

The Beacon

Vol. XLVII, No. 11

A Publication of the Massachusetts Municipal Association | www.mma.org

December 2020

Legislature wrapping up FY21 budget

By John Robertson

The House and Senate have approved separate spending plans for fiscal 2021, which began on July 1, but they were not able to reconcile differences between the bills before the Thanksgiving holiday break.

A House-Senate budget conference committee has been named to work out a final bill. Interim spending authorizations already in place are sufficient to carry the state into early December, according to Gov. Charlie Baker.

A final revenue and spending plan for the year has been delayed for months due to the impact of the COVID-19 pandemic on the state economy and uncertainty over state tax collections and possible federal additional assistance to states and local governments.

Both the House and Senate budget bills

(H. 5151 and S. 2955) fulfill the commitment made by legislative leaders and the administration in July regarding minimum funding levels for the main municipal and school aid accounts. Unrestricted General Government Aid would be level-funded at \$1.13 billion, and Chapter 70 education aid would be funded at \$5.28 billion, an increase of \$108 million over the fiscal 2020 level.

The budget conference committee will have to work out agreements on different funding levels for several important school aid accounts, including charter school mitigation payments, where the House is higher and closer to the preliminary full funding amount provided by the Department of Elementary and Secondary Education. The Senate approved a higher amount for the special education circuit breaker account, matching the current

DESE full funding estimate. With the fiscal 2020 closeout budget (Chapter 201 of the Acts of 2020) carrying forward unspent circuit breaker funds into fiscal 2021, it appears the House amount could be near the full funding estimate.

The Division of Local Services has posted and regularly updates preliminary [city and town](#) and [regional school district](#) Cherry Sheet aid estimates based on the July commitment on the main accounts and on the House and Senate budget bills. These amounts have been available to help cities and towns finalize tax rates for the year.

The House and Senate will also have to resolve policy differences that affect local government, including extending into calendar 2021 the waiver of the cap on hours worked and salary earned by retired public employees who return to work in the public sector. ●

Inside

CCC adopts cannabis delivery rules	3
Governor signs fiscal 2020 closeout budget	4
Municipalities get \$68M in MassWorks grants	5
EPA awards \$90M for water infrastructure.....	7
Mass Innovations.....	19
Around the Commonwealth	20
People	26
Classifieds	28
Calendar	33

Register now for 2021 MMA Annual Meeting & Trade Show

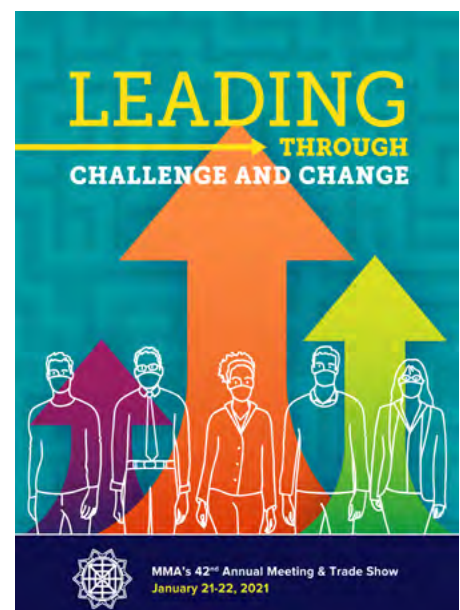
By John Ouellette

The MMA's [42nd Annual Meeting & Trade Show](#) is fast approaching, and now is the time to sign up for this exciting virtual event, to be held on Jan. 21 and 22.

[Register by Jan. 6 to lock in the advance registration rate of just \\$85 per person](#) for a dynamic, timely and engaging two-day conference, which will use a highly interactive online platform called Chime.

As always, the Annual Meeting will feature:

- [A range of informative and timely workshops](#)
- [Compelling and inspiring speakers](#)
- A general business meeting and important policy updates
- A robust [Trade Show](#) featuring the latest services and solutions for cities and towns



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

Cecilia Calabrese, MMA President
Councillor, Agawam

Adam Chapdelaine, MMA Vice President
Town Manager, Arlington

Ellen Allen, MMA Immediate Past President
Selectman, Norwell

Michael Bettencourt, MSA First Vice President
Select Board Member, Winchester

Lisa Blackmer, MMCA President
Councillor, North Adams

Brian Boyle, ATFC President
Finance Committee, Bolton

Kathleen Conlon, MSA President
Select Board Member, Milton

George "Bud" Dunham, MMMA First Vice President
Town Manager, Sandwich

Scott Galvin, MMaA First Vice President
Mayor, Woburn

Julie Jacobson, MMMA President
Town Manager, Auburn

Jon Mitchell, MMaA President
Mayor, New Bedford

Jeovanny Rodriguez, MMCA First Vice President, Lawrence

John Trickey, ATFC First Vice President
Finance Committee, Pelham

Geoff Beckwith (non-voting)
MMA Executive Director

Brian Arrigo, Mayor, Revere

Steve Bartha, Town Manager, Danvers

Peter Christopher, Councillor, Winthrop

Andrew Flanagan, Town Manager, Andover

Claire Freda, Councillor, Leominster

Ruthanne Fuller, Mayor, Newton

Jason LaForest, Councillor, North Adams

Syed Hashmi, Selectman, Westborough

Donna Holaday, Mayor, Newburyport

Thomas Hutcheson, Town Administrator,
Conway

Jim Lovejoy, Select Board Member, Mount
Washington

Dan Matthews, Select Board Member, Needham

David Narkewicz, Mayor, Northampton

Alan Slavin, Selectman, Wareham

Peter Spellios, Select Board Member, Swampscott

Eric Steinhilber, Councillor, Barnstable

Kevin Sweet, Town Administrator, Wrentham

Arthur Vigeant, Mayor, Marlborough

Martin Walsh, Mayor, Boston

Kristi Williams, Town Manager, Westborough

Executive Director's Report

Meeting impatience with empathy and resilience

As we approach the end of 2020 and prepare for a new year, public leaders will face a new challenge: a restive and unhappy public mood that increasingly resists the ongoing policy interventions necessary to save lives and navigate the middle and end stages of the pandemic.

Over the coming months, public leaders at the local, state and national level will find themselves confronted by frustrated and impatient residents who more frequently push back against face covering requirements, gathering orders, quarantine protocols, and the operational format of schools (regardless of whether it is in-person, hybrid or remote).

Factual explanations will not mollify this unhappiness. Listening, understanding and empathizing are the skills to pull out of the leadership toolkit in these situations. And at the same time, it will be important for public officials to monitor their own emotions, and practice the self-care that will allow for renewal and resilience during this next stage.

The past year has been deeply disruptive, turbulent, agonizing and stressful, and not just because of COVID-19. Even as the second surge envelops the entire country with record-breaking illnesses and deaths, our national political polar-



By **Geoffrey Beckwith**

ization continues, and systemic racial inequity remains unabated. 2020 brought us multiple stressors, all heightened by the isolation of remote work, Zoom calls, distanced meetings, gathering limits, and abiding uncertainty.

Ironically, the November and December holidays may accelerate this collective unhappiness.

That's because our holiday traditions and celebrations are deeply personal, and rooted in social, family and religious gatherings that are imbued with love, friendship and shared joy. Travel and gathering restrictions – which are absolutely necessary to contain the virus and save lives – disrupt the very activities that give us comfort and security, and help us feel more human.

In short, the holidays remind us of how much we've lost during the past 10 months.

So it is fully understandable that people want to turn the page and unharness themselves from the short leash that the pandemic has lashed onto their families and social connections and daily experiences.

However, in spite of medical breakthroughs, with the distribution of vaccines beginning later in December, it

■ **DIRECTOR'S REPORT** *continued on 22*



December 2020 | Volume XLVII, Number 11
Copyright © 2020, Massachusetts Municipal Association

Manager of Publications & Digital Communications

John Ouellette

Associate Editor
Jennifer Kavanaugh

Digital Communications Coordinator

Meredith Gabriliska

Communications & Membership Director
Candace Pierce

Publisher
Geoffrey Beckwith

Design
Full Circle Design



Printed on Recycled Paper

Massachusetts Municipal Association

Massachusetts Interlocal Insurance Association
One Winthrop Square, Boston 02110

617-426-7272 • www.mma.org

Twitter and Facebook: @massmunicipal

Periodicals Postage Paid at Boston, MA, and additional mailing offices.

The Beacon (ISSN 0199-235X) is published monthly, except for a combined July-August issue, by the Massachusetts Municipal Association, One Winthrop Square, Boston, MA 02110. The MMA is composed of the Massachusetts Selectmen's Association, the Massachusetts Mayors' Association, the Massachusetts Municipal Management Association, the Massachusetts Municipal Councillors' Association, and the Association of Town Finance Committees. Subscription rate for **The Beacon** is \$36 per year. An \$18 subscription fee is included in dues payments for members. POSTMASTER: Send address changes to **The Beacon**, One Winthrop Square, Boston, MA 02110.

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

CCC OK's cannabis delivery rules, license types

By **Brittney Franklin**

With a 3-1 vote on Nov. 30, the Cannabis Control Commission adopted regulatory changes creating two forms of delivery licenses and changing the definition of buffer zones, among other amendments.

The changes to the Adult Use of Marijuana regulations (935 CMR 500.000) create two different license types authorized to deliver to adult-use consumers.

A Marijuana Courier License is a new iteration of the Delivery-Only License that was already in the commission's regulations.

The commission added a new Marijuana Delivery Operator License, which allows 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.

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

The commission differentiated these license types from the license for marijuana retailers, stating that delivery services are not to be considered a retailer.

In an effort to forestall monopolies, the commission established caps on the number of delivery and retail licenses that a person or entity may hold.

[The MMA had submitted comments on](#)

[the proposed regulations on Oct. 15](#), urging the commission not to adopt the new marijuana delivery operator license (wholesale delivery license).

The commission added a new Marijuana Delivery Operator License, which allows 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 also changed how the buffer zone distance of 500 feet is to be measured under 935 CMR 501.110(3). It is now to be measured in a straight line from the geometric center of the marijuana establishment entrance to the geometric center of the nearest school entrance unless there is an "impassable barrier" within those 500 feet, in which case the buffer zone distance is to be measured along the center of the shortest publicly accessible pedestrian travel path from the geometric center of the marijuana establishment entrance to the



The Cannabis Control Commission adopted new cannabis delivery regulations on Nov. 30.

geometric center of the nearest school entrance.

The buffer zone distance of 500 feet may be reduced by a city or town ordinance or bylaw.

Impassable barrier is defined as a highway, public or private way or path, inaccessible structure, body of water, or other obstruction that renders any part of the 500-foot straight-line distance between a marijuana establishment entrance and a school entrance inaccessible by a pedestrian or automobile.

The previous definition did not include exclusions for impassable barriers and was measured in a straight line from the nearest point of the property line in question to the nearest point of the property line where the marijuana establishment is or will be located. [The MMA submitted comments on Aug. 13 expressing concerns about the proposed change.](#) ●

Applications open for Local Rapid Recovery Planning assistance

The Massachusetts Downtown Initiative announced on Nov. 30 that applications are now being accepted for the Local Rapid Recovery Planning program, part of the Baker-Polito administration's Partnerships for Recovery initiative.

The planning program provides technical assistance by consultant teams with expertise in effective strategies to stabilize business districts, but does not provide direct funding. The Department of Housing and Community Development will match recipients with a consultant team.

A total of \$9.5 million is available to fund the technical assistance. Projects

using the technical assistance must be completed by June 30, 2021.

Examples of short- and medium-term objectives that could use technical assistance include maximizing municipal websites, getting people back to work, bridging the digital divide, and revamping licensing procedures.

All 351 municipalities in Massachusetts are encouraged to apply. Nonprofit entities, such as business improvement districts, main street organizations and community development corporations, are also eligible to lead the planning process with local government support.

[More details and the short, online application form are available online.](#) Applications are due by 3 p.m. on Dec. 18.

A webinar will be held on Dec. 9 at 1:30 p.m. to provide more information about the program. [To register, visit the Massachusetts Downtown Initiative website.](#)

Partnerships for Recovery is aimed at revitalizing downtowns and responding to the effects of the COVID-19 pandemic on local businesses.

Email Emmy Hahn at elizabeth.hahn@mass.gov with any questions. ●

FY20 closeout budget includes election funds

By John Robertson

A spending bill signed by Gov. Charlie Baker on Nov. 10 to close the books on fiscal 2020 includes a number of key items that affect local governments.

The budget law (Chapter 201 of the Acts of 2020) authorizes \$425 million in direct appropriations, mainly for already-incurred MassHealth costs due to the COVID-19 pandemic. The governor rejected, and returned with proposed amendments, language approved by the Legislature to set up a special trust fund to hold any opioid lawsuit settlement amounts received by the Commonwealth.

Chapter 201 includes \$727,170 to reimburse cities and towns for the mandated

part of early voting costs for the March 3 primary election. The law matches the certification by the Office of the State Auditor of total costs and allocation amounts to individual cities and towns. The auditor is expected to survey city and town clerks early next year to assess additional reimbursable early voting and vote-by-mail costs for the Nov. 3 and other 2020 elections (after deducting any CARES Act reimbursements). Reimbursements would be subject to state appropriation.

Chapter 201 reappropriates substantial unspent balances from last year for use in fiscal 2021 to help balance the budget, including \$11.9 million for special education circuit breaker reimburse-

ments.

Chapter 201 also extends the special rule adopted earlier this year that allows cities and towns to make payments for certain school-based contracted services (such as transportation) even when services are not delivered as originally contracted.

The law also amends the so-called tolling provisions enacted earlier this year that allowed municipalities to delay public hearings on applications for permits or approvals for construction projects during the COVID-19 pandemic. (See story, below.) ●

Law recommences hearing timelines and constructive approvals

By Brittney Franklin

Gov. Charlie Baker on Nov. 12 signed a fiscal 2020 supplemental budget bill (Chapter 201 of the Acts of 2020) that includes language to recommence hearing timelines and constructive approvals as of Dec. 1.

Under sections 33-38 of the law, permit-granting authorities that are unable to conduct meetings and public hearings remotely, due to lack of broadband or other technical limitations, can apply for a waiver from the secretary of Housing and Economic Development.

The Department of Housing and Com-

munity Development issued an advisory to all municipalities on Oct. 5 urging them to “conduct remote hearings on all applications for permits or approvals related to housing production.”

The advisory, from Undersecretary Jennifer Maddox, cited “the critical need for housing production in the Commonwealth” and pointed out that Chapter 53 of the Acts of 2020, enacted in April, allows permit-granting authorities to conduct meetings and public hearings remotely, consistent with the governor’s March 12 order suspending certain provisions of the Open Meeting Law during the COVID-19 state of emergency.

Chapter 53, enacted at a time when only essential businesses were allowed to be open, suspended requirements that municipal boards conduct public hearings on permit applications within a specific time and tolled any constructive approvals.

Municipal officials and planning departments report that they have been working diligently under difficult circumstances to create new processes and procedures in order to hold remote meetings and hearings. Many communities have been able to successfully conduct meetings and hearings and continue to process permit applications. ●

MMA Annual Meeting to feature tailor-made virtual exhibit hall

Though the [MMA's virtual Annual Meeting & Trade Show](#) will look different this year, it will still feature your favorite exhibitors offering the latest products and services of interest to the cities and towns of Massachusetts.

This dynamic, interactive event will offer many opportunities to connect with companies, associations and government agencies in a tailor-made virtual exhibit hall. Local officials can meet virtually with friends and make new contacts while learning about a wide range of products and services available to help solve municipal challenges.

The Trade Show experience will enable visitors to easily schedule live, one-

on-one conversations with exhibitors, watch videos about companies and products offered, click on links to company websites, or just browse.

The MMA will have [two types of Trade Show “booths” available to exhibitors](#) for the 2021 MMA Annual Meeting: corporate booths and government agency/nonprofit booths.

A continually updated listing of [Trade Show exhibitors and sponsors is available on the MMA website.](#)

For more information about becoming an Annual Meeting sponsor or signing up for an exhibit booth, contact Karen LaPointe at klapointe@mma.org or 800-884-1498, ext. 154. ●



A virtual exhibit hall will allow officials to interact with exhibitors and learn about their products and services.

Administration announces \$68M in MassWorks grants

On Nov. 19, the administration announced nearly \$68 million in grants for 36 projects through the 2020 round of the [MassWorks Infrastructure Grant Program](#).

The grants, part of the administration's [Partnerships for Recovery](#) initiative, will support housing, economic development and road safety projects in 35 cities and towns across the state.

"MassWorks provides essential funding to cities and towns for infrastructure projects that spur housing production, create jobs and attract private investment, which are particularly important during our economic recovery," Gov. Charlie Baker said during a virtual award ceremony.

Lt. Gov. Karyn Polito said MassWorks "plays a critical role in filling in the needed funding gaps that would otherwise keep these key projects from moving forward and inhibit substantial private investments in the main streets and downtowns of municipalities across the Commonwealth." She added that the flexible funding empowers communities "to move ahead with projects that will have an immediate and lasting impact on their commercial districts, housing stock and residents."

In total, the 2020 MassWorks awards will help create more than 3,500 new housing units, including more than 1,000 affordable units; result in more than 3,900 new jobs; support more than 7,000 construction jobs; and leverage more than \$1.6 billion in private investment, according to the administration.

Among this year's projects, 23 are reactivating underused sites, 20 are transit-oriented developments, 14 have a mixed-use component; nine are in Gateway Cities, and eight are roadway projects in small and rural communities. Eight towns are receiving their first-ever MassWorks award.

Projects were selected through a competitive process that received 100 applications totaling nearly \$208 million in requests.

"This year's MassWorks round funds public infrastructure projects directly aligned with key strategic goals of our plan for economic recovery, namely, revitalizing our downtowns and main streets, getting people back to work, and supporting housing opportunity," said Housing and Economic Development Secretary Mike Kennealy.

The administration prioritized projects that are at an advanced stage of planning, design and permitting, and are ready to start construction in spring 2021.

Haverhill will use MassWorks funds for infrastructure improvements that will unlock 290 housing units and new retail space, and create 20 permanent full-time jobs. In Leominster, water and sewer upgrades will benefit the expansion of the Mall at Whitney Field. As a result of public infrastructure investments, the cities of Brockton and Pittsfield will also realize new redevelopment opportunities through both commercial and residential projects, according to the administration.

"This year's MassWorks round funds public infrastructure projects directly aligned with key strategic goals of our plan for economic recovery, namely, revitalizing our downtowns and main streets, getting people back to work, and supporting housing opportunity."

- Housing and Economic Development Secretary Mike Kennealy

Nantucket Select Board Chair Dawn Hill Holdgate said her town "is grateful to be receiving its first MassWorks grant, particularly at this critical time."

"Housing for our year-round community remains the number one priority of the Select Board, and this award will facilitate building the roadway infrastructure to support a new, 64-unit rental housing development on town land where 80% of the residences will be income-restricted."

Northfield Selectboard Chair Alex Meisner said his town's "aging roads will benefit greatly from this funding." His town is collaborating with neighboring Warwick to improve a connector roadway.



Nantucket Select Board Chair Dawn Hill Holdgate, whose town has received its first MassWorks grant, speaks during the administration's Nov. 19 virtual announcement about 2020 awards.

"Half of all land in Warwick is state-owned parks and reserves, land that contributes to our community character," said Warwick Selectboard Member Todd Dexter. "This project addresses our need to adequately fund roads through these lands, something that is nearly impossible for a tiny town."

Each year, the MassWorks program allocates 10% of awarded funds to assist municipalities with populations of 7,000 or less in completing roadway safety projects. Towns like Avon, Buckland, Harvard, Phillipston and Plainfield will see extensive roadway improvements as well as upgrades to culverts and underground water and sewer utilities along critical thoroughfares used by emergency first responders, school buses, residents and commuters, according to the administration. These MassWorks-funded projects will improve public safety, prevent the need for lengthy, long-term detours, and preserve housing density.

Since 2015, and including this year's round, the administration said it has invested nearly \$533 million in grant funds to support public infrastructure projects, with 259 awards spread out across 157 cities and towns. The administration said the grants have unlocked and leveraged more than \$10.8 billion in private investment, supported the creation of more than 17,000 new housing units, and led to tens of thousands of new permanent and construction jobs.

MassWorks is administered by the Executive Office of Housing and Economic Development. ●

Admin launches Winter Shared Streets program

By Ariela Lovett

The Baker-Polito administration in mid-November announced a new phase in its Shared Streets and Spaces program tailored for the winter months, with an initial \$10 million investment in municipal grants.

[Shared Winter Streets and Spaces](#)

focuses on supporting communities to facilitate outdoor activities and winter programming by creating safe spaces for people of all ages and abilities to walk, bicycle, eat, shop, play and enjoy community events.

The Massachusetts Department of Transportation is encouraging cities and towns to develop proposals to manage the impacts of the COVID-19 pandemic on winter mobility by conceiving, designing and executing improvements to sidewalks, curbs, streets, plazas and parking areas.

Applications will be given preference if they include elements for children and youth, seniors, accessing public transit, or accessing public parks and other open spaces. Preferential consideration will also be given to applications from Environmental Justice communities, municipalities in which the median income of all residents is lower than the statewide median, and those identified

as at high risk for COVID-19 transmission.

Applications will be accepted on a rolling basis, with decisions made in four rounds. Applications need to be submitted by:

- Dec 4 for consideration and award by Dec. 22
- Jan. 5 for consideration and award by Feb. 2
- Jan. 29 for consideration and award by Feb. 26
- Feb. 26 for consideration and award by March 26

The project completion and spending deadline for all four rounds is May 31, 2021.

The Shared Streets and Spaces program, launched in June, has provided \$10.2 million to 123 projects in 103 cities and towns in support of public health, safe



Winchester is among the communities that used Shared Streets grants to expand outdoor activities during the warmer months. A new round of Shared Streets funding will help communities make greater use of their outdoor spaces this winter. (Photo courtesy Department of Transportation/Jonathan Berk)

mobility and renewed commerce.

The Barr Foundation will continue its partnership with MassDOT by providing pro bono technical assistance to any interested municipality applying for Shared Winter Streets and Spaces funding.

Visit the [Shared Winter Streets and Spaces website](#) for more information, including project eligibility. ●

Increase for CPA Trust Fund pays off with higher distributions for FY21

By Ariela Lovett

On Nov. 12, the Department of Revenue released the fiscal 2021 distribution from the Community Preservation Act Trust Fund for each participating community, with a minimum match rate of 28.6% for all municipalities.

Municipalities that adopted the CPA with a full 3% local property tax surcharge received a higher percentage.

The [Division of Local Services has posted a full list of CPA distribution amounts by municipality.](#)

The fiscal 2020 budget increased the recording fees at registries of deeds in order to provide additional revenue for the statewide CPA Trust Fund. The increase went into effect on Dec. 31, 2019, and was projected to double the amount of matching funds available to participating CPA communities. Advocates said

the change would halt the trend of dropping match rates, which were headed toward a single-digit percentage.

When the [Community Preservation Act](#) was signed 20 years ago, the intent was for participating communities to receive a 100% match as an incentive. The state match percentage decreased over the years as more municipalities adopted the program and amid competing budget priorities.

The CPA allows communities to create a local fund for purposes of open space protection, historic preservation, affordable housing and outdoor recreation. Municipalities must adopt the CPA by ballot referendum, and funds are raised locally through a surcharge of not more than 3% on the property tax.

The CPA was passed in all nine municipalities that had it on the ballot on Nov. 3. With the addition of Framingham,

Franklin, Greenfield, Hopedale, Lancaster, Lee, Milton, Shrewsbury and Whitman, 186 communities – or a bit more than half statewide – have adopted the program. The newly admitted municipalities will not see their first distribution until November 2022.

Seven out of nine of the new municipalities adopted the CPA with a 1% property tax surcharge. Only three communities since 2010 have adopted the program at the maximum 3% surcharge level. Because of these trends, along with the fee increase legislation, the new additions to the program are less likely to cause an overall drain on the CPA Trust Fund.

This is the third consecutive year that the CPA match has increased. Before the deeds fee change took effect, the trust fund was bolstered with modest amounts from state budget surpluses. ●

EPA awards \$90M for water infrastructure projects

The U.S. Environmental Protection Agency is making more than \$90 million available for major water infrastructure projects across Massachusetts, the agency announced on Oct. 30.

The funds can be used to modernize aging wastewater infrastructure, manage stormwater, and improve drinking water infrastructure.

The majority of the funding will go to the [Clean Water State Revolving Fund](#) (\$54 million) and the [Drinking Water State Revolving Fund](#) (\$25 million).

The EPA is also facilitating a one-time transfer of \$30 million from the clean water fund to the drinking water fund to address lead in drinking water in schools in Boston as well as schools and child care facilities in communities across the

state. In addition, the EPA announced grant funding for the same purpose: \$6.2 million to the Boston Public Schools and \$3 million to the Massachusetts Clean Water Trust.

The grants to Massachusetts schools are among the first ever under the Reduction in Lead Exposure via Drinking Water program created by the [Water Infrastructure Improvements for the Nation Act](#). The program focuses on remediating lead exposure in disadvantaged communities by installing thousands of water fountains and bottle filling stations in schools and child care facilities.

“Reducing lead in drinking water is a priority for the Commonwealth, and the funding announced today by the

EPA will be a tremendous resource as we work to protect public health all across the state,” said Department of Environmental Protection Commissioner Martin Suuberg. “With these funds, we can expand our testing program and sample over 600 more schools and childcare facilities, partner with the Clean Water Trust to install more than 1,200 filtered water-bottle filling stations at schools and child care centers, modernize our aging wastewater infrastructure, and improve drinking water systems across Massachusetts.”

[Visit the MassDEP website for more information about the state revolving fund loan programs to improve water infrastructure.](#) ●

MMA staff continue to work remotely, office closed into early 2021

The MMA office at One Winthrop Square in Boston remains closed, but staff continue to work remotely on behalf of the cities and towns of the Commonwealth.

With the new state guidance in place regarding indoor gatherings, the MMA has chosen to keep the office closed to protect the health and safety of staff. Enhanced safety measures are in place to ensure that staff who need access to the MMA office remain safe.

The MMA continues to offer member services, communication resources, legislative advocacy, insurance products,

and myriad other services virtually.

The MMA is also planning its first-ever virtual [Annual Meeting & Trade Show on Jan. 21 and 22](#).

The MMA office in Boston will be closed through the beginning of 2021.

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



Women Leading Government to hold virtual meeting Dec. 10

Women Leading Government, an initiative of the Massachusetts Municipal Management Association, will hold a virtual meeting on Dec. 10 focused on effective use of the Zoom online meeting platform.

Featured speaker Allison Shapira, founder and CEO of Global Public Speakers, will cover how to:

- Deliver compelling presentations
- Confidently lead meetings, webinars and conference calls

- Speak with poise on camera and to the media
- Confidently answer questions in front of an audience
- Present at conferences and moderate panels
- Communicate during times of uncertainty and change



Allison Shapira

The meeting will end with a panel of members sharing their best Zoom stories and lessons learned since migrating to the online platform.

The meeting will run from 1:30 to 4 p.m.

Female town managers/administrators, assistants, department heads and other managers are welcome to register and attend. [Click here to register online](#).

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

Former Councillor Auchincloss to prioritize local issues

By Jennifer Kavanaugh

With his transition from City Hall to Capitol Hill underway, Jake Auchincloss has stepped down from the Newton City Council and is preparing to represent Massachusetts' Fourth Congressional District as of Jan. 3.

Auchincloss, 32, will succeed outgoing U.S. Rep. Joseph P. Kennedy III, after prevailing over eight other candidates in the Sept. 1 primary and defeating former Attleboro Councillor Julie Hall in the Nov. 3 general election. His district includes 34 communities, stretching from Newton and Brookline in the north to Swansea and parts of Fall River in the south.

A Marine veteran, Auchincloss was first elected to the Newton Council in 2015 and was halfway through his third term. In media interviews and public appearances, he has emphasized his experience as a municipal official and said it would inform his approach as a legislator in Washington, D.C.

"Being on the City Council has been one of the best experiences of my life," Auchincloss said in a Nov. 10 Zoom discussion presented by the Newton-Needham Regional Chamber of Commerce. "Oftentimes, during the campaign, my Marine Corps record was one of the first bio points brought up in



Jake Auchincloss

press articles, but actually my service as a city councillor was to me more formative in how I would approach being a member of Congress."

Auchincloss also called local government "the most effective level of

government in the United States." He said being a councillor had taught him the importance of relationship building, constituent services and public outreach and communication, among other lessons. Any time he walked his dog or went to the grocery store, he said, he would hear about his neighbors' concerns about potholes and trash pickup, or about nearby development.

Before the primary, he told The Boston Globe's editorial board that he had been watching the pandemic's effect on municipal finances, and that in Congress he would prioritize federal relief to local governments.

"They're going to be severely affected for the next two fiscal years at least by really restricted municipal budgets, and we need some relief," he told the Globe.

Auchincloss served as a captain in the U.S. Marines, leading combat patrols in Afghanistan in 2012, and later, a reconnaissance team in Panama to conduct drug interdiction training. Earlier this year, he was elevated to the rank of major.

He has also worked as a managing director of the MIT \$100K Entrepreneurship Competition, as a product manager at cybersecurity startup Barkly, and as a senior manager at Liberty Mutual's innovation lab. He has a bachelor's degree in government and economics from Harvard University, and an MBA in finance from the MIT Sloan School of Management.

The city of Newton has not yet set an election date to fill Auchincloss' seat, or the one left vacant by the Nov. 7 death of his fellow councillor, Allan "Jay" Ciccone Jr. The election will likely take place early next year, according to the city clerk's office.

Before Auchincloss, the most recent municipal official elected to Congress was former Boston city councillor Ayanna Pressley, who became the first woman of color to represent the state in 2019. On Nov. 3, Pressley was reelected as Massachusetts' Seventh District representative. ●

MMHR to discuss humor as stress antidote on Dec. 17

Humorist Loretta LaRoche will discuss how to "stress less with humor and optimism" during the Massachusetts Municipal Human Resources annual holiday meeting on Thursday, Dec. 17.

LaRoche, an international stress management expert, will explore how to use humor to handle life's inevitable ups and downs and develop a more optimistic outlook.

Topics will include:

- How to shift from pessimistic thoughts that create feelings of failure and rejection to those that are more optimistic
- Using the power of exaggeration

and your "inner sitcom" to create more positive outcomes

- Learning how fun can become an antidote to stress

The presentation will be followed by a brief legislative update and a discussion about the support that an employee assistance program can provide to employees and managers alike during times of extreme stress.

The meeting will run from 11 a.m. to



Loretta LaRoche

12:30 p.m. In the final half hour, participants will be placed into Zoom breakout rooms for a facilitated discussion with colleagues and some fun holiday trivia.

The meeting is free to attend, but advance registration is required. An email with the registration link has been sent to all MMHR members.

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

MMA seeks responses to Chapter 90 survey

By Alandra Champion

The MMA's biennial Chapter 90 Local Road Funding Survey has been sent out to chief municipal officials and public works and highway department officials in all 351 Massachusetts cities and towns.

The MMA emailed a link to the survey to chief municipal officials and public works and highway department officials. Local officials are urged to return their completed surveys as soon as possible.

The survey asks communities what it would cost to keep their local roads in a state of good repair.

Securing adequate funding for the Chapter 90 local road and bridge program is a top priority for the MMA and municipal leaders across the Commonwealth. As the MMA looks to a new legislative

session beginning in January, it is preparing a campaign to increase annual Chapter 90 authorizations in fiscal 2022 and beyond to help cities and towns maintain safe local roads and build strong local economies.

As the MMA makes its case to legislators and the public, accurate and up-to-date information is essential to demonstrate the resources needed to maintain local road infrastructure. Responses to previous Chapter 90 surveys have been crucial in highlighting the condition of local roads and how much funding is needed to properly maintain them. The survey has allowed the MMA and local officials to have a concrete figure to use when advocating for more funding.

More than 70% of communities responded to the 2018 survey, and the



The MMA is now soliciting responses to its biennial Chapter 90 Local Road Funding Survey.

MMA hopes to hear back from even more municipalities this year.

Contact: MMA Legislative and Research Assistant Alandra Champion at 617-426-7272, ext. 121, or achampion@mma.org

MMA seeks members for its five policy committees

Local officials are invited to fill a limited number of positions available on the MMA's five policy committees for 2021.

More than 100 local officials from communities across Massachusetts serve on MMA policy committees, which advise the MMA Board of Directors, staff and MMA members on legislative, regulatory and public policy issues.

The committees also draft resolutions for the MMA's Annual Business Meeting, municipal best practices for the MMA's Best Practices series, and bills (biannually) for the MMA's legislative package.

Each committee has a regular schedule of meetings, usually one per month. Additionally, committee members may be asked to read legislative summaries, bill text, and/or position papers to prepare for meetings.

Each committee is assigned an MMA staff member to assist with its research, consideration of issues, and administrative functions.

Each committee has 23 members, including mayors, selectmen, councillors, city and town managers/administrators, and finance committee members, plus four presidential appointees and four technical appointees.

The MMA president names the chair and members of the committee, subject to

approval by the MMA Board of Directors.

Online application on mma.org

Those with the interest and time to serve on a policy committee are asked to [fill out the application form on the MMA website](#) by Jan. 27. The form provides space to list areas of interest and expertise so that a good match can be made between volunteers and the work of the committees.

The committees are as follows:

Fiscal Policy Committee

This committee considers all municipal finance issues. Legislation that has a fiscal impact is referred to this committee from other committees as well. This committee also develops a policy framework for local government financing in the future.

Policy Committee on Energy and the Environment

This committee formulates policy in the following areas: water quality, water supply, air quality, solid waste and recycling, hazardous waste, wetlands, coastal areas, wastewater treatment, renewable energy and energy conservation.

Policy Committee on Municipal and Regional Administration

This committee considers issues that relate to the organization, structure, efficiency, and productivity of local and regional government and the relation-

ships between the two levels of government. Issues include housing and zoning, procurement, economic development, regulation of marijuana, open meeting law and public records law, public health and safety, and licensing.

Policy Committee on Personnel and Labor Relations

This committee considers issues in the following areas: collective bargaining, civil service, employee benefits and pension reform.

Policy Committee on Public Works, Transportation and Public Utilities

This committee considers issues that relate to regional and metropolitan transportation, transportation planning, the relationship between local governments and the Massachusetts Department of Transportation, and the question of local control in joint state-local public works programs.

The MMA is the one voice that advocates for direct aid and support for core municipal and public education services provided by every community in Massachusetts. The MMA's advocacy efforts are focused on a single goal: Building strong communities in Massachusetts.

For more information, contact Alandra Champion at achampion@mma.org or visit www.mma.org/advocacy. ●

State, local officials focus on COVID safety measures

By John Ouellette

Well into the second surge of the COVID-19 pandemic and with the holidays around the corner, state and local leaders on Nov. 19 focused on the cause of coronavirus spread – generally informal, unsupervised gatherings where public health recommendations are not observed – and the ongoing efforts to control the outbreak.

During the 25th regular conference call convened by the MMA during the pandemic, Lt. Gov. Karyn Polito said the administration is focused on a “targeted intervention” strategy rather than a roll-back to an earlier stage of the [four-phase reopening plan](#) or stay-at-home orders and business shutdowns.

With case numbers at eight times the level they were around Labor Day, and hospitalization rates around 4.5 times as high, she outlined a [state response focused on limiting gatherings, requiring face coverings in public, and closing businesses late at night and urging residents to stay home after 10 p.m.](#), all of which took effect on Nov. 6.

As the governor has done, Polito pointed out that Massachusetts is “in a very different place than we were” when COVID first appeared here in March, with more knowledge and data about COVID and how it spreads, a stockpile of personal protective equipment that would last through the end of 2021, established safety protocols at health care facilities, an educated public, and a nation-leading testing and contact tracing system.

The lieutenant governor explained recent changes to the [COVID data metrics the state uses to assign a risk level to each community](#), which took effect with the Department of Public Health’s Weekly COVID-19 Public Health Report issued on Nov. 12. Reflecting input from local officials, she said, the new metrics take into account the local test positivity rate as well as average daily cases per 100,000 people, and make more of an allowance for smaller communities, which, under the former system, could be susceptible to rapid fluctuations due to an isolated outbreak.

In response to questions about the availability of testing, and whether it’s adequate to meet growing demand,

Polito said the DPH continues to operate 18 [Stop the Spread](#) free testing sites throughout the state and a free [regional express testing site at Suffolk Downs in Revere](#), open to all Massachusetts residents. She added that CVS and Walgreens stores offer COVID testing, and that communities may use federal CARES Act funds to set up their own regional testing programs.

The Stop the Spread site contracts are due to expire on Dec. 31, but Assistant DPH Commissioner Jana Ferguson said the COVID Command Center is reviewing the availability and demand for testing and may extend the contracts. A decision is expected in mid-December, she said.

Ferguson also gave an overview of the “high-level” plan for distributing a COVID-19 vaccine when it becomes available, which will use a phased approach prioritizing frontline health care workers and particularly vulnerable populations. The general public will have access in Phase 3, she said, adding that a lot more information will be announced in the coming months. She said financial support to help communities with their role in the vaccine rollout is part of the planning effort.

In the area of economic recovery, Polito mentioned a [MassWorks grant announcement](#) of 36 awards totalling \$68 million. The [infrastructure grant program](#), administered by the Executive Office of Housing and Economic Development, is intended to promote development, economic activity, job creation and housing.

On the topic of outdoor dining, Polito



State and municipal leaders convened on Zoom to discuss continuing challenges of the COVID-19 pandemic. Pictured are (clockwise from the top left) MMA Executive Director Geoff Beckwith; Jana Ferguson, assistant commissioner at the Department of Public Health; Education Secretary James Peyser; Lt. Gov. Karyn Polito; Russell Johnston, senior associate commissioner at the Department of Elementary and Secondary Education; and Sean Cronin, senior deputy commissioner at the Division of Local Services.

said [COVID-19 Order No. 50](#), signed in September, allows municipalities to approve extensions beyond Nov. 30 to a later date or until 60 days after the state of emergency ends, whichever is sooner.

She also mentioned a [new phase in the Shared Streets and Spaces program tailored for the winter months](#), with an initial \$10 million investment in municipal grants. [Shared Winter Streets and Spaces](#) focuses on facilitating outdoor activities and winter programming.

Local officials asked about whether the administration supports making permanent certain pandemic-related accommodations governing municipal operations, such as the authority to hold meetings and hearings remotely and the lifting of the cap on hours that can be worked by retirees (previously set at 960). She said the administration is open to discussing the former, and is supportive of the latter, pending legislative action.

K-12 and higher education

Education Secretary James Peyser addressed [updated travel guidance for college and university students in advance of the approaching holiday season and the initial distribution round of](#)

continued on next page

continued from previous page

[more than 2 million Abbott BinaxNOW rapid diagnostic tests](#) from the federal government that have been prioritized for use in K-12 schools that are providing in-person instruction.

Phase 1 of the Binax initiative will reach 134 public school districts, charter schools and special education schools across Massachusetts. The [Department of Elementary and Secondary Education issued guidance](#) on Nov. 16, and the first tests were expected to be released around Dec. 1.

The antigen tests, which typically produce results in 15 minutes, will be administered to students or staff who develop any symptoms consistent with COVID-19 while they are at school. (Students and staff who are experiencing any symptoms before the school day begins should not be entering the school.) The intent is to quickly identify potential COVID-positive cases and get them into isolation.

There are training and other requirements school districts need to meet to be able to administer the tests, but Peyser said they are not “onerous,” and parental consent is needed in order to test minors.

“There’s still little evidence that suggests that students and staff are contracting COVID in schools when the core health and safety protocols are followed,” Peyser said, adding that the testing is “good to have, but it’s really a supplementary

complement to all those other things, which are really critical to keeping students and staff safe.”

Asked about the recent shift by the U.S. Centers for Disease Control and Prevention away from recommending in-person learning, Peyser said the administration continues to evaluate the growing – and encouraging – health evidence, but also weighs the educational, social and emotional and mental health needs of K-12 students, which suggests that it’s important to have students “in school as much as possible.” He said the administration is concerned about kids “losing precious learning time,” becoming isolated, and missing out on routines and social and emotional development.

“It’s just a huge loss that we feel strongly, if we don’t take steps to address it urgently, it’s just going to be very difficult for us to compensate for after the fact,” he said. “We’re already digging a hole for ourselves. The pandemic is doing the digging primarily, but we need to do everything we can to swim against this tide in order to mitigate those losses and the damage that’s being done.”

It’s also a concern, he added, that the impacts of the absence of in-person learning are being felt unequally across certain racial, ethnic and income groups. Polito added that the national guidance is not necessarily relevant to Massachusetts, which has more aggressive testing, tracing and health protocols than most other states.

As the Thanksgiving approached, and recognizing the risks involved in interstate travel, [Gov. Charlie Baker joined the governors of New York, New Jersey, Connecticut, Delaware, Pennsylvania and Rhode Island in urging residential colleges and universities to provide testing for all students](#) – whether they live on campus or off – who planned to travel home.

The seven governors also “strongly recommend” that colleges and universities finish their fall semesters by expanding remote instruction for the weeks between Thanksgiving and winter break rather than require students to travel back to campus and then back home again in December. Colleges and universities that do reopen for in-person instruction during this period should provide COVID-19 testing for returning students and have them comply with relevant isolation and quarantine protocols.

A requirement that Massachusetts colleges and universities test all students on a weekly basis takes effect in January, Peyser said, though many higher education institutions are already doing so.

Also participating in the call were Russell Johnston, senior associate commissioner at the Department of Elementary and Secondary Education, and Sean Cronin, senior deputy commissioner at the Division of Local Services. ●

MMCA looks at positive impacts of living in diverse community

The Massachusetts Municipal Councilors’ Association held a webinar on Nov. 19 focusing on the positive impacts of living in a diverse community.

The panelists for “What Does Diversity and an Immigrant Population Mean to Your Community?” included Lawrence City Councillor Jeovanny Rodriguez, Boston City Councillor Ed Flynn, and Marcony Almeida-Barros, director of the Office of Community Engagement in the Attorney General’s Office.

Speakers discussed hiring for diversity, what it means to live and work in a “minority majority” city, and resources available to immigrants and the larger community through the Office of Com-

munity Engagement.

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



Marcony Almeida-Barros, director of the Office of Community Engagement in the Attorney General’s Office, discusses the role of diversity and immigration in communities during a Massachusetts Municipal Councilors’ Association webinar on Nov. 19.

Kayyem: Pandemic will leave impacts on workplace

By Denise Baker

In her opening remarks during the Massachusetts Municipal Management Association's Fall Conference on Nov. 19, Juliette Kayyem reflected on the current reality: "You're all crisis managers now."

Kayyem, a Harvard University professor, CNN national security analyst and former Homeland Security official, discussed the timeline, response and ongoing management of the COVID-19 pandemic.

She explained her six-level crisis management spectrum: Protection, Prevention, Boom, Response, "Adaptive" Recovery, and Resiliency. She said we are now to the right of Boom, between Response and "Adaptive" Recovery. This "Now Normal" includes a focus on testing, contract tracing, social distancing and managing until there is a vaccine.

Kayyem believes the pandemic will leave lasting effects on the workplace and workforce, with the greatest impacts felt by women. She said college-educated women will bear the brunt of a "women's recession." About 14% of working women now stay home due to day care and schooling needs, she said, while only 2% of men are doing the same.

With so many companies and organizations successfully operating remotely,

Kayyem questioned why we would go back to the old way of working. She believes there will be lasting changes regarding work from home policies.

She also expects health care to be restructured, and a rise in the position of "chief health officer" in the corporate world. Kayyem also predicts economic protections for so-called gig and contract workers.

One of the largest shifts during the pandemic, she said, is the country's acceptance of mask wearing in order to mitigate risk and reduce spread of the coronavirus. She added that mask wearing will become a national mandate. Kayyem referenced a recent National Public Radio poll that showed that about 89% of adults are wearing masks.

"If this was a national war," she said, "masking has won."

Asked about "pandemic fatigue" among staff, Kayyem said there is a big difference between "We don't know" and "until further notice." Until recently, it was hard to project when the pandemic would be over, which increases weariness. With a vaccine in production and a distribution plan being developed, we are now in the "until further notice" stage.

Kayyem expects hesitancy about receiving



Juliette Kayyem discusses crisis management during the Massachusetts Municipal Management Association's Fall Conference on Nov. 19.

the vaccine to diminish as time goes on, but said now is the time for town managers and local leaders to identify their "helpers" in this effort. Who are the community members they can turn to who will advocate for adoption of the vaccine?

Also presenting at the virtual conference was International City/County Management Association President and Lexington Town Manager Jim Malloy and ICMA Vice President Christopher Coleman, the town administrator in Westwood. ●

State awards \$3.2M to support recycling, waste reduction

The Baker-Polito administration on Oct. 28 announced \$3.2 million in grant funding to 269 municipalities and regional solid waste districts through the Sustainable Materials Recovery Program to help communities maximize their recycling, composting and waste reduction programs.

Under the SMRP, 227 communities qualified for the Recycling Dividends Program and will receive payments ranging from \$2,450 to \$97,500. The program recognizes municipalities that have implemented policies and programs proven to maximize materials reuse and recycling, as well as waste reduction.

Communities that earn Recycling Dividends Program payments must reinvest the funds in their recycling programs for things such as new recycling bins or carts, public education and outreach campaigns, collection of hard-to-recycle

items, and the establishment of recycling programs in schools, municipal buildings and other public spaces.

As part of this grant round, 42 municipalities that did not apply for or qualify for a Recycling Dividends Program payment will be awarded a total of \$45,250 for a Small-Scale Initiatives Grant. These population-based grants range from \$500 to \$2,000 each and help communities purchase modest but important recycling materials and outreach tools needed to sustain their existing recycling program or to facilitate new, low-cost initiatives.

Each of these SMRP programs are administered by the Department of Environmental Protection, which [has posted a list of the 269 Recycling Dividends Program and Small-Scale grant awards](#).

"These new funds give communities the opportunity to make critical investments in their recycling programs, capturing

more materials that can be reused, and helping them to reduce their waste disposal costs," said MassDEP Commissioner Martin Suuberg.

The Recycling Dividends Program was launched in 2014 under the Sustainable Materials Recovery Program, which was created by the Green Communities Act of 2008. The Green Communities Act requires that a portion of the proceeds from the sale of Waste Energy Certificates be directed to recycling programs approved by the MassDEP. The SMRP has provided more than \$41.6 million for recycling programs since 2010.

The Waste Energy Certificate payments received by MassDEP are deposited into the SMRP Expendable Trust, which is used to fund grants, technical assistance and educational outreach to help communities, businesses and institutions increase recycling and reduce waste. ●

Nixon awarded professional certification from STAM

By Shaun Suhoski

The [Small Town Administrators of Massachusetts](#) awarded retiring Hadley Town Administrator David Nixon with its professional certification pin during the group's virtual Annual Meeting on Nov. 5.

Outgoing STAM Chair Andrea Llamas noted that Nixon not only served the communities he worked in throughout his career, but also served as a former leader of STAM.

"I think we all agree that David has been an invaluable resource due to his wealth of knowledge and his unwavering support of his peers, and STAM," said Llamas, the town administrator in Northfield. "He has always been a reliable colleague who we will sorely miss for his timeless advice and wry wit."

During the meeting, Weston Town Manager Leon Gaumond and Deerfield Town Administrator Kayce Warren lauded Nixon's mentorship skills and willingness to assist those who were new to public



David Nixon

administration.

In addition to his roles in Hadley and previously in Deerfield, Nixon was active with the Massachusetts Municipal Management Association and the MMA, where he served for four years on the Board of Directors. He said he plans to remain active on the Management Association's Diversity and Inclusion Task Force and potentially in interim administrator roles while exploring more creative avenues during retirement.

STAM also announced its elected slate of officers for the coming year:

- Chair: Athol Town Manager Shaun Suhoski
- Vice Chair: Granville Town Administrator Matthew Streeter

- Treasurer: Lanesborough Town Administrator Kelli Robbins
- Secretary: Erving Town Administrator Bryan Smith

Llamas was recognized for her decade of service leading STAM, where she worked to advance its professional certification procedures and its standing as a leading voice for chief administrative officers in communities with fewer than 12,000 residents.

The STAM Annual Meeting included programs by Allan Marsh from MIIA's All-One employee assistance program, and Raine Brown of the Franklin Regional Council of Governments, who offered guidance and tips for managing stress so that administrators are better prepared to lead their organizations during turbulent times.

STAM is a professional association of municipal administrators from nearly 100 communities across the Commonwealth.

Human Services Council discusses emergency housing efforts

By Isabelle Nichols

The [MMA Human Services Council hosted a webinar on Nov. 12 to discuss state and regional emergency housing efforts](#) during the COVID-19 pandemic.

Elisa Bresnahan from the Department of Housing and Community Development covered state-funded homelessness prevention efforts, including expansion of the [Residential Assistance for Families in Transition](#) program under the Baker-Polito administration's new [Eviction Diversion Initiative](#), as well as emergency shelter options and the [HomeBase](#) re-housing program for individuals experiencing homelessness.

Bresnahan also provided an update on the DHCD's timeline for identifying and opening emergency shelter sites in preparation for the winter. She responded to a number of questions about RAFT eligibility, the [Common Housing Application for Massachusetts Programs](#), and shelter solutions for the elderly.

Elizabeth Valenta from the [Regional Housing Services Office](#), an Acton-based collaboration among nine member towns, discussed the emergency rental and mortgage assistance programs established

by her organization using a combination of funding from the federal CARES Act and the Community Preservation Act. The Regional Housing Services Office provides services through an intermunicipal agreement to Acton, Bedford, Concord, Lexington, Lincoln, Maynard, Sudbury, Wayland and Weston.

Valenta answered questions about technology challenges with an online application system, how to use CARES Act funds for local housing assistance programs, and tips for establishing similar programs in small towns.

The program concluded with a legislative update from MMA Senior Legislative Analyst Brittney Franklin, who discussed various state budget bills, including funding for the Opioid Recovery and Remediation Trust Fund, and the law that allows communities to make payments under existing contracts for school and education services that are not currently being delivered, if that is desired. Franklin also provided an update on the policing reform bills and the recent uptick in unemployment fraud claims that have been impacting municipalities.

More than 100 human services profession-



Elizabeth Valenta from the Regional Housing Services Office discusses regional emergency housing efforts during an MMA Human Services Council webinar on Nov. 12.

als participated in the [hour-long webinar, which is available on the MMA website.](#)

Resources

- [DHCD homelessness prevention programs training video](#)
- [Emergency shelter provider list by community](#)
- [DHCD family shelter eligibility guidelines](#)
- [Local emergency rental assistance program database](#)
- [Regional Housing Services Office rental and mortgage assistance applications](#)

State updates school guidance, COVID metrics

Gov. Charlie Baker [announced on Nov. 6](#) that the state was introducing changes to the weekly community-level COVID-19 data reports.

He said the result is more nuanced, as it incorporates population size and the test positivity rate in the coding system, along with the daily number of cases per 100,000 people, a metric that has been used since August.

The color-coding system continues to categorize communities as higher risk (red), medium risk (yellow), lower risk (green), and undesignated (gray).

The weekly community reports continue to be [published on the state's website](#) every Thursday.

Communities that have been designated as higher risk (red) for three weeks must revert to or remain in Step 1 of Phase 3 of the reopening process. To move from Step 1 to Step 2 of Phase 3, communities must be either gray, green or yellow for three consecutive weeks.

Education Secretary James Peyser and

Department of Elementary and Secondary Education Commissioner Jeff Riley joined Baker at the press briefing to announce that DESE has issued [updated guidance to all school districts, encouraging all communities to prioritize in-person learning to the greatest extent possible, regardless of risk categorization](#), unless there are suspected cases of in-school transmission.

The administration said that decisions to operate schools remotely, in person, or in a hybrid format will continue to be made at the local level, though

DESE is calling on districts to prioritize in-person learning as the best and most healthy option for students. ●

CITY & TOWN METRICS

Population			
Group	Under 10k	10k - 50k	Over 50k
Grey	Less than or equal to 10 total cases	Less than or equal to 10 total cases	Less than or equal to 15 total cases
Green	Less than or equal to 15 total cases	<10 avg cases/100k AND >10 total cases	<10 avg cases/100k AND >15 total cases
Yellow	Less than or equal to 25 total cases	≥10 avg cases/100k OR ≥5% pos rate	≥10 avg cases/100k OR ≥4% pos rate
Red	More than 25 total cases	≥10 avg cases/100k AND ≥5% pos rate	≥10 avg cases/100k AND ≥4% pos rate

Learn more at [Mass.gov/StopCOVID19](https://mass.gov/StopCOVID19)

The COVID-19 Weekly Public Health Report now incorporates population and test positivity rate to determine the risk level of each community.

DPH revises COVID-19 Daily Dashboard data reporting

The Department of Public Health on Nov. 2 announced revisions to its [COVID-19 Daily Dashboard](#) intended to help the public more easily access the growing amount of information for Massachusetts.

A key new data point presented in the dashboard is “case growth by age group.” The Commonwealth is currently seeing a larger proportion of cases in younger people compared to earlier in the pandemic.

The dashboard now includes the average turnaround time for COVID-19 test results to be reported to the DPH, so contact tracing can begin. The dashboard also now reports the impact of college and university testing, to clarify how this testing impacts the Commonwealth's overall positivity rate and case numbers.

The dashboard now includes three positivity rates: the overall state positivity rate, the positivity rate on college

campuses, and the statewide positivity rate excluding on-campus testing.

Many existing data points, including testing, deaths and hospitalization rates, have been reorganized to report on current numbers, trends over the past six weeks, and trends going back to March.

The dashboard is posted each day at 5 p.m.

The Daily Dashboard, Weekly Public Health Report, raw data feeds, and other COVID-19 data and information can be found at www.mass.gov/info-details/

Massachusetts Department of Public Health COVID-19 Dashboard - Monday, November 23, 2020

Dashboard of Public Health Indicators

Testing and Cases

Newly Reported Confirmed Cases	Total New Molecular Tests Reported	7-Day Average Positivity	Estimated Active Cases
1,785	52,280	3.06%	40,202

Hospitalizations

Total Confirmed COVID Patients in Hospital	Total Confirmed COVID Patients in ICU	Average Age of Cases that were Hospitalized*
922	204	66

Deaths

Newly Reported Deaths among Confirmed	Average Age of Deaths*	14-Day Average Turnaround Time (Sample to Report to DPH)
18	81	1.92

Total Cases by Age Group from 11/1/2020-11/14/2020*

Notes: For definitions, please see the Glossary at the end of this document in "Definitions and Documents". Average age of hospitalized cases and deaths are calculated for a two-week period ending 11/05/2020 to 11/14/2020. Please see the most current weekly dashboard for more details (<https://www.mass.gov/info-details/covid-19-daily-dashboard>). *Last updated Wednesday, November 18, 2020

The state's Nov. 23 COVID-19 dashboard reflects changes the Department of Public Health made earlier last month.

[covid-19-response-reporting](#).

The DPH is preparing to launch an interactive digital dashboard early next year. ●

Transportation and Climate Initiative discussed

By Ariela Lovett

Transportation for Massachusetts hosted a virtual event on Nov. 10 to discuss how the [Transportation and Climate Initiative](#) could be harnessed for the benefit of rural communities across the Commonwealth.

The TCI is a regional collaboration of 12 Northeast and Mid-Atlantic states and the District of Columbia intended to reduce carbon emissions from transportation and to invest fees on these emissions to create better, cleaner and more equitable transportation systems.

While a memorandum of understanding has yet to be finalized among the participating jurisdictions, stakeholders across Massachusetts and throughout the region have been working to shape the design of the initiative to benefit all constituencies.

[During the Transportation for Massachusetts event](#), nearly 200 attendees heard Energy and Environmental Affairs Secretary Kathleen Theoharides, Sen. Adam Hinds of Pittsfield, and Franklin Regional Council of Governments Executive Director Linda Dunlavy address the particular transportation challenges of rural Massachusetts communities and the potential benefits and costs associated with the TCI.

“We really need to have the funding

sources for our transportation – our green transportation – and especially targeted kinds of policies that fit for rural transportation,” Hinds said. “I do think that having a funding source like TCI, through a carbon-pricing structure, could be a critical part to achieving this for rural areas.”

Attendees discussed and were polled on their investment priorities for the carbon fees raised through the initiative. Topping the list were conversion of public fleets to zero-emission vehicles, and improvement of inter-regional and local public transportation and shared mobility in rural areas.

Speakers also addressed concerns about anticipated cost increases for gas and other transportation fuels resulting from the initiative.

The TCI leadership set an initial goal of fall 2020 for the release of a final memorandum of understanding, at which point each jurisdiction would decide whether to sign on for eventual participation in the regional program. Though the timeline has been delayed due to the COVID-19 pandemic, program implementation could begin as early as 2022.

Secretary Theoharides chairs the TCI, and Department of Environmental Protection Commissioner Martin Suu-berg is co-chair of its Executive Policy Committee.



Energy and Environmental Affairs Secretary Kathleen Theoharides addresses the transportation challenges faced by rural communities during a Transportation for Massachusetts virtual event about the Transportation Climate Initiative on Nov. 10.

[The TCI website has detailed information about the regional policy design process](#), including slides and other resources from two recent webinars on program design, modeling and the implications of COVID-19, as well as on ensuring environmental justice and equity. [An online form is available for stakeholders to submit input about the regional policy design process.](#)

[A video recording is available of the Transportation for Massachusetts event, along with background material and news coverage links.](#) ●

DLS to local officials: Ch. 30B grants emergency procurement powers

On Nov. 16, the Division of Local Services sent an alert reminding municipal procurement officers who need to purchase goods or services related to COVID-19 on an expedited basis that Chapter 30B includes emergency procurement authority.

Specifically, under Section 8, if the time needed to comply with a requirement in Chapter 30B would endanger the health or safety of people or their property, a procurement officer can procure the needed supply or service without complying with that requirement. Any emergency procurement must be limited to the supplies or services necessary to address the emergency and must otherwise meet the requirements of Chapter 30B to the extent possible under the circumstances. This provision can be used to help spend

Coronavirus Relief Fund municipal allocations by the December deadlines.

The procurement officer must make a record of the emergency as soon after the procurement as practicable, specifying each contractor’s name; the amount and the type of each contract; a listing of the supply or service provided under each contract; and the basis for determining the need for an emergency procurement.

The procurement officer must submit a copy of this record at the earliest possible time to the Secretary of the Commonwealth for publication.

For more information, [see the FAQs on COVID-19 and Chapter 30B published by the Inspector General’s Office.](#)

For guidance on Chapter 30B procurement matters, contact the Office of

the Inspector General’s 30B Assistance Hotline at 617-722-8838 or 30BHotline@massmail.state.ma.us.

For general COVID-19 resources for municipalities, visit www.mass.gov/info-details/state-guidance-for-municipalities.

The DLS also reminded local officials that there are more than 100 statewide contracts in place that may already meet the needs of local governments and schools. For more information on buying from a statewide contract issued by the Operational Services Division, visit www.mass.gov/buy-from-a-statewide-contract, or contact the OSD Help Desk by calling 888-627-8283 or emailing COMMBUYS@state.ma.us. Municipal procurement officers should also consider the use of these contracts as a viable option to accelerate the purchasing process. ●



MMA's 42nd Annual Meeting & Trade Show

January 21-22, 2021

While we can't be together in person this year, the MMA is creating a [dynamic and engaging two-day conference](#) using a top-notch online platform.



OPENING KEYNOTE: **Wes Moore**

- Bestselling author and CEO of Robin Hood Foundation
- "Evolve, Adapt, Inspire: The Tenets of Transformational Leadership"
- Strategies for effective leadership in challenging times



OPENING SESSION: **Lt. Gov. Karyn Polito**

- Has addressed every MMA Annual Meeting since 2015
- Administration's liaison to municipalities
- Former Shrewsbury selectman and state rep.



WEMO: **Framingham Mayor Yvonne Spicer**

- How women leaders can promote diversity, equity and inclusion
- Reflections on breaking barriers and unconventional political path
- Interview by the Rev. Liz Walker, a former news anchor



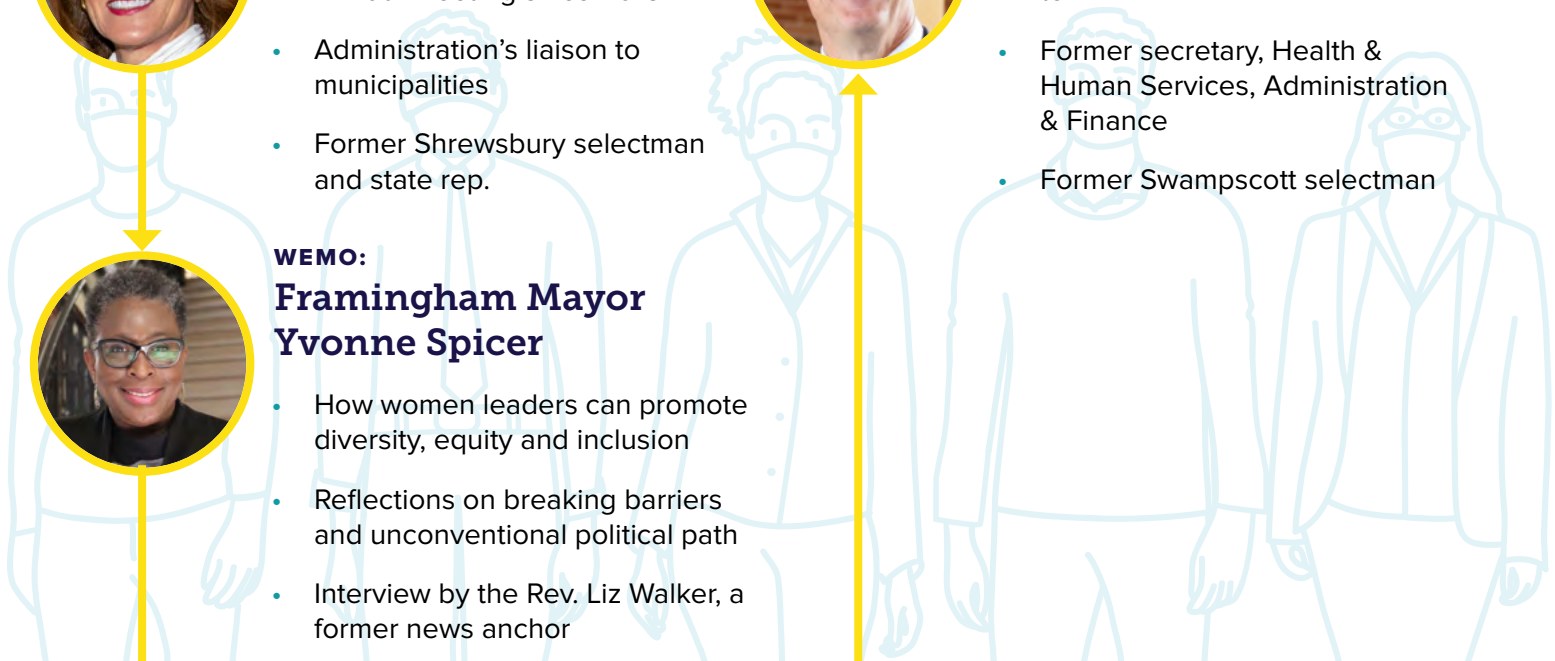
FRIDAY KEYNOTE: **Risha Grant**

- Motivational speaker, author, expert on diversity, inclusion and bias
- "Get Rid of the BS (Bias Synapse)"
- How to recognize your biases – and move past them



BUSINESS MEETING: **Gov. Charlie Baker**

- First elected in 2014, serving 2nd term
- Former secretary, Health & Human Services, Administration & Finance
- Former Swampscott selectman



LEADING THROUGH CHALLENGE AND CHANGE

You won't want to miss:

- [Renowned motivational speakers](#)
- [Robust, interactive Trade Show](#)
- [Informative and interactive workshops](#)
- [Plenty of networking opportunities, and FUN!](#)

Trade Show

In a tailor-made virtual exhibit hall, local officials can connect with friends and make new contacts while learning about the latest products and services available to help solve municipal challenges.

Visitors can easily schedule live, one-on-one conversations, watch videos about companies and products offered, click on links to company websites, or just browse.



Workshops

45-minute workshops will cover:

- Cybersecurity
- Economic and Fiscal Outlook
- Governing Remotely
- Net Zero Emissions
- Thriving While Working Virtually
- Public Health Lessons From COVID Pandemic
- Helping Local Businesses and Downtowns
- Municipal Law Update
- Mutual Aid in Public Works
- Workforce Diversity
- Engaging on Equity
- Labor Law Update
- Pandemic Permitting
- Policing Bias
- Water Resources

Unemployment benefits fraud: How to respond

By Joyce McMahan

It usually starts in one of two ways: You're sitting at your desk and HR calls and asks why you filed for unemployment insurance, or you open your mail to find an unexpected letter from the state with information about an unemployment insurance claim in your name. Either way, you're likely a victim of unemployment insurance fraud.

The problem is rampant, and also affects legitimate claimants who discover that someone else has already filed a claim in their name.

The Boston Globe reported on Nov. 23 that of 31,000 new claims filed over the weekend of Nov. 14 and 15, only about 1,000 – a little over 3% – cleared the state's screening, according to the Department of Unemployment Assistance, with the others held due to possible fraud.

"There is a tremendous amount of bot-based fraud going on," Gov. Charlie Baker said during a press briefing on

Nov. 23.

[More than 58,000 fraudulent unemployment claims were filed between March 8 and June 20](#), according to the DUA. At the time, the department said it had recovered \$158 million.

Recent news articles contain story after story of local individuals, including municipal employees, who have been targets. Agawam Mayor Bill Sapelli told MassLive that he was one of several town employees who were targeted.

"We have several individuals that have been hacked, if you will, and all of a sudden you receive a letter saying you signed up for unemployment," Sapelli said. "Our personnel office is getting those all the time, and they are getting them from people sitting at their desk – I being one of them."

Worcester Mayor Joseph Petty told CBS Boston on Nov. 19 that 1,025 city employees have been hit by scammers using their identities to file for unemployment benefits.

"This happened to me three times," Petty said.

FBI Special Agent Michael Livingood of the Economic Crimes Task Force told GBH news on Oct. 25, "Typically, what we see in these types of scams is that there is people's personal information for sale online."

Someone obtaining that information, he said, can then file for fraudulent unemployment.

Consumer response

There isn't a central database where someone can check to see if a claim has been filed in their name or with their Social Security number.

According to the DUA, those who have been notified of a fraudulent claim made in their name should take the following steps:

1. Use the [secure fraud reporting form](#) to alert the DUA or call the DUA customer service department at 877-626-6800. The DUA's Program Integrity

■ MIIA continued on 25

Annual Meeting workshops provide knowledge and Rewards

By Lin Chabra

The 2021 MMA Annual Meeting & Trade Show, to be held virtually on Jan. 21 and 22, will feature the high-quality, timely workshops that members have come to expect.

MIIA members whose employees participate in any of the training sessions listed below will be eligible to earn MIIA Rewards credits.

Rewards-eligible workshops

- "Setting and Achieving Cybersecurity Goals for Your Community" will cover best practices and practical tips that offer immediate protection against financial and reputational

cyber losses. Panelists will include Sam Curry, chief security officer at Cybereason, representatives from the MassCyberCenter, and Pittsfield Chief Information Officer Mike Steben.

- A workshop on governing remotely will explore the operation of municipal government during the COVID-19 pandemic, including town meetings, remote hearings and meetings, and elections. Panelists include attorneys Lauren Goldberg and Mark Reich from KP Law.
- "Ready, Set, Lead! Thriving in a Virtual Reality" will discuss the adjustment to working virtually during the pandemic. Since many of us will continue to miss out on in-person opportunities to

strengthen bonds with colleagues, reports, and residents, it's important to learn how to be as effective and connected as possible. Panelists are Cally Ritter, principal at Positive Ripple Training and Consulting, and Adam Sutton, founder of Working Happier.

- "Getting Public Health Right" will explore the lessons learned from the COVID pandemic, and how we can be better prepared for future health crises. It will also discuss ways that regional collaboration is used for emergency preparedness and pandemic planning. Panelists are Norwood Health Director Sigalle

■ MIIA REWARDS continued on 25

Mass Innovations

Lexington pavement management program wins national award

The town of Lexington has been honored with a national award recognizing its superior pavement preservation practices.

The 2020 James Sorenson Award for Excellence in Pavement Preservation was presented to Town Engineer John Livsey by the nonprofit trade association FP2 on Oct. 23 at the Lexington Battle Green.

FP2 Executive Director Jim Moulthrop recognized “the commitment that the town and its staff have made in keeping good roads good, and engaging the traveling public in Lexington with the benefits of their program.”

With the number of resident complaints going down and the number of “thank you” emails going up, Lexington leaders say they are pleased with the growing public support and appreciation for their pavement management efforts.

One result of the program is that the town has decreased the network backlog of all required road repairs from a high of \$20.35 million in 2012 to \$7.25 million in 2020. The town has also reduced the percentage of poorer condition roads requiring major rehabilitation or reconstruction from 39% of the network in 2010 to 15% in 2020.

FP2 cites pavement preservation as the best long-term strategy for cost-effectively providing residents with good roads, and the best way to responsibly manage a community’s most valuable physical asset.

“If you have less money, if your budget is being cut, or even just not being increased, it’s the best time to perform preservation,” Livsey said. “The less you have, the more critical it is to really stretch your dollars and make sure that the better condition roads just do not slip.”

Prior to implementing its pavement preservation initiative, Lexington’s annual work program was like many others in New England, using just three primary treatments. Most funding was spent doing asphalt “mill-and-fill” and full depth reclamation, and any



Lexington Town Engineer John Livsey, who directs the town’s award-winning pavement management program, stands at the threshold of fog seal (rear) and double micro surfacing, or “cape” seal, (foreground) on a town road. (Photo courtesy town of Lexington)

remaining funds were used for crack sealing.

“If you have less money, if your budget is being cut, or even just not being increased, it’s the best time to perform preservation.”

– Lexington Town Engineer John Livsey

Today, the town uses as many as eight different treatments, each appropriate at different stages of road conditions. To use each repair and maintenance tool effectively, Lexington is committed to keeping the data in its pavement management system up-to-date. The current condition rating of every road segment is estimated annually, including the severity and extent of pavement distresses.

The pavement management program matches the most suitable treatment strategy to each road segment based on these condition ratings, and the engineering staff then works with local contractors to confirm and fine-tune the software’s recommended treatment solution for each road.

Lexington’s public outreach on the

program answers the “where” and “when” questions as well as the “what” and “why” questions people have when they see different, nontraditional paving methods being used.

At the start of each construction season, residents with property abutting every road being improved receive a letter and a map detailing all the treatments the town has planned for that year. The town uses its Twitter feed to provide updated construction schedules and detour maps.

Starting with a network pavement condition index (PCI) 10 years ago of only 68, the Select Board accepted the Engineering Division’s goal of attaining an average PCI in the mid-80s. Since then, the town’s Capital Expenditures Committee has supported the program and its proposed budget every year.

Lexington met all four of the Sorenson Award criteria:

- Acceptance of the pavement preservation concept by elected officials, the general public, employees and industry
- Demonstration of preservation principles by using the “right treatment, on the right road, at the right time”
- Use of communication techniques to keep the public notified about upcoming preservation road work in the area
- Uniqueness of the program, including documenting tangible benefits such as increased usable life of the pavement, new concepts or applications employed, reduced user delays during treatment applications, and decreased frequency of reconstruction and major rehabilitation or reconstruction

This monthly column highlights some of the innovative approaches and strategies Massachusetts municipalities are using to deliver services and solve problems. If you know of a Mass Innovation that could be featured in this column, email us at innovations@mma.org.

Around the Commonwealth

Hanover

Fire Dept. provides in-home and school-based COVID testing

The Hanover Fire Department is providing in-home COVID testing to residents who are homebound and cannot get to a testing site.

The department has also built a robust testing program for its public school system, thanks to a mobile integrated health program the town had been developing with South Shore Health prior to the pandemic.

The town received a temporary license from the Department of Public Health to launch the testing program.

“Our department has been working for close to two years internally and with the hospital to see how we could integrate mobile health in our community,” Fire Chief Jeff Blanchard said. “A lot of the foundation had already been laid when the pandemic hit.”

There are two parts to the program. The first is a partnership with South Shore Hospital to provide in-home tests. With a referral from a doctor, tests are administered by paramedics, and the samples are taken to the hospital.

“There is a criteria to receive a test,” Blanchard said. “It is individuals who out of medical necessity need to have a test. They have symptoms and can’t get to a testing site. If a request comes in between 8 a.m. and 2 p.m., we see them the same day.”

“Our initial discussions about partnering with the hospital were based on helping keep people out of the hospital who had been discharged, working with the various visiting nurses in the area to find gaps to fill,” he said. “So all that work we had done and all those contacts we had had helped us when the pandemic hit.”

The department also launched a larger school-based testing program to help the schools open and maintain operations safely. Hanover Public Schools are currently operating in a hybrid model.

“We tested all school staff twice before schools opened – anyone who would interact with kids – and all those tests came back negative,” said Deputy Fire

Chief Jason Cavallaro. “We thought, ‘We can continue this.’ If a student or staff comes in sick, we can come in and test them and results come in less than 12 hours to reassure the families.”

The department administers 15 to 30 tests per day to people who are symptomatic or close contacts, as well as their families. If there’s a positive result, the department works closely with public and school health officials to test and quarantine to ensure the virus doesn’t spread. Testing has also been expanded to critical infrastructure personnel.

“When the program started in April and where we are now, things have constantly changed, and as we have shifted gears and started focusing on schools, we were pivoting and finding efficiencies,” said Cavallaro. “In the last two and a half weeks, we have really found a groove where the program wasn’t impacting our other services.”

Between the two programs, the department estimates it has administered about 2,000 COVID tests.

“There are so many different facets to mobile integrated health,” Chief Blanchard said. “What we are doing with testing in the field is scratching the surface of it. This is just one small subsection of a chapter of a very large book.”

The cost of testing and the associated costs of the program are being reimbursed through the federal CARES Act, administered to the town by Plymouth County. The department and the town are exploring options for funding the program in case COVID assistance is not continued beyond the end of this year.

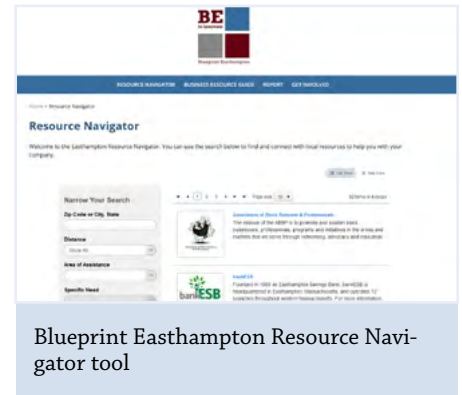
– *Meredith Gabriliska*

Easthampton

City creates tools, resources to help small, local businesses

Undeterred by the pandemic – perhaps even emboldened by it – the city of Easthampton has been working to provide more fertile ground for entrepreneurship and economic development.

For more than two years, the city has been developing projects under the Blueprint Easthampton initiative, to build a stronger



Blueprint Easthampton Resource Navigator tool

entrepreneurial ecosystem locally. The work has continued through the pandemic, and has been adapted as economic needs have changed in recent months.

On Nov. 20, the city unveiled its Blueprint Easthampton Resource Navigator, an online tool that helps local entrepreneurs find resources such as mentors, financing and marketing. During a virtual launch event, featuring U.S. Sen. Edward Markey, Easthampton Mayor Nicole LaChapelle said the navigator tool will help the city tap its economic potential.

“While talent is universal, opportunity is not,” LaChapelle said. “Blueprint Easthampton looks at the opportunities that have strong barriers around them and takes those barriers down with a series of programs and resources.”

Kasey Corsello, Blueprint Easthampton’s project coordinator and a local business owner, said the new online tool will give busy entrepreneurs an official source of information so they don’t have to rely on word of mouth or conduct time-consuming research.

“What the Resource Navigator does is that it pulls in all of the partners in the area,” Corsello said.

For business owners, she said, having resource partners to help them with aspects of their businesses is “an invaluable part of survival.”

The Resource Navigator is just one result of the city’s collaborations with organizations such as the Ewing Marion Kauffman Foundation and the National League of Cities’ City Innovation Ecosystems program.

An initial grant of \$25,000 helped the city start building its resource map to help

Around the Commonwealth

entrepreneurs find resources. SourceLink, a Missouri-based nonprofit, helped create the navigator tool and a print resource guide, and evaluated Easthampton's entrepreneurial strengths and weaknesses.

LaChapelle told the MMA that Easthampton is full of innovation and ideas, with 53 patents registered in the city, but the lack of seed funding is a significant obstacle to entrepreneurship. She said the city's self evaluation is critical in determining which initiatives will and won't work.

"We understand who we are," LaChapelle said. "We are not Springfield, and we're not even Northampton. We're Whoville, and we own it. We have no problem being Whoville."

After the pandemic hit, the city pivoted

to set up a COVID-19 reopening task group to gauge the business community's needs. Over the summer, the city worked with the Greater Easthampton Chamber of Commerce to award small business grants in Easthampton, Westhampton and Southhampton. Funded with a \$30,000 grant from Attorney General Maura Healey's office, the program awarded grants of up to \$1,500 to help 31 local businesses with expenses such as personal protective equipment, rent and utilities.

In addition, Easthampton, the Pioneer Valley Planning Commission and six neighboring communities recently won a \$900,000 Community Development Block Grant, allowing local microbusinesses (businesses with five or fewer employees) to receive up to \$10,000 in pandemic aid. Easthampton was the lead applicant

for the grant, whose recipients include Southampton, Westhampton, Granby, Hadley, South Hadley and Hatfield.

"I find this work so urgent and so appropriate during a pandemic," LaChapelle said. "We've got to get this done. We've got to help these people because they have ideas, and that's going to keep us going."

Within the next few months, the city will begin helping informal entrepreneurs enter the formal economy, and hold what LaChapelle called "community business school." With this project, the city is aiming to get four new businesses registered in the greater Easthampton area.

- Jennifer Kavanaugh

ANNUAL MEETING

Continued from page 1

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

The 2021 event theme is "Leading Through Challenge and Change."

The workshop and speaker lineup are now set – with the recent addition of Gov. Charlie Baker and Lt. Gov. Karyn Polito – and the MMA has launched [a new Annual Meeting website](#) with all the latest information.

In addition to Baker and Polito, the featured speakers are:

- Bestselling author and Robin Hood Foundation CEO Wes Moore: "Evolve, Adapt, Inspire: The Tenets of Transformational Leadership"
- Framingham Mayor Yvonne Spicer, interviewed by the Rev. Liz Walker, formerly of WBZ-TV news
- Diversity and bias expert and author Risha Grant: "Get Rid of the BS (Bias Synapse)"

Fifteen interactive, 45-minute workshops will cover topics including cybersecurity, economic and fiscal outlook, governing

remotely, net zero emissions, thriving while working virtually, public health lessons from the pandemic, helping local businesses, municipal and labor law updates, mutual aid in public works, workforce diversity, engaging on equity, pandemic permitting, policing bias, and water resources.

"The MMA Annual Meeting is one of the events I look forward to every year," says Weston Town Manager Leon Gaumont. "It gives me an opportunity to hear best practices from around the state and even gives us some needed facetime with our colleagues (even if it's virtual facetime)."

Brianna Sunryd, communications manager and community participation officer in Amherst, notes several advantages of a virtual meeting.

"The online format will allow me to attend more sessions than I normally would be able to in-person," she says, "and provides easy access to the content, speakers and recordings, even after the conference has ended. Not having to travel or pay for accommodations provides flexibility and cost savings that will make the event more accessible than ever."

Westwood Town Administrator Chris Coleman agrees.

"Since the beginning of the pandemic, the MMA has been providing several virtual meetings each week and continues to find new ways to improve members' experience and knowledge," he says. "I am confident

that this experience will lead to a well thought out and planned virtual Annual Meeting."

Registration details

Online registration is available at www.mma.org/am-registration. Registrants may also make reservations for the Women Elected Municipal Officials Leadership Symposium, which will be held as part of the Annual Meeting on Thursday, Jan. 21, at an additional cost of \$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.

Registrants will receive details and log-in information in January.

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.

DIRECTOR'S REPORT

Continued from page 2

will take months and months to emerge safely. Even though there is light at the end of the tunnel, the novel coronavirus will be with us deep into the summer, national political polarization will not evaporate overnight, and the legacy of systemic racism will remain a vital priority to attack for years to come.

So how can public officials navigate effectively during times of heightened stress and tension?

1. Leaders take the long view. Top crisis management experts recommend that we look to the future, and not be disproportionately distracted or weighed down by the immediate, daily operational challenges and disputes. The key question to ask is not what to do today, but rather, what do we want for the future, and what's the best way to get there? All of the daily decisions are easier when you have this vision in place to provide the context for your decision-making along the way. When you share this vision – and better yet, when this vision is part of a collective sentiment – this will provide clarity and inspire confidence. Looking to the future is the difference between providing

management and providing leadership.

2. Recognize that people are hurting, sad and angry. That's OK. Given the circumstances, these emotions are completely natural and understandable. Yet these also give rise to impulses that interfere with rational decision-making. By practicing empathy – seeing and respecting the issue or problem from the other person's perspective – leaders can build a bridge of trust, and help others overcome their fears. One of the reasons why people raise their voices or interrupt during interactions is because they do not feel heard. Taking the time to listen and learn their stories will lower the volume and facilitate true connections.

3. Remember the preflight instruction we receive before takeoff on any airline: "In the event of an emergency, place your oxygen mask on first before helping others." To be a leader, you need to take care of yourself. That's not being selfish, that's a simple recognition that there is no way that you can help others if you don't have enough air. Leaders intentionally provide the personal time and space to renew and replenish their energy – that's what makes resiliency possible. Spend time with your family. Hike outdoors. Exercise

without injuring yourself. Read for pleasure. Call your friends. Cook a favorite meal. Turn off your phone. Get plenty of sleep. Try meditation. Don't do too much. Don't make this a checklist. Make it enjoyable. Because you deserve it, and you need it, as a person and as a leader.

The past year has been unlike any other in our lifetimes. As a municipal official, you have been on the front line of the crisis, marshalling your community, deploying massive public health services, implementing changes in governance and service operations overnight, and providing comfort during a time of great loss for thousands of your neighbors.

The end is in sight – 2021 will look more like 2019 than 2020 – and that is really good news. Yet there's a bit more to the journey. We'll be able to navigate if we continue to look to the future, practice empathy with those around us, and intentionally care for ourselves.

As 2020 nears its end, please know that all of us on the MMA staff are deeply honored by the opportunity to work with and support you, and we are abidingly grateful for all you are doing to lead the communities of Massachusetts during this time of enormous challenge.

MMA to publish Massachusetts Municipal Directory in December

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

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.

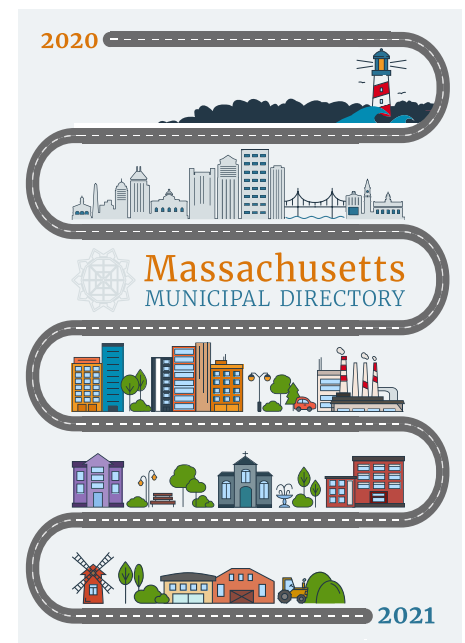
This year's directory will include all of the customary information, including contact information for local officials and demographic and financial data for each of the state's cities and towns. There are also sections devoted to regional school districts, state and federal government agencies, and 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 several 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 www.mma.org/about-mma/publications to purchase online access.

– Jennifer Kavanaugh



ATFC wraps up 3-part virtual Annual Meeting

By Denise Baker

The Association of Town Finance Committees wrapped up its three-part Annual Meeting webinar series on Nov. 12.

The final session focused on K-12 school operations and the Student Opportunity Act, with Russell Johnston, senior associate commissioner at the Department of Elementary and Secondary Education, and Tim Piwowar, superintendent of schools in Billerica and president of the Massachusetts Association of School Superintendents. The pair discussed the measures being taken to keep students and schools safe during the COVID-19 pandemic.

When asked by moderator and ATFC President Brian Boyle what finance committee members can do to improve communication to residents, Piwowar answered, "Stay away from Facebook!" He explained that relying on social media for information distribution and important policy discussions is a mistake. He encouraged regular communication with the superintendent, town manager, school committee members and select boards.

Johnston advised finance committee members to "operate from a place of confidence and not fear." He advises local officials to make data-driven decisions that are based in science.

The ATFC held previous Annual Meeting sessions on Oct. 22 and 27.

Applications open for MMA-Suffolk spring 2021 finance seminar

The MMA and Suffolk University are set to launch their fifth Municipal Finance Management Seminar in March 2021.

The seminar is likely to start virtually, but may be held in person in a location north of Boston if it is safe to do so.

The seminar, held over the course of five Fridays, provides an overview of municipal finance in Massachusetts. Topics include budgeting, financial reporting, treasury functions, property assess-

A Balanced View of Risk

The decisions around the return to school must reflect a global view of risk. We must balance the risks of COVID-19 infection in-school learning, with other significant risks to the overall health and well-being of our kids when they are out of school.

- Loss of learning**
Students could return in the fall already behind due to lack of in-person education, with up to 30% less reading learning and up to 50% less math learning compared to gains during a typical school year.¹
- Nutritional insecurity**
Some students depend on free/reduced-price meals provided in schools. Estimates suggest there will be an additional 1.2 to 6.8 million food insecure children in 2020 than there were in 2018.²
- Social & emotional impact**
In a US survey, 29% of parents said their children's emotional and mental health were suffering due to social distancing and closures.³ Additionally, 13% of adolescents in the US receive mental health care from their schools, with school being the only source of support for 35% of those children.⁴
- COVID-19 Risk**
Children under 10 tend to have milder cases of COVID-19 and current research suggests they spread the virus less than adults.⁵ Emerging research indicates that children 10 to 19 may transmit the virus similarly to adults.⁶
- Loss of parental employment**
Parents may be unable to work if they can't find childcare options to replace school. Recent research suggests that if schools and daycares remain closed, 17.5 million workers, or 11% of the US workforce, may face major barriers to work.⁷
- Reduced detection of child abuse**
Teachers serve as mandatory reporters of child abuse and neglect. Hospitals across the country saw increases in child abuse injuries and deaths that coincided with lockdown orders.⁸
- Lack of access to essential services**
Across the US, about 1.5 million children have a diagnosed speech impairment⁹ and approximately 1 in 54 children have been diagnosed with autism spectrum disorders.¹⁰ These children, and others that require specialized supports, may have missed speech therapy and critical development services they previously received at school.

Source: Parable Project, Ariadne Labs and The Learning Accelerator

Massachusetts Department of Elementary and Secondary Education

2020-11-12 19:57:20

Billerica Schools Superintendent Tim Piwowar, president of the Massachusetts Association of School Superintendents, discusses how schools are maintaining safety during the COVID-19 pandemic during the final segment of the Association of Town Finance Committees' three-part Annual Meeting webinar series on Nov. 12.

The Oct. 22 meeting featured a legislative and budget update from MMA Legislative Director John Robertson and a budgeting presentation by Northborough Town Administrator John Coderre.

Several Division of Local Services bureau chiefs joined Senior Deputy Commissioner Sean Cronin on Oct. 27 for an overview of DLS operations and the assistance available.

More than 130 attendees took part in the first-ever virtual Annual Meeting.

All sessions were recorded and were made available to registrants.

Swampscott Finance Committee Member Mary Ellen Fletcher joined the [association's Board of Directors](#) during the business meeting, held on Oct. 22, and former Wilbraham Finance Committee Member Carolyn Brennan left the board after four years of service, including this past year as first vice president. ●

ment, and costing out contracts.

The seminar application can be found on the [MMA website](#). The application deadline is Jan. 15 at 5 p.m.

The MMA has also confirmed the 10th year of [MMA-Suffolk Certificate in Local Government Leadership and Management](#) programs, to be held in the fall of 2021 in Barnstable and Marlborough.

This will be the fifth program in Barn-

stable, and the 17th and 18th programs overall. The application period for the 2021 certificate programs will open on Feb. 1, and the application deadline is April 30.

For more information about the MMA-Suffolk Certificate program, contact Katie McCue at kmccue@mma.org. ●

MMA continues #MaskUpMA campaign on Twitter

With COVID-19 numbers rising as we face colder temperatures and more time spent indoors, the MMA remains engaged in a social media campaign promoting the use of face coverings to reduce the 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. Please share images with MMA Digital Communications Coordinator Meredith Gabriliska at mgabriliska@mma.org.



MMA staff and their families share mask selfies as a part of the #MaskUpMA campaign (clockwise from top left: MMA Executive Director & CEO Geoff Beckwith, Administration and Finance Director Katie McCue, MIIA Health Benefits Trust Project Manager Monica Smigliani, and MIIA Wellness Representative Carrie Milardo with her husband Chris Halloran.)

BU's MetroBridge program seeks project proposals for spring

Boston University's Initiative on Cities is launching a new round of MetroBridge projects in partnership with Massachusetts cities and towns for the spring 2021 semester.

[MetroBridge](#) was launched in 2018 to connect the needs of local government with the capacity of undergraduate and graduate students at the university. The program embeds real-world projects for municipalities and community organizations into courses at Boston University, enlisting students and faculty as allies in addressing tangible issues confronting the region.

MetroBridge staff assist the student-community teams with project scoping, arranging regular meetings, and ensuring effective communication and action to achieve project goals. At the end of the semester, students present their work and final deliverables.

In response to the particular challenges that municipalities have experienced and continue to face due to the COVID-19 pandemic, MetroBridge has developed a "menu of projects" for local consideration. Suggested project areas include ones specific to COVID; general public health; human/social services; public safety/criminal justice; environ-

ment/environmental justice; communications and community engagement; policy analysis and best practice research; local economy; education; data science; or historic preservation.

The [Metrobridge website has the full menu of projects and details about past projects](#). To submit detailed project proposals, visit bostonu.qualtrics.com/jfe/form/SV_3PpDteBqv9DURo1.

- Ariela Lovett

MIIA

Continued from page 18

Unit will then take appropriate action, including freezing the DUA account associated with the report. If any payments were made, they will not be reported as income to the affected individual at the end of the year. In addition, the fraudulent claim will not impact anyone's ability to collect unemployment should the need arise in the future, and no charges will be assessed to the reporter's employer. Employers who wish to report fraud, may send an email to UIFraud@detma.org.

2. File a police report with your local police department. Get a copy of the report to provide to creditors and credit agencies.

3. Change passwords on your email, banking and other personal accounts.

4. Make a list of credit card companies, banks and other financial institutions where you do business. Tell them you are a victim of identity theft, and ask them to put a fraud alert on your account.

5. Get a copy of your credit report and dispute any fraudulent activity. You can request credit reports online from the three major credit reporting agencies (Equifax, Experian and TransUnion) by calling 877-322-8228 or visiting www.annualcreditreport.com.

6. Contact all three of the major reporting agencies to freeze your credit reports.

Equifax: 800-349-9960 or www.equifax.com/personal/credit-report-services

Experian: 888-397-3742 or www.experian.com/freeze/center.html

TransUnion: 888-909-8872 or www.transunion.com/credit-freeze

7. Place a fraud alert on your credit file. You can do this by contacting just one of the credit agencies to add an alert with all three agencies.

8. Take notes about all conversations and keep copies of all records.

[The DUA website has a list of unemployment scams to watch out for.](#)

If you have ever been notified that your data was compromised, it is even more important to remain vigilant about your credit and to closely monitor activity.

For more information, visit www.mass.gov/info-details/report-unemployment-benefits-fraud or identitytheft.gov.

Joyce McMahan is a freelance writer.

MIIA REWARDS

Continued from page 18

Reiss, president of the Massachusetts Health Officers Association, and Connor Robichaud, principal planner at the Central Massachusetts Regional Planning Commission.

- In "Municipal Law Update," attorneys will discuss important developments in municipal law as they relate to Massachusetts cities and towns.
- "Mutual Aid in Public Works," sponsored by the Massachusetts Highway Association, will explore how communities can provide backup for each other in public works during emergencies.
- "Navigating Difficult Conversations About Workforce Diversity" will focus on how to have conversations about race, equity and inclusion in the workplace. This workshop will explain how to "get comfortable with being uncomfortable" and provide the tools needed to start difficult conversations about anti-racist values in your community and to initiate change through action. Panelists are Southborough Assistant Town Administrator Vanessa Hale and Kathy Lopes, LICSW, director of Diversity,

Equity and Inclusion for the Newton Public Schools. The moderator is Needham Human Resources Director Rachel Glisper.

- "Cultivating Equity in Your Community" will focus on best practices in municipal government to ensure equitable engagement of diverse communities. Opportunities for civic engagement should be open and accessible to all, particularly to those who have been historically underrepresented. Panelists are Easton Select Board Chair Dottie Fulginiti, and Methuen City Councillor Eunice Zeigler, and the moderator is Wakefield Town Councillor Mehreen Butt.
- In "Labor Law Update," attorneys will discuss recent developments in labor and employment law, including major court cases, agency decisions and legislation.
- "Pandemic Permitting" will focus on best practices for permitting housing and commercial development during the pandemic. Panelists will be Arlington Planning and Community Development Director Jennifer Raitt, a member of the MMA Policy Committee on Municipal and Regional Administration; Stephen

Rolle, assistant chief development officer in Worcester; and Andrew Shapiro, Community and Economic Development director in North Andover.

- "Managing Systemic Racism and Bias in Your Police Department" will explore how racism impacts minority groups within a police department, and proven ways to address the issue internally and in the wider community. Panelists are Nina Nazarian and Acton Town Manager John Mangiaratti, co-chairs of the Massachusetts Municipal Management Association's Diversity and Inclusion Task Force, and public safety consultant Brett Parson, a retired lieutenant with the Metropolitan Police Department in Washington, D.C.

For complete information about the MMA Annual Meeting, visit www.mma.org/annual-meeting.

Lin Chabra is MIIA's Member Training Manager.

People



Anthony Ansaldi

Anthony Ansaldi became the town administrator in Littleton on Nov. 30, returning to a town he had served previously in a different role. Ansaldi had been Littleton's assistant town administrator from March 2017

to August 2019, and had served for a brief time as interim administrator. He left to become the town administrator in Wenham, where he remained until last month.

Before his first stint in Littleton, Ansaldi served more than a dozen years as the public safety business manager in Brookline. Earlier roles included work for the Middlesex County Sheriff's Office and for the Department of Revenue.

Ansaldi has a master's degree in public administration from Suffolk University and a bachelor's degree in business administration/accounting from Salem State University. He also has a Certificate in Local Government Leadership and Management from the MMA-Suffolk University program.

In Littleton, Ansaldi replaces **Nina Nazarian**, who had served as the town administrator from May 2019 until this past August.



Sean Hendricks

Sean Hendricks became the new town manager in Millbury on Nov. 2.

Before coming to Millbury, Hendricks had served as a staff attorney representative for the American Federation of State, County and Municipal Employ-

ees since 2018. He was the town manager in Killingly, Connecticut, from 2014 to 2018, and the town manager in Uxbridge from 2011 to 2014. He also has 17 years of service in the Massachusetts Army National Guard and the U.S. Army.

Hendricks has a bachelor's degree in

English from Worcester State University and a law degree from Western New England University School of Law. He is licensed to practice in Connecticut.

Hendricks replaces **David Marciello**, who left the position in August 2019.



Darrin Tangeman

Darrin Tangeman will become Truro's next town manager on Jan. 4, replacing **Rae Ann Palmer**, who retired on Sept. 30.

Tangeman has been serving as the city manager in Woodland Park, Colorado, since 2018. Previously, he spent three years as the chief administrative officer in Pueblo West, Colorado.

ously, he spent three years as the chief administrative officer in Pueblo West, Colorado.

A former Green Beret, Tangeman served 22 years in the U.S. Army, and he remains involved in veterans' affairs. He is chair of the International City/County Management Association's Veterans Advisory Board, and is the cofounder of the ICMA's Veterans Local Government Management Fellowship.

Tangeman has a bachelor's degree in psychology from the University of Kansas, a master's degree in public administration from the University of Colorado at Denver, a master's degree in public and security policy analysis (defense analysis) from the Naval Postgraduate School in Monterey, California, and an MBA from the University of Kansas. He also graduated from the Harvard Kennedy School's Senior Executives in State and Local Government Program, and holds a general management certificate from Dartmouth College's Tuck School of Business.

Palmer had served as Truro's town manager from 2014 to 2020, following municipal roles in Wethersfield and Hartford, Connecticut. In 2018, the ICMA recognized her with a 35-year service award.

Boston Mayor **Martin Walsh** has been named chair of Climate Mayors, a network of city leaders dedicated to addressing climate change at the local level.



Martin Walsh

Walsh had served as the network's co-chair since its 2014 inception. He replaces outgoing chair Eric Garcetti, mayor of Los Angeles and cofounder of the climate coalition. Houston Mayor Sylvester Turner will continue as a

network co-chair.

The network of 468 U.S. mayors has committed to upholding the goals of the international Paris Climate Agreement to reduce greenhouse gas emissions in local communities. Walsh will help promote climate-forward actions at the local level, exemplify climate action for leaders at all levels, and advocate for an equity- and environmental-based economic recovery.

In naming Walsh as its new chair, Climate Mayors cited numerous Boston climate efforts, including accelerating work to achieve carbon neutrality by 2050, driving down emissions, improving energy efficiency, preparing for sea-level rise and extreme weather, and promoting climate resilience in vulnerable city neighborhoods.

Walsh took office in 2014 and was re-elected in 2017. He had previously served in the House of Representatives, representing parts of Boston and Quincy.



Allan Ciccone Jr.

Newton City Councillor **Allan "Jay" Ciccone Jr.**, a long-time public servant, died on Nov. 7 at the age of 55.

Ciccone had served the city since 2007, first as the Ward 1 representative on the city's Board of Alderman, and

then as a councillor-at-large when the board became a city council in 2016. The Newton native was in the middle of his seventh term.

Ciccone had retired from the Sherborn Police Department with 17 years of service.

People



Francis Duehay
(Photo courtesy Koby-Antupit Collection, Cambridge Historical Commission)

Francis Duehay, a three-time Cambridge mayor and longtime public servant, died on Nov. 20 at age 87.

A Navy veteran, Duehay began his 36-year run as an elected official with his 1963 election to the Cambridge School Committee and ended it on the City Council in

2000. In total, he served four terms on the School Committee, and 14 terms on the City Council.

Duehay became Cambridge's mayor for the first time in 1980, when his fellow councillors elevated him to that role. In Cambridge, the council selects the mayor from among its members, and the mayor also chairs the School Committee.

Duehay was also involved in the MMA's work, having served on the Board of Directors and as the association's vice president in 1999. He had also served as president of the Massachusetts Municipal Councillors' Association.

In his professional life, Duehay had been an assistant dean at the Harvard Graduate School of Education.

.....
Bradford Emerson, a former Chelmsford selectman and community volunteer, died on Oct. 27 at age 89.

Emerson served on Chelmsford's Board of Selectmen (now Select Board) from 1975 to 1980, and again from 1988 to 1991. He also served three terms on the Planning Board and belonged to numerous community service organizations in the Chelmsford and Lowell area.

.....
On Oct. 28, the Easthampton City Council selected **Erica Flood** as its newest member. The vote filled a seat vacated by **William Lynch IV** in September.

Election news

Several communities scheduled special elections to coincide with the Nov. 3 presidential and statewide election.

In Barnstable, **Nikolas Atsalis** was elected to the Town Council, filling a seat left by **Britt Beedenbender**, who resigned in July.

In Dunstable, **Ronald Mikol** returned to the Board of Selectmen, filling a vacancy left in August by **James Tully**.

In Merrimac, **Ben Beaulieu** was elected to the Board of Selectmen, filling a seat left by **Ralph Spencer**, who resigned in June.

In Plainfield, **Patrick Williamson** was elected to the Select Board, replacing **Howard Bronstein**, whose resignation took effect on Nov. 4.

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

MunEnergy program launches specialized website for MMA members

The MMA's MunEnergy program, which has helped cities, towns and other government entities stabilize and manage their energy costs for more than 20 years, has a [new website that provides timely, valuable information about the program and energy trends](#).

Visitors will find:

- Details on the exclusive contract and partnership tailored to the unique needs of Massachusetts municipalities

- Energy management tools and educational resources
- Complete information about the sustainability and cost-savings measures offered to participants of the program

Through the MMA's vendor, Constellation, MMA members may enter into a contract that is vetted by a municipal energy attorney, and comes with answers to legal-related energy questions at no additional cost.

For more information about MunEnergy, visit the [program website](#) or contact Katie McCue at kmccue@mma.org. To be added to the mailing list for program and energy updates, contact the MMA at energy@mma.org. ●

Send us your address changes

In order to maintain accurate records, and to assure that our members receive MMA publications, we need to know when you change your address or role in your community.

Please send us any changes, and include your title, municipality or organization, address, and phone and fax numbers.

Changes should be sent to the MMA database administrator at 1 Winthrop

Square, Boston, MA 02110 or database@mma.org.

Call 800-882-1498 if you have any questions. ●

Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Principal Assessor City of Easthampton

Seeking a strong candidate for Principal Assessor for the city of Easthampton. Full-time, benefited position. Salary starting at \$29/hour, 34 hours per week. This individual is responsible for administrative and technical functions relating to the inspection and valuing of real and personal property, in accordance with state and local statutes and regulations, and the policies of the Board of Assessors. They manage inspections, conduct research and analysis to determine trends, handle abatements and exemptions, and all other related work. To see full posting and apply please go to www.easthamptonma.gov.

Administrative Assistant Town of Saugus

Applications are being accepted for a part-time Administrative Assistant with the town of Saugus. This floater position is under the general supervision of the Town Manager. This is a clerical position for the town where we will cross train for various departments over meal breaks, vacation schedules and the like. This position will include moderate work methods, problem solving and project work. This position will be responsible for clerical work, including direct customer services and requires the application of moderate independent judgment. Must possess at least a high school diploma; associate's degree preferred. Please email all cover letters/resumes to Human Resources Manager, Gabriela Lagattolla at glagattolla@saugus-ma.gov.

Senior Clerk/Water & Sewer Coordinator Town of Saugus

Applications are being accepted for a full-time (36.5 hours) Senior Clerk/Water & Sewer Coordinator in the Treasurer/Collector Office. This position requires a thorough knowledge of office-related computer software including Microsoft applications. The applicant must possess strong technical skills in computer applications. Must have excellent customer service skills and a general knowledge of accounting principles. An associate's or bachelor's in accounting, Finance or related field preferred or at least two to five years of financial municipal experience in an office setting. Please email all cover letters/resumes to Human Resources Manager, Gabriela Lagattolla at glagattolla@saugus-ma.gov.

Full-time Electrical Inspector Town of Salem, New Hampshire

Starting: \$32.86/hr. Responsible for residential/commercial building inspections based on codes, ordinances, legislation. Requires sound judgment and integrity, ability to work with the public. Three-plus years in electrical trades. Previous inspection experience of building projects, planning and supervision of work assignments. Experience with large scale commercial projects. New Hampshire Master Electrician License required. Must hold a valid motor vehicle operator's license. Ability to physically navigate construction sites, climb, work heights, work confined spaces, and additional activities as needed for thorough inspection. For more information: www.townofsalemnh.org. Please send resumes to: townofsalemhr.gov. EOE

Town Collector's Clerk

Town of Tyngsborough

The town of Tyngsborough seeks a Town Collector's Clerk for approximately 30 hours per week. Hourly wage range: +/- \$19/hr. DOQ in accordance with Clerical Union Grade 5-6 pay scale available upon request. This employee performs a variety of technical and clerical work related to billing and collecting town revenues, and assists the Town Collector, citizens, and others. Accounting and bookkeeping experience preferred. Job description and application are available at www.tyngsboroughma.gov. Send application and/or resume to Town Administrator Matthew Hanson via email at mhanson@tyngsboroughma.gov by Dec. 11 at 4 p.m. EOE.

City Manager City of Batavia, New York

The city of Batavia's next City Manager will have the opportunity to join a hard-working and committed team of employees who deliver high-quality services, work with an energetic and engaged Council, and help the Council guide the city into its vision for the future. Appointed by the City Council, the City Manager serves as the Chief Executive Officer and Director of Finance for the City. The City Manager implements Council policies, provides organizational leadership for department directors and employees, and oversees the day-to-day business of government operations. In addition, the City Manager is responsible for monitoring and managing city funds and resources and develops a proposed annual budget for City Council consideration. The City Manager implements the city's Strategic and Business Plans, which are adopted by City Council. The City Manager has four direct reports: Director of Public Works, Assistant City Manager, Police Chief, and the Fire Chief. Experience and Education: Minimum requirements include a bachelor's degree and at least five years of progressively responsible experience in a local government, including supervision/management. Preferred qualifications include a master's degree in public administration or a related field and experience

in budget development and financial management, grants administration, labor relations, economic revitalization, intergovernmental relations, business and community engagement, strategic and business planning. An ICMA-CM is preferred but not required. Residency within the city limits is required by Charter within a reasonable time after appointment. Compensation: The salary depends on qualifications and includes an excellent benefits package. How to apply: Applications will be accepted electronically by The Novak Consulting Group at bit.ly/37Uka98. Applicants complete a brief online form and are prompted to provide a cover letter and resume. Open until filled with the first review of applications on Dec. 30.

Human Resources/Benefits Coordinator Town of Tyngsborough

The town of Tyngsborough is seeking a qualified individual to serve as the Human Resources/Benefits Coordinator. This position performs professional, technical and administrative work in human resources and benefits. Responsible for administering the town's personnel programs and ensuring compliance with state, federal, and local personnel laws. Coordinates the town's hiring activities. Responsible for maintaining personnel files, oversees the administration of healthcare benefits, workers' compensation, and employee training. Has access to confidential information which requires appropriate judgment, discretion and professional protocols. Min. qualifications: Bachelor's degree, three to five years' experience, preferably in a municipal government. Position is 35 hours/wk with a starting rate +/- \$65,000/yr DOQ and benefits. Position open until filled. Send letter of interest and resume to: Town Administrator, 25 Bryants Lane, Tyngsborough, MA 01879 or email tgay@tyngsboroughma.gov. For a full job description please visit our website at: www.tyngsboroughma.gov. AA/EOE

Classified advertising rates and information

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

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

Classified advertising rates

Classified ad rates include publication in The

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

January Beacon

Deadline: December 17
Publication: January 4

February Beacon

Deadline: Jan 20
Publication: Feb 1

Placing an ad

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

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

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

See www.mma.org for details.

Classified Advertisements

Town Manager

Town of Provincetown

The town of Provincetown is seeking qualified applicants for the position of Town Manager to serve as its Chief Administrative Officer. Candidates must be a person especially fit by education, training, or previous experience in public administration to perform the powers and duties of the office. All replies will be kept confidential until finalists are identified. Please send a cover letter and resume (electronic submissions preferred) or request a Position Profile Brochure to: Richard J. White, Groux-White Consulting, LLC, 1 Pelham Road, Lexington, MA 02421; rickwhite58@verizon.net. Please visit the town's website for full posting and information www.provincetown-ma.gov.

Director of Veterans Affairs

City of Methuen

Brief description: In this position the successful candidate will be responsible for outreach to, advocating for and providing veterans services on behalf of all veterans within the city of Methuen inclusive of but not limited to: engaging with and identifying the veteran community within the city of Methuen, establishing regular outreach events for veterans within the city; emergency financial assistance programs; annuities of 100% disabled veterans; housing and shelter assistance; veterans license plates; employment and educational opportunities - inclusive of networking and mentoring; funeral assistance to veterans and their families; burial markers; and free internment in state memorial cemeteries; as well as any other similar duties under the federal, state and local laws, rules and regulations pertaining to veterans services. This function is to deliver essential services to the veterans and dependents residing in Methuen, Massachusetts. Salary Range (DOE) \$59,317-\$69,063. Submit application, cover letter, and resume to: City of Methuen, Human Resource Department, Room 206, 41 Pleasant St., Methuen, MA 01844 or email to HumanResources@cityofmethuen.net. The city of Methuen is an equal opportunity/affirmative action employer and service provider. Any person who needs assistance in fully participating in the application process should contact: Lisa Crowley, Director of Human Resources, at 978-983-8576 or email LCrowley@ci.methuen.ma.us. For a full job description visit www.cityofmethuen.net. Preference is given to those who apply before Dec. 4. Posting will be open until filled.

Board of Health Agent

Town of Freetown

The town of Freetown Board of Selectmen are seeking applications for the position of Board of Health Agent. The Agent is responsible for developing new regulations in compliance with federal, state and local laws and regulations, and to carry out all necessary inspections to issue permits, Certificates of Compliance, etc. Position will remain open until filled, but priority will be given to applications received by Friday, Dec. 4. For more information and to learn how to apply, visit freetownma.gov/jobs.

Executive Director

Vermont League of Cities and Towns

This is a unique opportunity to become Executive Director of a highly respected state municipal association located in the Green Mountains of Vermont. The VLCT Board of Directors is seeking a

dynamic leader to assist the Board in developing and achieving its vision for the future of Vermont local government and the role VLCT will play in achieving that vision. Founded in 1967, the Vermont League of Cities and Towns (VLCT) is a nonprofit, nonpartisan organization that serves Vermont's municipalities and officials. VLCT employs a staff of 50 and has an annual operating budget of \$6.6 million. The League provides: Educational workshops and consulting advice for municipal officials so that they can deliver excellent service to their communities; Information for the public so that it can better understand local government; Support for legislation that strengthens local government; and comprehensive insurance coverage for municipalities. Requires a bachelor's degree from an accredited institution in public administration, political science, association management or related field. A master's degree or work on a comparable postgraduate degree is preferred. Ten years of association or municipal management as a chief executive officer or similar position is highly desired. Anticipated start date by late March 2021. For complete details and the informational brochure (when available): www.vlct.org/classifieds. VLCT offers a quality workplace located in downtown Montpelier and an excellent total compensation package. Confidential cover letters and resumes must be received via email at vlcted2020@gmail.com by Monday, Dec. 21. VLCT is an equal opportunity employer. VLCT strongly encourages people of color, people with disabilities, LGBTQ applicants, and people from other underrepresented groups to apply, recognizing and respecting that diverse perspectives and experiences are valuable to our team and essential to our work.

Treasurer/Collector-Finance Director

Town of Tyngsborough

The town of Tyngsborough is re-advertising for a qualified individual to serve as the combined Treasurer/Collector. DOQ this position may also be appointed as the town's Finance Director. Additional duties and compensation for Finance Director responsibilities will need to be negotiated with the local Mid-Management Union. This position directs and manages activities of workers engaged in the collection of the town's revenues and coordinates treasury functions including budgeting, accounting, cash management, investments, debt service, payroll, and payables. Preferred qualifications include: bachelor's degree in accounting, finance, business or public administration, or a related field. Three years' experience working in a municipal government in a supervisory position. Pay range: Max \$85,000; union position. Preference given to applications received before Nov. 13. Send letter of interest and resume to: Town Administrator, 25 Bryants Lane, Tyngsborough, MA 01879 or Matt Hanson, Town Administrator at mhanson@tyngsboroughma.gov. For a full job description please visit our website at: www.tyngsboroughma.gov. AA/EOE

Finance Director

Town of Harvard

The town of Harvard (pop. 6,000, budget \$33.7M) seeks a Finance Director to perform a range of professional, administrative, and technical work in directing the operations of the Finance Department, and may serve as Town Accountant. The Finance Director analyzes internal financial and budget related matters, provides analytical support for development of programs and policies affecting

budget, and provides financial and budget support to the Finance Committee, Capital Planning and Investment Committee, and other volunteer boards and committees. Bachelor's degree in finance, business administration, public administration or related field required, master's degree highly desirable. Projected hiring range \$107,000-\$110,000. Interested candidates should submit a resume, cover letter, and three professional references to the HR Director, Town of Harvard at msobalvarro@harvard.ma.us. Posting open until filled, first reviews beginning Nov. 20. Complete job description available here: www.harvard.ma.us/sites/g/files/vyhlif676/f/uploads/finance_director_harvard_ma_2020.pdf.

Director of Public Health

Town of Foxborough

Responsible for all aspects of Sanitary Code and Environmental Code. Manages budget and department staff. Leads all facets of pandemic, epidemic and infectious disease planning and response. Leads town's emergency preparedness and dispensing activities. Provides 24/7 coverage for emergencies. Clinical director for the Foxborough Health Department; implements public health programs for the general health of the town. Applies for and manages grants. Bachelor's in public health or a related field required (Master's preferred). Registered sanitarian required. Five years of municipal management experience. Salary range \$83,332-\$101,581. Open until filled. Cover letter and resume to hr@foxboroughma.gov. For details, see foxboroughma.gov/departments/human_resources.

Driver/Operator

Town of Wenham

Permanent, full-time. Under general supervision of the Superintendent of Streets and/or Highway Foreman, performs manual work and operates motorized equipment in support of construction, maintenance and repair operations for the Highway Department. Class B CDL and Hoisting License required. Salary range: \$19.05-\$23.84/hr. More information: wenhamma.gov/jobs. Interested applicants please submit a resume and letter of interest to the Highway Department, Town Hall, Sheila Bouvier, 138 Main St., Wenham, MA 01984 or email sbouvier@wenhamma.gov. Position open until filled.

DPW Water Worker 3

Town of Wayland

Department: Department of Public Works. Union/Grade: Teamsters/D-9. Full-time: 40 hours/week. Starting salary: TBD. Salary range: TBD. Description of position: Performs technical and skilled manual work in the operation of a water treatment plant and water treatment systems; performs skilled manual and technical work in construction and maintenance of the water distribution system. Recommended Minimum Qualifications: Education: High school diploma; additional related education or training is preferred. Experience: Three years of experience working in public water systems. Experience in a water treatment plant is desirable. Licenses/Certificates: Minimum of a full Grade 2 Treatment (2T) at time of hire; full Grade 2 Distribution (2D) at time of hire or in training Grade 2 Distribution (2D) as soon as possible within DEP regulatory guidelines and applicable laws. Must have a valid Class B driver's license. Must have a valid 2B hoisting license, 2A preferred. Closing date: Open until

■ CLASSIFIEDS continued on 30

Classified Advertisements

CLASSIFIEDS

Continued from page 29

filled. 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.

Finance Assistant - Payroll

Town of Wayland

Department: Finance. Union/Grade: AFSCME 2/C-15. Full-time: 35 hours/week. Starting salary: \$42,515-\$45,118 (\$23.36-\$24.79 hourly.) Salary range: \$42,515-\$56,620 (\$23.36-\$31.11 hourly.) Description of position: High level, responsible and complex secretarial, administrative, bookkeeping and technical work in processing the payroll for the town of Wayland and the Wayland School Department; performs all other related work as required. Recommended Minimum Qualifications: Education: Associate's degree in a related field of endeavor preferred. Experience: Over four years of experience in payroll and accounting, municipal finance or closely related field, preferably including responsibility for financial record keeping. Experience in processing municipal and school district payrolls is highly desirable. Substitutions: Additional years of relevant education may be substituted for the experience requirement on a year for year basis. 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.

Assistant Treasurer/Collector

Town of Wayland

Department: Treasurer/Collector. Union/Grade: AFSCME 2/C-15. Full-time: 35 hours/week. Starting salary: \$42,515-\$45,118 (\$23.36-\$24.79 hourly.) Salary range: \$42,515-\$56,620 (\$23.36-\$31.11 hourly.) Description of position: In accordance with M.G.L. Chapter 41, Sections 39A and 39C, performs supervisory, technical and clerical work assisting the Town Treasurer/Collector to manage the receipt, disbursement and investment of town funds, and in the collection of all taxes due to the town; all other related work as required. Recommended Minimum Qualifications: Education: Associate's degree in a related field of endeavor preferred. Experience: Over three years of related experience; bookkeeping experience in a municipal setting is highly desired; experience in resolving difficult customer service requests is helpful. Some supervisory experience preferred. Substitutions: Additional years of relevant education may be substituted for the experience requirement on a year for year basis. Date posted: Oct. 28. 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.

Truck Driver/Laborer

Town of East Brookfield

The town of East Brookfield Highway Department is looking for a Truck Driver/Laborer. Minimum Requirements: Must have a CDL Class B License with an Air Brake Endorsement. Must obtain a 2B Hoist Engineers License within one year of employment. Must have a valid D.O.T. physical card. Letters of interest and resumes can be mailed to: Town of East Brookfield, Highway Department, 424 East Main St.,

East Brookfield, MA 01515 and will be accepted until filled. www.eastbrookfieldma.us/highway-water-department/news/highway-driverlaborer-wanted.

The town of East Brookfield is an Equal Opportunity Employer. Board of Selectmen: Theodore Boulay Jr., Kitty Gliniecki, Joseph Fish.

Treasurer/Collector

Town of Stockbridge

The town of Stockbridge is seeking a progressive candidate for the full-time Treasurer/Collector position. Responsible for the administration of all municipal funds, including analysis of cash flow, custody and investment of funds, issuance of debt, collection of receivables, the custody of tax title properties and compliance with applicable laws under the direction of the Town Administrator. Supervises payroll processing, administers retirement and benefit programs and manages a staff of one and a contracted Benefits Administrator. Minimum qualifications: Bachelor's degree in finance or business-related field; three years' experience in municipal finance, business or related field; or in place of a degree, five-plus years of relevant experience; knowledge of Massachusetts laws pertaining to municipal finance and taxation; experience with collection and payroll financial systems and spreadsheets. Strong communication skills required. Must be bondable. Certification from Massachusetts Treasurer/Collector's Association a plus. The salary range for this position is \$60,000-\$64,000 DOQ. Please email a resume and cover letter to Theresa Zanetti at TZanetti@townofstockbridge.com. Position open until filled. EOE/AA

Fire Chief/Emergency Management Director

Town of Easton

The town of Easton is seeking applications for the position of Fire Chief. The Fire Chief also serves as Emergency Management Director. The base salary range is \$117,480-\$155,004. Starting base salary and generous benefits package DOQ and subject to final contract negotiations. A detailed job posting including minimum qualifications, as well as a community profile for the Fire Chief, can be viewed by clicking here: www.easton.ma.us/easton_residents/employment_opportunities.php. Apply to Human Resources Coordinator Mary Southworth msouthworth@easton.ma.us (preferred) or by mail at the Easton Town Offices, 136 Elm St., Easton, MA 02356. Applications will be accepted through Dec. 18.

Town Accountant

Town of Wellfleet

The town of Wellfleet has a FY2021 budget of \$20M and is seeking qualified candidates for the position of Town Accountant. Bachelor's degree in accounting, business administration, or a closely related field; a minimum of five to seven years general ledger accounting experience, preferably in the municipal field and experience with municipal financial software applications; or any combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. Salary range is \$90,000-\$100,000 depending on experience and qualifications. Position is full-time, with full benefits. Applicants should submit a cover letter, resume and a completed town employment application form by mail to Mike Trovato, Assistant Town Administrator, 300 Main St., Wellfleet, MA 02667 or by email to HumanResources@wellfleet-ma.gov. Deadline for priority review is Friday,

Nov. 20. Position will remain open and applications accepted until filled. Complete position details and application available at: www.wellfleet-ma.gov.

Planning and Development Director

Town of Winthrop

The town of Winthrop is seeking qualified candidates for the position of Winthrop Planning and Development Director. This is a non-union position, reporting to the Town Manager. Responsibilities include but are not limited to: under direction of the Town Manager, performs supervisory, administrative, technical, and professional work in current and long-range planning programs of the town of Winthrop, related to the development and implementation of land use and related municipal plans and policies. Assist with other departmental functions as necessary. For a full job description please go to: www.town.winthrop.ma.us/sites/g/files/vyhlf4061/f/pages/winthrop_town_planning_and_development_director.pdf. Interested candidates can download an application off our website at www.town.winthrop.ma.us. Completed applications and resumes must be submitted to Stacy Calla, Human Resources Director, Town Hall, One Metcalf Square, Winthrop, MA 02152; smcalla@town.winthrop.ma.us. (All applications sent via email must have the position title in the subject line.)

Fire Chief (Program Manager IX)

The Military Division (Massachusetts

Military Reservation [MMR] Fire

Department)

For more information and the full job description, visit massanf.taleo.net/careersection/ex/jobdetail.ftl?job=200004OZ. To apply, you will need to set up a MassCareers account.

DPW Maintenance Worker

Town of Wayland

Position title: DPW Maintenance Worker. Department: Department of Public Works. Union: Teamsters. Full-time: 40 hours/week. Grade: D-2. Starting salary: \$19.61-\$21.05 hourly. Salary range: \$19.61-\$23.85. Description of position: Performs a variety of semi-skilled and unskilled manual work associated with the maintenance, repair and construction of DPW assets. Recommended Minimum Qualifications: Education: High school diploma or equivalent. Experience: Over six months of related experience in public works, maintenance work or grounds-keeping work. Licenses/Certificates: Must have a valid Class D driver's license; Class B license CDL is preferred. Date posted: Oct. 28. Closing date: Open until filled. To apply: Send a resume and cover letter or an application found here: www.wayland.ma.us/sites/g/files/vyhlf4016/f/uploads/empapp2017.pdf. Send to: Human Resources Manager at Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or email hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Public Health Director

Town of Ashland

The town of Ashland is seeking a Public Health Director. This position enforces state and local public health laws and rules and regulations. Applicant should hold a bachelor's degree in public health or a related field and have five years' experience in public health or comparable. Minimum of three years of experience with food inspection and septic systems. Certifications required: MA Registered Sanitarian/Health Officer, Lead Inspector, Licensed Soil Evaluator,

Classified Advertisements

Title V Septic Inspector, Food Program Manager, and Registered Certified Pool Operator. This is a full-time, 40-hour position in Ashland. Salary range is \$80,000-\$95,000 annually. Applicants apply online: www.ashlandmass.com.

Building Commissioner Town of Ashland

The town of Ashland is seeking a Building Commissioner. This position interprets and enforces state and local building codes, state sanitary codes, local zoning bylaws and general bylaws firmly, tactfully and impartially. Oversees electrical, plumbing/gas inspectors, and sealer of weights and measures, and develops an annual budget for the department. Certifications required: Local Building Official, Construction Supervisor, Inspector of Buildings/ Building Commissioner, hold/obtain ICS 100 and 200 certifications. A BA with a minimum of five years' field experience is preferred. This is a full-time 40 hour position in Ashland. Salary range is based on experience and qualifications. Applicants can apply online: www.ashlandmass.com/597/Employment-Opportunities.

Town Accountant and Finance Director Town of Nahant

Requirements: Master's degree in accounting, finance, public administration, business or similar field of study and five to seven years of experience in a related field or any equivalent combination of education and experience. Knowledge of generally accepted accounting principles (GAAP), Governmental Accounting Standards Board (GASB) standards, and applicable Massachusetts General Laws regarding finance, insurance and procurement required. Experience with Abila or other mainframe-based public financial software system is preferred. Job Description: The position is responsible to the Town Administrator, serves as Town Accountant and Financial Director, and oversees the town's financial activities, which include accounting, assessing, collections, treasury, financial systems and purchasing. The position advises the Town Administrator on revenue projections, serves as the Town Administrator's technical advisor on departmental budgets and management, and has oversight of the preparation of the town's annual operating and capital budgets. Successful candidate should have five years' experience in Massachusetts municipal finance; bachelor's or master's (preferred) degree in business administration, finance or accounting; a thorough knowledge of Massachusetts municipal finance (UMAS) and budget management. MMAAA certification preferred or any equivalent combination of education and experience. Compensation: Starting salary range from \$83,013-\$113,918. For a full job description, visit www.nahant.org. All interested applicants are required to submit a resume, letter of interest, and three professional references to the Town Administrator's Office at the Town Hall (c/o Antonio Barletta). All such submittals can be emailed to ktaylor@nahant.org to Nahant Town Hall attn Town Administrator. Resumes due Dec. 9 or until the position is filled.

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.

Public Management Consultants

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

Municipal Accounting Services

Melanson is one of the largest non-national Certified Public Accounting firms in New England and has been a leader in the accounting and auditing profession for over 42 years. Our Governmental Services Department includes eight principals and 65 professionals who work exclusively on governmental services. Among them are our outsourcing professionals, who are here for you and have the experience and knowledge to help solve your internal accounting challenges. We provide both long- and short-term services as well as flexible access, either remotely or on-site without adding to your long-term employee benefit costs. Contact us today! contactus@melansoncpas.com

Executive Recruiting, Management and Governance Consulting Services

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

Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

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

how we may serve your organization. Post to our job board at www.govhrjobs.com.

Management, Human Resources and Executive Search

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

GIS Consulting Services

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

Town Counsel Services

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

General Consultant, Recruiting and Special Studies

Municipal Resources Inc. has been providing management solutions to New England municipalities since 1989. MRI is able to provide expertise when and where it's needed. Our services include executive recruitments, assessment centers and promotional testing; public safety organizational studies; finance operations; interim staffing; internal investigations; efficiency and regionalization studies. MRI has an extensive group of experienced subject experts that

■ CLASSIFIEDS *continued on 32*

Classified Advertisements

CLASSIFIEDS

Continued from page 31

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.

Town Counsel/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 Jack Dolan for labor, employment, civil rights 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

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

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

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

Management Consulting Services

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

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Financial Management Services

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

Human Resources Consulting

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

Executive Recruitment and Municipal Management

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

MMA.org has latest news

The latest developments on issues affecting Massachusetts cities and towns can always be found on the MMA website (www.mma.org).

The website is a valuable resource for news updates in between issues of The Beacon.

The website also features the latest details about MMA meetings, a Resource Library for key documents, MMA advocacy updates, and much more. ●

Local photos sought

What's the signature photo of your community? Whether it's a historical site or natural resource, the MMA would like a copy for possible use in future editions of The Beacon or the Municipal Advocate or on the MMA website. Municipal officials may email photos (.jpeg format and high resolution if possible) to editor@mma.org. ●



Massachusetts Municipal Association
One Winthrop Square, Boston, MA 02110

DECEMBER

10 Women Leading Government, holiday and networking meeting, 1:30-4 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

16 Massachusetts Mayors' Association, holiday meeting. Contact: MMA Communications and Membership Director Candace Pierce

16 Massachusetts Municipal Management Association, retired members meeting, 2-3:30 p.m. Contact: John Petrin at Petrin1@comcast.net

17 Massachusetts Municipal Human Resources, holiday meeting, 11 a.m.-1 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols

JANUARY

8 Massachusetts Select Board Association, annual business meeting, 9-10:30 a.m., remote. Contact: MMA Member Services Coordinator Isabelle Nichols

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

13 Massachusetts Municipal Councillors' Association, annual business meeting, remote, 5:30-6:45 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

21-22 42nd MMA Annual Meeting & Trade Show, using a highly interactive online platform. Contact: MMA Conference and Meeting Planner Timmery Kuck

For more information, visit www.mma.org.

Online registration is available for most of these events.

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

Due to the COVID emergency, the MMA has suspended in-person meetings until further notice and is hosting meetings remotely. Meeting details may be subject to change.

FEBRUARY

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

24 Massachusetts Mayors' Association, monthly meeting. Contact: MMA Communications and Membership Director Candace Pierce

MARCH

4 Massachusetts Municipal Human Resources, program meeting. Contact: MMA Member Services Coordinator Isabelle Nichols

12 Massachusetts Select Board Association, remote meeting. Contact: MMA Member Services Coordinator Isabelle Nichols

24 Massachusetts Mayors' Association, monthly meeting. Contact: MMA Communications and Membership Director Candace Pierce

APRIL

15 Massachusetts Municipal Management Association and Massachusetts Municipal Human Resources, joint meeting, AC Hotel, Worcester. Contact: Member Services Coordinator Isabelle Nichols and Senior Member Services Coordinator Denise Baker

28 Massachusetts Mayors' Association, monthly meeting. Contact: MMA Communications and Membership Director Candace Pierce

LEADING THROUGH CHALLENGE AND CHANGE

JOIN US JANUARY 21-22 2021

LEARN MORE

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

MMA contacts

Denise Baker can be reached at dbaker@mma.org

Isabelle Nichols can be reached at inichols@mma.org

Timmery Kuck can be reached at tkuck@mma.org