefighting Academy Recruit Program within one year of hire; Enrolled in a Paramedic Program to be complete within one year of hire, be certified to the Paramedic level, and as a condition of employment, complete the full-time Massachusetts Firefighting Academy program within one year of hire; and/or Basic EMT certification, complete the full-time Massachusetts Firefighting Academy Recruit program within one year of hire, and be certified as a Paramedic within two years following the current collective bargaining agreement process. Apply to: Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Heavy MEO Equipment Mechanic City of Leominster

The Motor Equipment Repairman is responsible for the repair and maintenance of motor equipment; and other similar duties. Must be self motivated, capable of decision making and working with little or no supervision. Five years experience working in the maintenance of gas and diesel equipment preferred. CDL License with Air Brakes Endorsement,

Hydraulic License and Air Brake Repair Certification. Salary range \$23.17-\$26.61/hr. Full posting: <u>www.</u> <u>leominster-ma.gov</u>. Submit resume and cover letter to whurley@leominster-ma.gov.

Conservation Agent Town of Norwell

The town of Norwell is renowned on the South Shore for its dedication to preserving the town's natural resources. We have an immediate opening for an energetic and dedicated Conservation agent to work under the direction of the Conservation Commission to perform administration of the Mass. Wetlands Protection Act and Norwell's wetlands bylaw. The incumbent has a highly visible role protecting and managing Norwell's expansive conservation land, which includes: 1,969 acres open space public lands, 19+ miles of public trails, 10 active farm fields, 11 conservation restrictions, and 9,831 feet of scenic stone walls. Bachelor's or higher degree in an environmentally related field, three to five years of experience, or any equivalent combination. Municipal experience desired. Experience with Mass. Wetlands Protection Act and stormwater management required. Please visit <u>www.townofnorwell.net</u> under Human Resources to view job posting and job description. Applicants should email a cover letter, resume, and town application in PDF form to bchilds@ townofnorwell.net or by mail or in person to the Office of Human Resources, 345 Main St., Norwell. Preference will be given to early applicants; position is open until filled. EOE/AA/ADÁ Employer

Economic Development Project Officer

City of Lawrence

Position is responsible for performing moderate to complex professional and administrative work including the design, development and implementation of strategies to enhance the city's economic climate, attractiveness and vitality. Independently manages various economic development-related projects, including complex assignments, as assigned. Maintains detailed and accurate program records and prepares program activity reports as required. Assigned projects may be funded from HUD CDBG, EPA, EDA or other funding sources. Works with the Finance and Administration personnel on grant reporting including all IDIS reporting and preparation of the annual CAPER reports as per all HUD regulations including assessment of performance measures. Responds to inquiries from the public and outside agencies for information pertaining to economic development projects; refers issues as necessary to appropriate authorities for proper response in resolving problems. Assists the Business and Economic Development Director in liaison work to the business and development community including the Greater Lawrence Chamber of Commerce, bankers, public agencies, the Lower Merrimack Valley Workforce Investment Board and other interested groups regarding the City's economic development policies, regulatory approvals and coordination. Prepares and administers grant applications for the department in support of the city's economic development programs. Assists the Business and Economic Development Director in the development and implementation of the city's economic strategic marketing and planning. Other examples of work that could be assigned to this position do not exclude the assignment of similar, related projects/responsibilities. Administers the City Small Business Revolving

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Loan Fund Program in accordance with HUD CDBG regulations. Responsibilities include marketing the program, loan packaging, credit analysis, financial analysis, making recommendations on financing terms, loan processing and portfolio management. Develops and administers a citywide database of economic development information including information on available commercial and industrial parcels/buildings. Works with developers, engineers, attorneys, and others involved with the development process; coordinates/negotiates regulatory approvals from city, state and federal governments. Works on site development projects, including Brownfield and other industrial sites. Assists businesses with available incentive programs in the city, including tax incentive financing, Renewal Community tax credits and others. Qualifications: Employee should have a master's degree in business administration or finance or related subject and two years of experience; bachelor's degree in business administration or finance and three years of experience; or an equivalent combination of education and experience. The employee should have experience with economic development work including interpretation and application of CDBG Program, EDA guidelines, and extensive experience dealing with the public. The employee should also have credit training to manage a loan portfolio. Proficiency in English and Spanish language desired. To apply visit: https://bit.ly/2FxpSl9.

Assistant Building Inspector City of Amesbury

The city of Amesbury (estimated population 17,500) is a dynamic Merrimack Valley community rich in tradition with a vibrant and expanding economic base. We are seeking an Assistant Building Inspector to assist the Building Commissioner in the performance of their duties. The job posting can be reviewed at: www.amesburyma.gov/sites/g/files/vyhlif2731/f/ pages/assistant building inspector_09.11.20. pdf. The salary/compensation for this position will be determined by ability and experience. This position is a Union position (OPEIU) and the salary range is \$57,548-\$75,147. To apply, please email a cover letter and resume to: Alysa Premo, premoaa@amesburyma. gov. To remain posted until filled.

Code Enforcement/Sealer Weights and Measures City of Medford

Inspects a variety of routine and complex work related to the enforcement and interpretation of adopted zoning codes/ordinances and related laws, rules regulations and ordinances. Inspects all commercial weighing and measuring devices designed as "legal for trade." Weekly salary range: \$1,618.57-\$1,786.15. To apply and review the complete job description www. medfordma.org/departments/personnel/jobs.

Building Inspector/Sealer Weights and Measures City of Medford

The Building inspector is responsible for enforcing the State Building Code (789 CMR), the Architectural Access Board Regulations (521 CMR) and local zoning ordinances. Inspects all commercial weighing and measuring devices designed as "legal for trade." Weekly salary range: \$1,618.57-\$1,786.15. To apply and review the complete job description <u>www.</u> medfordma.org/departments/personnel/jobs.

Public Health Nurse City of Medford

Plans, coordinates and provides public health nursing services for Medford residents of all ages utilizing state and city of Medford codes relating to sanitation, and environmental/public health practices and principles. Provides advocacy for the protection and advancement of the public health. Salary range: \$67,163-\$75,538. To apply and review the complete job description <u>www.</u> <u>medfordma.org/departments/personnel/jobs</u>.

Director of Economic Development City of Medford

Director is responsible for driving new business development in the city. Economic development is supported by identifying, recruiting, and attracting new businesses and assisting with their expansion or relocation to the city of Medford. Works to recruit new industry, manage business retention/expansion efforts and spur downtown revitalization. Provides education to potential developers on the value and benefits of locating to Medford. Additionally, the position will oversee work to support small businesses through the global pandemic recovery. Salary range: \$80,542 - \$87,106. To apply and review the complete job description www.medfordma.org/departments/ personnel/jobs.

Community Health Nurse/Substitute Town of Wayland

Department: Public Health Department. Hours: Per diem. Union: Non-Union hourly, part-time professional. Salary range: \$31.24 per hour, no benefits. Description of position: Performs administrative and technical work in providing community health care to students in the Wayland public school system; provides a wide range of health services to students including routine and emergency care and medication administration; ensures that required standards for health examinations and immunizations are met; performs related community health services as assigned; performs all other related work as required. Recommended Minimum Qualifications: Education: 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: Registered professional nurse in the Commonwealth of Massachusetts. Current certification or obtaining certification within the probationary period in CPR and first aid. Must possess a valid driver's license. Date posted: Sept. 4. Closing date: Open until filled. Apply to: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or to hr@ wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Management Analyst Town of Wayland

One-year position: September/October 2020– September/October 2021 Department: Town Administrator/Board of Selectmen. Affiliation/Grade: Non-Union/N-6. Starting Salary Range: \$56,856-\$60,317. Salary Range: \$56,856-\$74,184. Summary of Duties: The Management Analyst performs professional, analytical, and managerial work to evaluate, optimize, and monitor operations within and between town departments. Under the direction of the Town Administrator and in cooperation with department managers, the Management Analyst will review and analyze data, design programs and

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initiatives to optimize operations, perform program evaluations, and provide project management support during the implementation of new initiatives. Recommended Minimum Qualifications: Education: Bachelor's degree in public administration, finance, economics, or a related field. Master's degree preferred. Experience: Two years of related policy analysis and operations experience, preferably in a municipal setting. Substitutions: An equivalent combination of education and experience. Licenses/Certificates: Must possess a valid driver's license. Date posted: Sept. 4. Closing date: Open until filled. To apply: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Commissioner of Public Works and Parks City of Worcester

The city of Worcester (population 185,000; FY21 budget: \$721.8M) seeks qualified applicants for the position of Commissioner of Public Works & Parks (\$100M budget). The Commissioner is responsible for monitoring and managing the work of a major department of the City overseeing the water, sewer and street systems, traffic, parking, solid waste collection and disposal, fleet maintenance, street lighting, municipal engineering, architectural services, parks, forestry, recreation, cemetery, and vertical construction. The Commissioner is responsible for the preparation and management of the department's annual operating and capital budgets as well as the direction, coordination, and administration of the DPW's various divisions. The department includes 450 full-time, 10 part-time, and 150 seasonal employees. Worcester seeks an energetic and datadriven professional excited by the opportunity to work collaboratively on major multi-million-dollar projects. This leadership position requires excellent management and communication skills as well as a strong understanding of project and construction management. Applicants should have a master's degree, preferably in civil engineering, construction management, or a related field. More than 10 years of related work experience, with at least five years in a management or supervisory capacity is required, with 15-plus years of progressively responsible public works operational experience including 10 years in a managerial capacity preferred. A Professional Engineer License is preferred as is experience working in New England. A detailed position statement can be located at www.communityparadigm.com. Salary: \$175K+/commensurate with qualifications. Worcester is an EOE/AA employer. For additional information related to the position, the city and the application process, contact Bernard Lynch, Principal, Community Paradigm Associates at blynch@communityparadigm. com. Resumes and cover letters, in confidence, via email in a single PDF, to: apply@communityparadigm. com. Subject: Worcester DPW Commissioner Search. Position is open until filled.

Part-time Local Building Inspector Town of Acton

Essential Duties: Prepares schedule for inspections, conducts and logs activities, assists at the service counter, communicates with citizens and contractors, schedules appointments and prepares letters. Reviews plans on approved permitted projects, communicates laws, requirements and ordinances of the appropriate model codes from builders, contractors, subcontractors, individual homeowners and design professionals. Inspects places of assembly, such as schools, churches and restaurants, for compliance.

Reads and interprets construction plans/blueprints; interprets model codes in order to determine compliance of proposed and actual construction of the applicable uniform model codes. Complete job description available at <u>www.actonma.gov</u>. Send resume/cover letter/application to hr@actonma.gov. Acton is an EOE.

SERVICES

Municipal Energy Services

Through the MMA's MunEnergy program, MMA members have access to an energy contract designed exclusively for Massachusetts cities and towns. The MunEnergy program offers access to energy experts at Constellation, a vetted municipal energy contract, and options for sustainability programs. Energy professionals at Constellation, the MMA-endorsed supplier for MunEnergy, work with municipalities to manage electricity costs for the long-term. Constellation is also on the forefront of sustainability programs and provides financial support to the MMA for its promotional and marketing efforts. To learn more, visit www.mma.org/about-mma/services/ munenergy. To be notified about MunEnergy events, send contact information for the person on your team who handles energy for your city or town to energy@ mma.org.

Safety Services

With over 100 years of service, Safety Council of Western New England offers onsite inspections, OSHA compliance training, advanced safety courses and professional development programs. SCWNE also offers First Aid, CPR and AED courses as well. You can view the programs and course dates we offer at <u>www. scwne.org</u>. All of our courses can be conducted onsite for groups of people. We can help you prevent injuries, save lives, avoid OSHA violations and reduce incident costs in your organization! For more information on our courses and services, visit <u>www.scwne.org</u>.

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 dients across the country. Seasoned local government professionals provide five-star quality services including: Classification and Compensation Studies; Temporary and Outsourced staffing; Performance Evaluation System and Training. Visit our website at <u>www.GovHRusa.com</u> 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 <u>www.govhrjobs.com</u>.

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 <u>www.spatialrelationships.com</u>.

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@mrigov. 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 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

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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

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the Land Court enables us to provide prompt, costeffective services. For additional information, please visit <u>www.k-plaw.com</u> 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 longterm 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; hrsconsulting@ comcast.net; or visit www.hrsconsultinginc.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; <u>www.</u> grouxwhiteconsulting.com. ●

MAYORS

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He said the reports are important to show that communities are having different experiences due to COVID. It also reminds people, particularly in yellow and red communities, not to let their guard down.

He said roughly 2.2 million people have been tested in Massachusetts – including a recent spike due to the return of college students – and 4 million tests have been administered.

The governor, who spent a good portion of his career in the health insurance field, said he was confident about the development and efficient distribution of a COVID vaccine, likely in the first half of next year. As difficult as this period has been, he reminded mayors that the pandemic will end at some point. In the meantime, he said, the state has continued to stockpile PPE supplies.

On other topics, Gov. Baker asked mayors to urge legislators to support an <u>economic development bond bill that's</u> <u>currently in a legislative conference</u> <u>committee</u> – a bill that he said would go a long way toward helping small businesses recover from the COVID recession.

He said he's optimistic about having a final state budget for fiscal 2021 this fall, but it's still too early to predict what fiscal 2022 might look like.

Facing the expiration of the state's eviction moratorium on Oct. 17, he

said the administration is working with representatives in the court system and housing advocates "to create a process that looks a little different than the traditional court process for dealing with evictions," with the ultimate goal of keeping people in their homes.

As the weather turns colder, and while COVID is limiting capacity at homeless shelters (due to distancing measures), he said the administration is working hard on plans to protect the homeless this winter.

Calendar

OCTOBER

Massachusetts Municipal Human Resources, HR 101

bootcamp webinar, roundtable: ask the experts, 11 a.m.-12:30 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

Massachusetts Municipal 2 Management Association,

boot camp, 9:30 a.m.-12:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Municipal 8 Human Resources, fall conference webinar, "cultural humility and dexterity" in the workplace, 11 a.m.-1 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

MMA Board of Directors, 13 remote meeting, 10-11 a.m. Contact: MMA Executive Director's office

- Massachusetts Select Board 13 Association, Board of Directors, remote meeting, 2-3:30 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols
- Massachusetts Municipal 14 Management Association, webinar "Budgeting in the Unknown."

Contact: MMA Senior Member Services Coordinator Denise Baker

- **Massachusetts Municipal** 15 Human Resources, fall conference webinar, ADA and FMLA, 11 a.m.-12 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols
- Women Elected Municipal 16 **Officials**, leadership conference, "Rising to the Challenge Together," 10

a.m.-12 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

Association of Town Finance 22 **Committees**, annual meeting, MMA legislative update and "Budgeting 101" webinar, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator

Denise Baker For more information, visit

www.mma.org.



Massachusetts Municipal Association One Winthrop Square, Boston, MA 02110

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, the MMA has suspended all in-person meetings through the end of 2020 and is hosting meetings remotely. The meeting details here are subject to change.

Massachusetts Municipal 22 Human Resources, fall conference webinar, pay equity, 11 a.m.-12 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

Massachusetts Select Board 27 **Association**, best practices in hiring a town manager, 9-10 a.m. Contact: MMA Member Services Coordinator Isabelle Nichols

Massachusetts Mayors' 28 Association, monthly meeting, 10-11 a.m. Contact: MMA Communications and Membership Director Candace Pierce

Association of Town Finance 29 **Committees**, annual meeting webinar. Division of Local Services overview, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Municipal 29 Human Resources. Labor Relations Seminar, 9:30 a.m.-12:30 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

NOVEMBER



MMA Board of Directors, remote meeting, 10-11 a.m. Contact: MMA Executive Director's office

Massachusetts Select Board 10 **Association**, Board of Directors, 2-3:30 p.m., remote meeting. Contact: MMA Member Services Coordinator Isabelle Nichols

Online registration is available for most of these events.

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Association of Town Finance

Committees, annual meeting webinar #3, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

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MMA Human Services Council, webinar on emergency housing, 12-1 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

Massachusetts Municipal 19 **Councillors Association**, webinar, 5:45-7 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Municipal 19 Management Association, fall conference webinar, 11 a.m.-1 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

DECEMBER

Massachusetts Municipal 3 Human Resources, holiday meeting, 11 a.m.-12 p.m. 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

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