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March 2021

State, local officials focus on vaccine

By John Ouellette

The COVID-19 vaccine process again dominated the discussion among municipal CEOs and high-level state officials during a biweekly conference call convened by the MMA on Feb. 23.

While the administration vowed to continue its concerted efforts to improve the deficient web-based vaccine appointment-booking system, local officials expressed frustration that they have not been able to access vaccine doses in order to help their older residents.

Lt. Gov. Karyn Polito said state vaccination data were showing dramatic improvement, and she explained the rationale behind the state strategy to focus on regional high-volume vaccine sites rather than a large number of broadly dispersed locations.

Once the state got through the first phase of its three-phase vaccine plan, which focused on smaller groups and specific job descriptions, she said, it needed to pivot quickly toward building capacity as

larger groups of residents were becoming eligible. Following the ongoing vaccination of residents age 75 and older, the next group of eligible residents — individuals age 65 and older, individuals with two or more specified medical conditions, and residents and staff of low-income and affordable senior housing — numbers about 1 million, she said.

"That's the overall strategy, is to be able to scale up to meet the massive demand, in terms of the population that we have in front of us ... and to be able to scale up quickly" when the vaccine supply increases, potentially with the addition of a third vaccine from Johnson & Johnson.

"We have close to five million people in Massachusetts to vaccinate, that are eligible, over age 18," she said. "We have such a constrained supply, and we have such a valuable, precious resource in a vaccine. We need to make sure that we do not have unused vaccines at the end of the day.

"This isn't a perfect process," she said.

■ CEO BRIEFING continued on 15



State and local leaders convened on Zoom on Feb. 23 to discuss COVID-19 vaccine distribution. Pictured are (top row, l-r) MMA Executive Director Geoff Beckwith; Heath Fahle, special director for federal funds at the Executive Office for Administration and Finance; (middle row, l-r) Sean Cronin, senior deputy commissioner at the Division of Local Services; Lt. Gov. Karyn Polito; (bottom row) Jana Ferguson, assistant commissioner at the Department of Public Health; and Dr. Larry Madoff, medical director at the Department of Public Health.

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State officials provide updates on federal COVID relief funds

By Jackie Lavender Bird

State finance officials briefed members of MMA Fiscal Policy Committee on Feb. 10 on the multiple streams of federal aid, changes to existing programs, and how to maximize these funding sources.

Because the federal aid picture continues to evolve, state officials will be giving an update to MMA members on March 4. The panelists will be Heath Fahle, special director for federal funds at the Executive Office for Administration and Finance; Sean Cronin, senior deputy commissioner at the Division of Local Services; and Bill Bell, associate commissioner/chief financial officer at the Department of Elementary and Secondary Education.

■ RELIEF FUNDS continued on 18



Heath Fahle, special director for federal funds at the Executive Office for Administration and Finance, updates MMA Fiscal Policy members on federal funding issues during a Feb. 10 webinar.

2021 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-

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Executive Director's Report

Municipalities key to turning vaccines into vaccinations

This month marks the one-year anniversary of COVID-19's miserable rampage here in the United States. March also marks one year of extraordinary crisis leadership under the toughest of circumstances for our municipal and state leaders. You have been saving lives, standing up massive public health services, reworking municipal operations to deliver essential services, and calming your residents, whose daily lives have been

Although news reports had identified a collection of cases in the Pacific Northwest, the virus's first furious wave was in the northeast corridor, hitting New York, New Jersey, Connecticut and Massachusetts with the initial crisis-level spread of infection, illness and death. This was before scientists discovered that asymptomatic transmission was a central aspect of COVID-19's exponential growth. While the pandemic eventually blanketed all 50 states, local and state leaders in this region have been running at full speed longer and faster than the rest of the nation.

Perhaps that is why we seem to have reached an inflection point in the battle to beat back the virus and restore normalcy to our lives and economy. The production of vaccines has raised expectations that we are entering the last mile



By Geoffrey Beckwith

of a long and arduous journey. Yet the demand for vaccines far exceeds the supply, creating huge challenges and deep frustrations in every corner, from every stakeholder. The last mile now seems a lot longer.

The federal government provided no planning or guidance to states or localities regarding how to best prioritize, orga-

nize and actualize the transformation of vaccines into vaccinations. States were left to do this on their own, and while Massachusetts is now a national leader in the percentage of individuals who have received their first dose, the process has been fraught with changing strategies, communication gaps, and shifting supply allocations to delivery channels. The role of municipalities, mass vaccine sites, regional clinics, health care institutions, community health centers, pharmacies and employers have seemed to be a moving target, which has forced planning and implementation into last-minute exercises. Talking with my colleagues across the country, I can report that this is the case in every state.

Though state and local leaders may not agree on every decision that has been made during the past year, we firmly believe that the level of mutual support

■ DIRECTOR'S REPORT continued on 14

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

FEMA reimbursement rate changed to 100%

By Jackie Lavender Bird

President Joe Biden has directed the Federal Emergency Management Agency to increase the reimbursement rate for eligible COVID-related expenses incurred by state, local, tribal and territorial partners from 75% to 100%.

The change is retroactive to January 2020 and extends through Sept. 30, 2021.

The president's directive also expands the eligible categories to include vaccine distribution expenses. Further guidance on other expanded eligibility is expected soon from FEMA.

No action is necessary for previously approved projects, as FEMA will automatically adjust the awards to reflect the new rate. Municipalities who have submitted claims since January 2020 can expect the 25% share to be automatically credited to them.

Many communities used the Coronavirus Relief Fund under the CARES Act to cover the 25% difference between what FEMA covered and the full cost of a pandemic-related eligible expense. In these cases, the returned funds for prior

claims will be available for other Coronavirus Relief Fund-defined purposes.

The Executive Office for Administration and Finance has issued <u>supplemental</u> <u>guidance</u> to explain the changes.

The federal changes resulted from a Jan. 20 Memorandum to Extend Federal Support to Governors' Use of the National Guard to Respond to COVID-19 and to Increase Reimbursement and Other Assistance Provided to States and a related Memorandum on Maximizing Assistance from the Federal Emergency Management Agency issued on Feb. 2.

Commissioner, governor push for return to in-person learning

By John Ouellette

On Feb. 23, Elementary and Secondary Education Commissioner Jeffrey Riley and Gov. Charlie Baker announced their intention to push for schools, particularly at the elementary level, to offer in-person learning five days a week by the end of April.

In a letter to school and district leaders urging a "shift away from remote and hybrid learning models and [a] return to a traditional in-person educational format," Riley cited updated guidance from the U.S. Centers for Disease Control and Prevention and other health experts, recommendations from the Biden administration, and the success of current in-person learning programs in Massachusetts.

"At this point, with the robust mitigation strategies we have in place and all the data and evidence we have in hand, it is time to begin the process of returning even more of our students to classrooms," he said.

Gov. Baker echoed these sentiments during a press event that day.

Riley said he informed the Board of Elementary and Secondary Education that in March he will request that the board grant him the authority to determine when hybrid and remote models no longer count for learning hours.

"If granted this authority, I will pursue a phased approach to returning students to the classroom, working closely with state health officials and medical experts. Ideally, my initial goal is to bring all elementary school students back to in-person learning five days a week this April."



Jeffrey Riley

Riley said "schools throughout Massachusetts have been providing in-person instruction to students using DESE's guidance for over six months and have experienced first-hand the efficacy of these measures

in significantly limiting in-school transmission."

He said parents will still have the option for their children to learn remotely through the end of the school year, and there will be a waiver process for districts that "may need to take a more incremental approach," for instance, to first move to a robust hybrid model if they are currently fully remote.

While the CDC continues to recommend 6 feet of distancing in its guidance, Riley said the DESE will continue to recommend 6 feet of distance where feasible and a minimum of 3 feet when all other mitigation measures are in place. He said this approach is supported by the World Health Organization, local public health experts, infectious disease physicians, the Massachusetts Chapter of the American Academy of Pediatrics, and the Governor's COVID-19 Medical Advisory Board.

Riley recommended a range of initial actions by districts, including consulting with DESE's COVID-19 operations team before making any changes to in-person learning.

Riley said he informed the Board of Elementary and Secondary Education that in March he will request that the board grant him the authority to determine when hybrid and remote models no longer count for learning hours.

"If they aren't already doing so," he wrote, "districts and schools in fully remote models should plan for an in-person return for elementary students in either a robust hybrid or fully in-person model, regardless of community prevalence."

Districts and schools are being encouraged to survey families about their interest in both hybrid and fully in-person models. The preference of some families to remain in fully remote learning through the end of the school year, he said, may enable some districts and schools "to accommodate the remaining students interested in attending school fully in-person this spring, while maintaining physical distance between students."

Riley also encouraged districts and schools to sign up for DESE's pooled testing initiative by emailing k12covid19testing@mass.gov.

Coronavirus prevention funds issued directly to schools

By Jackie Lavender Bird

The fiscal 2021 state budget includes \$53 million for coronavirus prevention efforts in schools. These one-time grants were directed to school districts, charter schools and educational collaboratives.

The first half of the grant awards to districts were issued in February, with the second half scheduled for late April.

Applications were not required for this funding. Grant awards were determined using fiscal 2021 enrollment numbers (as of Oct. 1, 2019), and the formula used was a district's total student enrollment multiplied by \$25 plus the district's low-income enrollment multiplied by \$75.

Eligible uses for the funds include, but are not limited to, personal protective

equipment, hygienic supplies, costs associated with socially distanced on-site learning, remote learning or hybrid approaches as determined by the district.

Recipients can use their funds for expenses required to ensure that low-income and other vulnerable students receive assistance and support that provides equal access to educational opportunities. This may include addressing access to technology, as well as mental and behavioral health resources.

Funds can be used to support eligible expenditures during fiscal 2021. Districts are advised to keep payments in a dedicated account for tracking and reporting purposes. Expenditures will be included as state grant expenditures on end-of-year reports.

More information, including a list of



Department of Elementary and Secondary Education headquarters in Malden

allocations per district and details on eligible expenses, can be found on the Department of Elementary and Secondary Education website. The DESE has also posted answers to frequently asked questions about the program.

MMA shares municipal input with Health Equity Task Force

By Brittney Franklin

A task force established by state law last summer to address health disparities for underserved or underrepresented populations during the COVID-19 pandemic is due to submit final recommendations to the Legislature by early March.

The Health Equity Task Force filed an interim report last October focusing on the fiscal 2021 state budget and policy priorities that would reflect urgent steps needed to guide an equitable response to mitigating the spread of COVID-19 and responding to disproportionate impacts on vulnerable populations.

In preparation for its final recommendations, the task force held two public

hearings in early February.

In a Feb. 12 letter to the task force, the MMA noted that the report is due at "a pivotal juncture" in the fight against the pandemic — in the early stages of the vaccination process — and, therefore, will not be able to offer "a thorough review of any observed disparities in the public vaccination process" or identify interventions that could eliminate these disparities.

"It seems that you may only be able to provide an early snapshot, and questions such as vaccine acceptance rates and delivery challenges will likely remain open beyond that point," the MMA wrote. "It is also clear from a range of

health studies that many of the longterm health effects of COVID-19 and the cascading impact on other complex medical conditions, as well as on overall family health, are still unknown."

The MMA recommended that a longterm independent agency be set up to "engage relevant stakeholders, including municipalities, in their review of the public health impacts of the pandemic as they relate to equity so we can be better prepared for future pandemics."

The task force was established by Chapter 93 of the Acts of 2020. ●

House OK's American Rescue Plan, sends to Senate

By Jackie Lavender Bird

During the early hours of Saturday, Feb. 27, the U.S. House of Representatives passed the American Rescue Plan of 2021, the latest round of stimulus funding to address the impacts of the COVID-19 pandemic.

Included in President Joe Biden's \$1.9 trillion plan is \$350 billion in emergency relief for states, local governments, tribes and territories. The legislation would also provide funding for housing, education, nutrition programs, unemployment as-

sistance, vaccines and assistance from the Federal Emergency Management Agency.

The legislation would create new state and local coronavirus relief funds, with 60% of the \$350 billion going to states, and 40% (about \$140 billion) going directly to localities. Funds could be used to replace revenue lost or reduced as a result of the pandemic. The funds would be available until expended.

<u>The House Oversight Committee has</u> <u>updated its estimates for states and localities</u> (Excel file).

The bill now moves to the Senate, where leaders have indicated that they want to move quickly, as unemployment benefits are set to lapse on March 14. This leaves only two weeks for the Senate to pass the legislation, resend it to the House, and have a bill ready for the president to sign.

The status of the American Rescue Plan and other federal programs will be discussed during an MMA webinar on March 4 from 4 to 5 p.m. To register, contact Alandra Champion at achampion@mma.org.

Mass. returns to Step 2 of Phase 3, looks to Phase 4

The Baker-Polito administration announced on Feb. 25 that Massachusetts will return to Step 2 of Phase 3 of the state's four-phase reopening plan effective March 1 and will transition to Step 1 of Phase 4 three weeks later, on March 22.

At a press event in Salem, Gov. Charlie Baker said the steps to further reopen the Commonwealth's economy were being taken because public health metrics continue to trend in a positive direction, including drops in average daily COVID-19 cases and hospitalizations, while vaccination rates continue to increase.

The administration first released its reopening plan on May 18, 2020, conditioning any progress on sustained improvements in public health data. The state had advanced to Step 2 of Phase 3 last October, but returned to the previous step on Dec. 13 in response to an increase in new COVID infections and hospitalizations following the Thanksgiving holiday. The step back reduced capacities across a broad range of sectors and tightened several other workplace restrictions.

COVID-19 Order No. 65 makes the following updates related to businesses, activities and capacities effective March 1:

 Restaurants will no longer have a percent capacity limit and will be permitted to host musical performances. Six-foot social distancing, limits of six people per table, and 90-minute limits remain in place.

- Indoor performance venues such as concert halls, theaters and other indoor performance spaces will be allowed to reopen at 50% capacity with no more than 500 persons.
- Indoor recreational activities with greater potential for contact (e.g., laser tag, roller skating, trampolines, obstacle courses) will be allowed to reopen at 50% capacity.
- Capacity limits across all sectors that have them will be raised to 50%, excluding employees.

Residents must continue to wear masks to prevent the spread of COVID-19, and are encouraged to avoid contact outside of their immediate households.

The state's travel advisory and other public health orders remain in effect.

As always, individual cities and towns have the option to choose to remain in an earlier stage of the reopening process.

Gathering changes and Phase 4

The governor said the advancement to Step 1 of Phase 4 of the state's reopening plan, effective March 22, will be contingent on continued improvement in public health metrics. The change would open a range of previously closed business sectors under tight capacity restrictions that are expected to be adjusted over time if favorable trends in the public health data continue.

The following industries would be permitted to operate at a 12% capacity limit after submitting a plan to the Department of Public Health:

Indoor and outdoor stadiums



At a Feb. 25 event in Salem, Gov. Charlie Baker announces the move to Step 2 of Phase 3 of the Commonwealth's reopening plan. (Photo courtesy Joshua Qualls/Governor's Press Office)

- Arenas
- Ballparks

Also on March 22, gathering limits for event venues and in public settings would increase to 100 people indoors and 150 people outdoors. Outdoor gatherings at private residences and in private backyards will remain at a maximum of 25 people, with indoor house gatherings remaining at 10 people.

Dance floors would be permitted at weddings and other events only, and overnight camps would be allowed to operate this coming summer.

Exhibition and convention halls may also begin to operate, following gatherings limits and event protocols. Other Phase 4 sectors must remain closed.

Select Board group to discuss civil discourse on March 12

Civil discourse in public meetings will be the topic of a Massachusetts Select Board Association free webinar on March 12 from 9:30 to 10:30 a.m.

Civil discourse is a key component of navigating through disagreements and keeping public meetings running smoothly. Jeff Nutting, a past president of the MMA who worked in local government for more than 40 years, including 18 as the town administrator in Franklin, before retiring in 2019, will lead an interactive workshop focused



Jeff Nutting

on promoting civil discourse in communities and knowing what to do when things turn uncivil.

The workshop will cover topics such as developing written code of conduct policies, civil discourse

and social media, managing disputes

with fellow board members, and handling incivility from citizens in public meetings.

An email with the registration link has been sent to all select board members. Advance registration is required.

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

Talks continue on omnibus climate bill

By Ariela Lovett

Gov. Charlie Baker has returned an omnibus climate bill to the Legislature with amendments seeking changes to the bill.

The bill had been passed in the final hours of the previous legislative session, but was vetoed by the governor in early January and then re-filed and <u>passed</u> again in its original form on Jan. 28.

The main objective of the bill, a commitment to achieving net zero greenhouse gas emissions by 2050, is an area of agreement between the administration and the Legislature.

Disagreements remain over a series of interim emissions reduction targets, with the Legislature enacting a 50% reduction below 1990 levels by 2030, and the governor initially calling for 45%. The governor is now proposing that the administration be allowed to set a range between 45% and 50% for 2030, and between 65% and 75% for 2040.

Another controversial component of the bill is a requirement that the Department of Energy Resources "develop and adopt, as an appendix to the state building code, in consultation with the board of building regulations and standards, a municipal opt-in specialized stretch energy code

that includes, but is not limited to, a definition of net-zero building."

The Legislature now has the option to take a vote to override the governor's proposed amendments or to make adjustments to the bill.

On multiple occasions, the governor has cited concerns he said he's heard from the real estate and construction industries about the net zero stretch energy code, which they fear would make building and buying homes and commercial properties cost-prohibitive.

Gov. Baker pointed out that the state's draft Clean Energy and Climate Plan for 2030 calls for an "updated stretch energy code that includes a municipal option for high-performing, energy-efficient new construction" and recommended that the same language be adopted in the final bill.

Baker applauded the Legislature's efforts to codify environmental justice principles

in the bill, but proposed two amendments to that section, which would add climate change to the definition of "environmental burdens" faced by environmental justice populations.

Baker also proposed adding language that would require the Department of Environmental Protection to conduct "cumulative impact analysis" as a condition of issuing certain permits. Cumulative impact analysis would consider not only the environmental impacts specific to the proposed project, but also the aggregate environmental impacts experienced by the affected population to date.

The Legislature now has the option to take a vote to override the governor's proposed amendments or to make adjustments to the bill. The bill passed by a 144-14 vote in the House and a clear voice vote in the Senate, indicating a level of support needed for a veto override, but legislative leaders are continuing to negotiate with the administration over differences between their approaches.

As the new legislative session only began in early January, there is no immediate timetable for further action on the climate bill now that the governor has returned the bill to the Legislature.

State offers new round of culvert replacement grants

The Division of Ecological Restoration is soliciting proposals from municipalities seeking funding to replace undersized, perched, and/or degraded culverts located in areas of high ecological value.

The DER anticipates that awards through the Culvert Replacement Municipal Assistance Grant Program will total between \$750,000 and \$1.5 million in fiscal 2022. The program was developed to encourage municipalities to replace culverts with better-designed crossings that meet improved structural and environmental design standards and climate resiliency criteria.

To be eligible for funding, projects must intend to meet the goals of the Massachusetts Stream Crossing Standards. Applying these standards to culvert replacement projects improves river function and access for fish and wildlife, according to the DER, and reduces public safety hazards such as

flooding, culvert failure and road washout.

In fiscal 2021, the DER awarded more than \$860,000 to 12 project proposals.

Applications for funding are due by 5 p.m. on March 18. Application details, frequently asked questions, and information about prior awardees can be found at <a href="https://www.mass.gov/how-mass.gov



The Division of Ecological Restoration seeks proposals from municipalities looking to replace culverts with assistance from the Culvert Replacement Municipal Assistance Grant Program.

to/culvert-replacement-municipal-assistance-grant-program.

– Ariela Lovett

Comments sought on 10-year emissions reduction plan

Bv Ariela Lovett

The Executive Office of Energy and Environmental Affairs has extended the comment period on its draft 10-year Clean Energy and Climate Plan through March 22.

The 50-page document, released on Dec. 30, details the actions to be taken in Massachusetts over the next decade to ensure that the state achieves a 2030 greenhouse gas emissions target of 45% below 1990 levels.

The state's Global Warming Solutions Act, enacted in 2008, requires Energy and Environmental Affairs to set emissions limits every 10 years and to develop implementation plans to meet them. The 2030 plan builds on the Clean Energy and Climate Plan for 2020, published in 2010, and an update published in 2015.

The Executive Office of Energy and Environmental Affairs states that the plan must ensure that the emissions limit "maximizes the Commonwealth's ability to meet its 2050 limit and consider the feasibility, cost-effectiveness, and enforceability of [greenhouse gas] reduction measures, along with their co-benefits, for achieving said limit."

Last April, the administration signed a formal <u>letter of determination</u> establishing "net zero" greenhouse gas emissions as the Commonwealth's new legal emis-

sions limit for 2050.

The draft 2030 Clean Energy and Climate Plan describes four key pillars of the state's decarbonization effort:

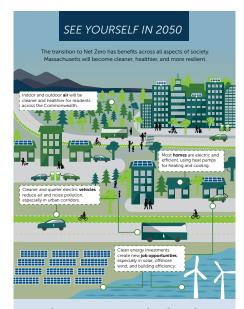
- Transitioning buildings, vehicles, and other end uses away from consuming fossil fuels
- Aggressively pursuing energy efficiency and flexibility to enable costeffective decarbonization
- Producing zero and low-carbon supplies to power our energy system
- Balancing remaining emissions by facilitating carbon dioxide removal from the atmosphere

The draft and supporting materials are available at www.mass.gov/info-details/massachusetts-clean-energy-and-climate-plan-for-2030.

Energy and Environmental Affairs is welcoming all comments on the draft, though specific feedback on the sector strategies would be most helpful to inform the finalization of the plan.

The MMA plans to submit comments. Questions or input can be sent to Ariela Lovett at alovett@mma.org.

The administration also released a 2050 Decarbonization Roadmap intended to identify cost-effective and equitable strategies to ensure that Massachusetts reduces greenhouse gas emissions by at least 85% by 2050 and achieves net-zero



The administration recently released a 2050 Decarbonization Roadmap to identify strategies to ensure that Massachusetts reduces greenhouse gas emissions by at least 85% by 2050 and achieves net-zero emissions.

emissions.

In order to achieve net zero, the emissions that remain after reduction efforts must be removed from the atmosphere and stored using carbon capture or sequestration technologies.

State resumes regulatory process for irrigation interruption devices

By Ariela Lovett

The Department of Environmental Protection convened a stakeholder meeting on Feb. 17 to resume the process of writing regulations governing the installation of interruption devices in irrigation systems.

The purpose of regulations would be "to protect, preserve and maintain the Commonwealth's water resources ... by promoting the efficient delivery of water to the landscape." The rules would apply to all irrigation systems used on residential, commercial and industrial landscaped areas, regardless of the water source, except for irrigation systems used for golf courses, nurseries, greenhouses, or agricultural production systems.

In 2018, MassDEP convened two stakeholder meetings to initiate the regulatory process as required by state law (Ch. 21, Sec. 67), which was updated that year and directs the state to promulgate regulations for irrigation system interruption devices. The devices would be required for newly installed or renovated irrigation systems to override and suspend the programmed operation of the system during periods of sufficient moisture.

The 2018 meetings covered basic information about irrigation system interruption devices, a discussion of state and local program administration issues and resource needs, and a presentation on enforcement of the proposed regulations.

The most recent meeting was an opportunity for stakeholders to discuss the pre-rulemaking proposal for regulations being prepared by MassDEP staff.

The draft proposal can be found at www.mass.gov/doc/draft-irrigation-interruption-device-regulations/download.

The MMA is taking part in the process as an appointed representative for cities and towns. Comments or questions can be directed to alovett@mma.org.

After considering stakeholders' comments, the MassDEP intends to initiate the rulemaking process in accordance with state law.

PFAS continue to be a concern in 2021

By Robert D. Cox Jr.

The public health concerns about the "forever chemical" — PFAS, or per and polyfluoroalkyl substances — will not be subsiding in 2021.

Because PFAS are water soluble, over time these chemicals from firefighting foam, manufacturing sites, landfills, spills, air deposition from factories and other sources can seep into surface soils. From there, PFAS can leach into groundwater or surface water, and can contaminate drinking water.

Last Oct. 2, the Department of Environmental Protection amended its drinking water regulations to establish a maximum contaminant level (MCL) of 20 parts per trillion (or ppt) for the sum of six PFAS compounds, known as PFAS6. This drinking water standard is set to protect against adverse health effects for all people consuming the water. The regulations detail the sampling requirements and corrective actions that approximately 1,600 public water systems must take when the MCL is exceeded, as well as the provisions for public education and notice of violations of the MCL.

The schedule set by MassDEP's new regulations for public water systems to test for PFAS began this year. Large public water systems, serving more than 50,000 people, began compliance monitoring on Jan. 1. Public water systems serving between 10,000 and 50,000 people are to begin monitoring on April 1, with smaller systems, serving 10,000 or fewer people, starting on Oct. 1. Transient non-community public water systems (e.g., hotels and restaurants) must collect, analyze and report sampling results by Sept. 30, 2022.

The big concern, of course, is that many public water systems will detect PFAS and need to install costly treatment at the expense of other necessary system upgrades. The state has made funding available for

limited sampling as well as reimbursement for the design of PFAS treatment. The Drinking Water State Revolving Fund, administered by the Clean Water Trust, also has funding to address PFAS contamination via low-interest loans.

Based on experiences in other states, the MassDEP does not expect to find widespread PFAS contamination, but acknowledges that the cost to an individual public water system will depend upon the extent of PFAS contamination at that system. If PFAS detections are widespread and at elevated levels, new state funding to support municipal capital infrastructure and other financial and technical assistance associated with PFAS testing, monitoring and remediation will be necessary.

The concerns of municipal leaders about PFAS, however, should not stop with their own public water system. Private wells provide drinking water to more than 500,000 Massachusetts residents. The MassDEP is encouraging PFAS sampling of residential wells, especially if a well is located near potential sources or near other water supplies where PFAS has been detected.

Private drinking water wells are not regulated by the MassDEP, however. Un-permitted releases of oil and hazardous materials, including PFAS6, into the environment are regulated under Chapter 21E and by the Massachusetts Contingency Plan, which has a "reportable concentration" of 20 ppt for PFAS6 in groundwater used as drinking water. As a result, homeowners who test their private well and find that PFAS6 exists in groundwater in concentrations equal to or above 20 ppt are required to notify the MassDEP, undertake MCP response actions, and may find themselves subject to significant legal and financial responsibilities under Chapter 21E. For municipalities, this means potentially more MCP "disposal sites" in their communities, and where the PFAS6 source is not known, at-risk and frustrated residents.

PFAS has also been identified in discharges from wastewater treatment plants. In Massachusetts, such discharges are regulated by the federal National Pollutant Discharge Elimination System permit program. The MassDEP runs a parallel surface water discharge permitting program. Both programs control water pollution by regulating "point sources" that discharge pollutants to surface waters.

Last summer, the U.S. Environmental Protection Agency began issuing draft NPDES permits for several Massachusetts wastewater treatment plants, with requirements to monitor influent, effluent and sludge for PFAS6. The MassDEP has also been setting conditions in its Massachusetts Surface Water Discharge Permits to monitor discharges for PFAS and to monitor its significant industrial users' discharges for PFAS. Finally, the MassDEP has concerns regarding the levels of PFAS produced from wastewater treatment and other processes residuals.

In Massachusetts, the water infrastructure — drinking water, wastewater, and stormwater systems — is primarily a local responsibility. The financial burden for PFAS compliance at public water supplies and wastewater treatment plants will inevitably lead to higher water and sewer rates — and public pushback on rate increases. More significant are the risks stemming from permit requirements that cast wastewater treatment plants as "sources" of PFAS or as "polluters," even though operations do not add PFAS during treatment and only receive PFAS from upstream dischargers (including residential users), that could set back years of effort to educate the public on the true costs and high value of clean water.

Robert D. Cox Jr. is an environmental attorney and managing partner at Bowditch & Dewey LLP.

Applications due May 1 for MMA-Suffolk Municipal Fellowship Program

The application deadline is May 1 for a new MMA-Suffolk University Municipal Fellowship Program, which will offer significant support to municipal managers and professionals to attend Suffolk's master's in public administration program at its Sawyer School of Business.

The fellowship program will provide a

scholarship of up to \$28,000 while the recipients' municipality commits to continuing their salary and position while they attend the program part-time.

Applicants must also be accepted for admission to the master's in public administration program and receive the support of the chief municipal official in their municipality. Consideration will be given to graduates of the MMA-Suffolk Certificate in Local Government Leadership and Management.

The fellowship application is available on the MMA-Suffolk programs web page.

MMA Board approves policy committees for 2021

By Alandra Champion

At its Feb. 9 meeting, the MMA Board of Directors approved the rosters for the MMA's five policy committees for 2021.

More than 100 local officials from communities across Massachusetts serve on the 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 series, and the MMA's legislative package (biennially).

Policy committees hold a regular schedule of meetings, usually one per month, currently being held virtually due to COVID-19. Each committee is assigned an MMA staff member to assist with its research, consideration of issues, and administrative functions.

Each committee has 23 members. composed of mayors, selectmen,



Susan Bunnell

Thomas Ambrosino

Robert Dean

Anthony Mazzucco James Lovejoy

councillors, city and town managers/ administrators, and finance committee members, five "presidential appointees," and five technical appointees. Presidential and technical appointees serve one-vear terms, while the other members serve three-year terms.

The following are the chairs of each committee:

Energy and the Environment: Susan Bunnell, Select Board chair, Wilbraham

Fiscal: Thomas Ambrosino, city manager, Chelsea

Municipal and Regional

Administration: Robert Dean, director

of regional services, Franklin Regional Council of Governments

Personnel and Labor Relations:

Anthony Mazzucco, general manager, Norwood

Public Works, Transportation and Public Utilities: James Lovejoy, Select Board member, Mount Washington

The full committee rosters and descriptions can be found on the MMA website.

MMHR to discuss COVID vaccine and labor law issues on March 4

On March 4, the Massachusetts Municipal Human Resources association's first program meeting of the year will cover important COVID-19 related updates for human resources professionals.

A year into the COVID pandemic, and with a vaccine now available, human resources professionals are going to be facing a number of logistical and legal questions in the coming months.

Dr. Michael Hirsh, medical director of the Worcester Division of Public Health. trauma services director at UMass Memorial Health Care, and surgeon-inchief for the Children's Medical Center, will discuss the COVID-19 vaccine and



Yetunde Buraimoh



Dr. Michael Hirsh

its implications for municipal employ-

Attorney Yetunde Buraimoh, an associate with Morgan, Brown & Joy,

will provide an update on important COVID-related issues like the end of Families First Coronavirus Response Act leave, workers' compensation concerns, and legal trends and changes over the past year.

MMA Legislative Director John Robertson will provide a legislative update.

Advance registration is required for this free webinar, which will be held from 11 a.m. to 12:30 p.m. An email with the registration link was sent to all MMHR members in early February.

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

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 de-

tails about MMA meetings, a Resource Library for key documents, MMA advocacy updates, and much more.

Lawrence, Springfield selected for new NLC program

By Jennifer Kayanaugh

The cities of Lawrence and Springfield have been chosen to participate in new programs offered through Cities of Opportunity, a National League of Cities' initiative that focuses on leadership and equity in America's cities.

On Jan. 25, the NLC announced that 23 communities across the country would join three new components of the Cities of Opportunity initiative:

- The Mayors' Institute on Job Creation and Economic Opportunity to Improve Health and Equity
- The Turning Crisis into Pathways to Equity & Resiliency Action Cohort
- The Cities and Health Systems Community of Practice

The city of Lawrence will participate in the Cities and Health Systems Community of Practice, an effort to address the causes of inequities in quality of life and life expectancy — factors that include access to healthy and affordable food, reliable transportation, safe living conditions and clean air and water.

Springfield will participate in the Mayors' Institute on Job Creation and Economic Opportunity to Improve Health and Equity. The Mayors' Institute will explore strategies such as collaboration with state and federal governments, social enterprise, entrepreneurship, the role of anchor institutions, data, and technology, among others. The mayors and their teams will drive peer-to-peer conversations to encourage economic innovation with a focus on supporting low- to no-income populations who face significant employment barriers.

The Turning Crisis into Pathways to

Equity & Resiliency Action Cohort involves local leaders who are seizing this moment of pandemic and social upheaval to change power structures, policies and systems that have blocked opportunities for Black and Indigenous residents, people of color and marginalized communities.

According to the NLC, communities that are named Cities of Opportunity have policies, practices and programs that give everyone a fair chance to pursue their dreams regardless of demographics or background. Leaders in the selected cities work to address factors affecting life expectancy and harness political will to work with elected officials, stakeholders and other partners.

MMHR to hold 2nd virtual boot camp series this spring

Following a successful virtual HR 101 Boot Camp series last fall, the Massachusetts Municipal Human Resources association will offer this annual event as a webinar series once again this spring.

The five-session webinar series will be held weekly on Thursdays at 11 a.m., kicking off on April 29. Each session will run for 90 minutes.

The series will cover core functions of the municipal HR office, including job descriptions, worker's compensation, workplace investigations, best practices for new managers, and diversity, equity, and inclusion in the workplace. The series is geared toward newer municipal human resources professionals, but veterans in the field are welcome to attend for a refresher course.

Featured speakers will include:

• Wrentham Human Resources Director Mary Beth Bernard, who will discuss best practices in crafting job descriptions



Lori Burke



Jean Haertl



Jamie Kenny



Mary Beth Bernard

- Lori Burke, director of absence management and specialty services with AllOneHealth, who will cover workers' compensation during the COVID-19 pandemic
- Jean Haertl, CEO of Safety and Respect at Work, and attorney Jaime Kenny, partner at Clifford & Kenny, who will lead a dynamic discussion about complaint triage, investigations and discipline in the workplace

Additional speakers will be announced in the coming weeks.

The registration fee of \$50 for the series

includes access to the webinar recordings and any follow-up materials. The webinars must be purchased as a series, and recordings will be available only to those who have paid for the series.

A link to register for the series will be sent to all MMHR members in late March.

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



Range of disasters lead to insurance cost increases

By Joyce McMahon

Snow and arctic temperatures in Texas. Wildfires in California. Floods and wind storms in the Midwest. Tornadoes in Massachusetts. As weather and climate change-related disasters continue to grow, so does the cost of property insurance.

These disaster-related cost increases are not confined to the affected areas, however. That's because most major insurance companies insure each other (via reinsurance) and have clients across the country. And while a risk of disaster is assessed for each location, the incredible mounting increases in damage claims over the past several years means many of those costs must be shared among all policy-holders.

In February, Willis Re, the reinsurance division of Willis Towers Watson, reported that insured losses from major natural catastrophes in 2020 reached roughly \$78 billion, the fourth largest total since 2011 and about 17% higher than the 10-year average (\$66.5 billion). Despite the limited impact of North Atlantic hurricanes during a very active season, the substantial total loss is attributable to "a series of small and medium-sized events."

A Jan. 27 article in Insurance Business America reports that, "The cost of property insurance is expected to continue rising for the foreseeable future," citing Risk Placement Services' 2021 U.S. Property Market Outlook. The effects will be felt by every commercial insurance buyer, according to RPS — whether through higher premiums, less capacity, stricter terms, or all three.

"During the first half of the year, insureds can expect rate increases from the high single digits to the 15% range on clean accounts, and higher increases on accounts with losses," the article states.

Workers' compensation and cybersecurity

It's just not natural disasters that are leading to insurance price hikes.

In its recently published outlook for the commercial property/casualty market for the fourth quarter of this year and the first half of 2021, USI Insurance Services LLC forecasts that workers' compensation could increase by as much as 5%. Much of the activity in that area arises from COVID-19 claims, according to Willis Towers Watson's 2021 Insurance Marketplace Realities.

Another area where claims have grown is cybersecurity. Almost 75% of cyber insurance claims involved an insuring clause related to breach incident response and crisis management. Data privacy breaches represented the second-most common insuring cause, followed by cyber extortion. North America ranked second in the world with 33% of all cyber incidents in 2019.

Ransomware has emerged as the most common cybersecurity incident cited in reported claims (41%), and the average ransom demand has increased from an estimated \$230,000 in the first quarter of 2020 to nearly \$339,000, according to research from Coalition, a top cyber insurance provider.

Last September, Standard & Poor's reported that cyber insurance premiums, which now total about \$5 billion annually, will increase 20% to 30% per year on average in the near future.

Looking ahead

In its total insurance industry recap, Risk Placement Services expects the following trends for the insurance market in 2021:

 Every commercial property insurance buyer will feel the effect of a firming market.

■ MIIA continued on 16

What to do if someone at home has COVID

By Joyce McMahon

People are now getting vaccinated against the COVID-19 virus, but the process is slow, and variations of the virus, with a higher transmission rate, persist. While COVID health data in Massachusetts is trending downward, health experts warn that we still need to keep our guard up.

We've all heard how to help stop the spread of the infection: wear a mask (or two), wash your hands frequently, don't touch your face, stay 6 feet away from others, and don't socialize with others from outside your household.

Planning for and knowing what to do if someone in your house contracts the virus is also very important. The first step, if you haven't already done so, is to create a COVID kit with the following supplies: thermometer, fever-reducing medication, disposable gloves, soap and hand sanitizer, tissues, face masks, and disinfectant cleaning supplies.

According to the U.S. Centers for Disease Control and Prevention, most people who contract the coronavirus will have mild symptoms and will be able to recover at home. If you or someone you live with is considered high-risk for COVID-19 or experiences severe symptoms, you're advised to seek medical attention as soon as possible.

Whether asymptomatic or symptomatic, the CDC says the infected person needs to self-isolate — keeping

■ COVID continued on 23

Around the Commonwealth

Cambridge

Data analysis, public outreach help city save on recycling

By sifting through recycling bins and analyzing residents' biggest recycling errors, the city of Cambridge was able to mount a targeted campaign to change recycling habits and reap substantial savings.

The detailed data analysis and outreach to 44,500 households that recycle curbside has reduced recycling contamination rates from 11% in 2018 to 4% in 2020, saving more than \$100,000 last year, even as residents recycled more at home during the pandemic.

"It's kind of a pleasant surprise that the contamination kept going down," said Cambridge Recycling Director Mike Orr, "but I think it's a testament to the residents really caring about the environment and really wanting to do the right thing, and it's paying dividends."

In 2018, China, which was accepting the bulk of U.S. recyclables, banned imports of certain solid waste and tightened restrictions on contamination rates. Orr said Cambridge faced financial



The city of Cambridge has used data analysis and public outreach to reduce recycling costs and improve its program.

penalties if it couldn't drive the recycling contamination rate below 7%.

Cambridge's recycling project reflects its data-driven approach to managing city operations. The city started by collecting data about what residents were putting in their bins.

First, the city's recycling processor provided monthly data on contamination, tracked by truck routes and collection days. Then the city audited more than 1,000 bins to identify the most problematic items.

The biggest contaminants were plastic films and wrappers (found in 52% of the problematic bins), plastic-bagged recycling (21%), and paper towels. napkins and tissues (20%). Other contaminants included food and liquid, paper takeout containers and plates; clothing and textiles; cords and hoses; and wood, metal and electronic waste. Orr said multi-family buildings pose the biggest challenges, due to the number of recyclers involved.

Working with the Center for Government Excellence, known as GovEx, at Johns Hopkins University, the city's Data Analytics and Open Data Program dove in. The city found that contamination spiked during typical moving times for renters, early fall and spring, according to Open Data Program Manager Josh Wolff. The program created a predictive algorithm, which uses data such as residential building size to predict the likelihood of recycling contamination, to help policymakers decide how to allocate outreach and enforcement resources.

Cambridge then initiated its Recycle Right campaign, monitoring and tagging bins with medium or high amounts of contamination. For buildings with major problems, the city sent postcards to each household.

The city created signs to explain recycling rules, posted advertisements at Bluebike stations and MBTA bus shelters, used sandwich boards, created flyers and new stickers for bins, and sent mailers about waste services and proper recycling. The city's recycling collectors started rejecting more bins and leaving rejection stickers.

"It was trying to find all of those touchpoints that people would see in their regular day," Orr said.

The \$100,000-plus represents significant savings, Orr said, given that recycling processing might typically cost about \$650,000 a year.

The recycling analysis represents just one of the city's collaborations with GovEx, Wolff said. The data analysis work helps ensure transparency and accountability in city operations, improve service delivery and efficiency, and increase innovation, he said.

"Through data analysis, we can discover previously unknown trends and patterns that impact residents," Wolff said.

Last year, the city received a What Works Cities Silver Certification, a Bloomberg Philanthropies initiative that recognizes well-managed, data-driven local governments.

- Jennifer Kavanaugh

Fitchburg

City completes renovation of historic city hall

After more than eight years and \$24 million, 14 of Fitchburg's municipal departments are back under one roof in the historic city hall building.

The Main Street building, built in 1853, was vacated in 2012 when a faulty truss was discovered in the roof and the building was deemed unsafe. City government offices were moved across the street into an old mill building.

The city realized an opportunity to update the building to meet today's standards.

"Some aspects of the building were quaint, but it was not user friendly," said Mayor Stephen DiNatale. "It had staircases that went nowhere."

The city had a feasibility study done in 2016, and broke ground two years later on the demolition and renovation of the interior and the restoration of the brick exterior.

"The exterior is for the most part original, although the building went

Around the Commonwealth



Fitchburg's newly renovated city hall features frequently visited departments in the lobby. (Photo courtesy Trent Bell Photography)

through a number of changes up through the 1960s," DiNatale said.

The goal of the project was to create a "City Hall for All," by making the building fully accessible, bringing all municipal departments under one roof, and focusing on wayfinding in the design process.

"In the design of this building people will notice immediately that the departments they need are right inside the entrance," said Mary Delaney, chief procurement officer. "We tried to make this easy for people, to find what they need quickly and do their business easily."

As a part of the project, the city renovated a neighboring property, a Bank of America office that had closed and was donated to the city. That building is now a part of the municipal campus, with the office for the city council and community meeting space.

"We are trying to make it as easy on the residents as possible when they come to city hall, and we can now have our boards and commissions meeting here when we are back to meeting in person," said DiNatale. "It has a great deal of community space here with state of the art conference rooms."

City Hall also features office space for the city's state senator and representative.

The city shared virtual walkthroughs on Fitchburg Access Television last month and is beginning discussions about a timeline for when residents can begin to come in by appointment. The mayor said they are aiming for within the next

three to four weeks.

"This truly is a city hall for all," DiNatale said. "We are looking forward to when we can have a true ribbon cutting."

The renovated City Hall is a central feature of a much larger effort to revitalize the downtown. Another project will make downtown more business- and pedestrian-friendly by reworking traffic patterns, building new housing, and rehabilitating the Fitchburg Theater in partnership with Fitchburg State University, in part by using a \$3 million MassWorks Infrastructure Program grant awarded at the end of 2019.

The mayor said the pandemic has not significantly delayed most of the downtown development projects.

"We are seeing a lot more interest in [downtown] retail and restaurant space," DiNatale said, noting an increase in foot traffic.

- Meredith Gabrilska

Boston

City expands language access in planning, development

Seeking to give residents a greater voice in its work, the Boston Planning and Development Agency has been expanding access to public meetings and documents in a range of languages.

On March 11, the agency's board is expected to adopt a language-access plan, formalizing what the agency has already put into practice. For its development review and planning work, the agency has been providing interpreters for hearings and translations for key documents in the major languages of city neighborhoods.

The language-access efforts reflect the demographic shifts Boston has experienced in recent decades and the agency's desire to give residents more input in neighborhood changes, said Boston Planning and Development Director Brian Golden.

"If there's a significant population that does not speak English, we need to address that because otherwise they're



Thành phố Vịnh Dorchester

Boston Planning and Development Authority website pages can be translated into dozens of languages, including the Vietnamese-language page here describing the proposed redevelopment of the former Bayside Expo Center site in Dorchester.

in the dark," Golden said, "and we want to make sure that people understand exactly what's being presented, what's being considered in their neighborhood, so that they have an opportunity to weigh in on it, so that their voice is meaningful, their voice is heard."

Over the years, the agency has been expanding outreach efforts to communities including immigrants and people with disabilities. In a city of almost 700,000, more than 114,000 residents report that they speak a language other than English at home and say they speak English "less than very well," according to agency statistics.

The agency had long been providing translations on a case-by-case basis, but decided to formalize the practice following the two-year review of the Suffolk Downs project, which involves the redevelopment of the former racetrack into a mixed-use neighborhood. Golden said the agency had increased the language work during that process, providing translations mainly in Spanish but also in Arabic. Requiring translations universally removes the guesswork for both developers and the agency, he said.

With the agency holding virtual meetings during the pandemic, people who need real-time translations can choose among different Zoom language channels, said Sonal Gandhi, the agency's deputy chief of staff. Live

■ **COMMONWEALTH** continued on 18

DIRECTOR'S REPORT

Continued from page 2

and partnership between state and local government here in Massachusetts has been the national model in fighting the virus, and this strong working relationship provides a powerful platform for success moving forward.

While most communities had not established local vaccination clinics, nearly 100 cities and towns have devoted much time, energy and resources to setting up their own programs. These communities are understandably upset by the recent announcement that supply for new first doses is instead being prioritized for mass vaccination sites and approved regional clinics.

Local public health departments and local public health professionals have spent decades planning, training and preparing for emergency distribution of vaccines. This is a well-deserved point of pride for local public health professionals, and though no one ever wanted this pandemic to occur, its existence provided an opportunity for local public health departments to put this investment in planning and training to good use as part of the current vaccine distribution plan.

Part of the frustration that local officials have felt is that they have worked so hard to engage and ramp up over the past several months, with an expectation that their role would be central to the vaccine distribution process. Hindsight is always easier, but if the state's decision to construct the vaccine delivery around mass sites for maximum

efficiency had been announced in December, the frustration would have been replaced with conversation and planning around how municipalities could complement and fit within this system. The MMA is committed to working with state health officials to enhance communication so that communities can engage as full strategic partners.

Communities are already moving forward to vaccinate those who live in senior housing or are homebound, and will continue to work to connect residents with appointments at vaccination sites across the Commonwealth. As the vaccination campaign continues and the supply from the federal government increases, the MMA is asking that the administration restore a stronger vaccine distribution role for those local public health departments with the capacity and desire to serve.

First, we are asking that local health and fire departments be empowered to vaccinate teachers, public works employees and other essential workers in our communities once they become eligible to receive the vaccine. No city or town would contest that there exist certain economies of scale at mass vaccination sites that cities and towns cannot achieve. Local clinics can't replicate the huge volume and productivity of the mass vaccination sites, particularly once Phase 3 is reached and millions more people join the line. However, allowing municipalities to receive doses through the conclusion of Phase 2 would allow local officials to reach targeted populations of vulnerable communities and essential personnel on the front lines

of the pandemic, especially when these individuals are living or working in the community.

Second, as the supply of doses increases in the coming weeks and months, the MMA is urging that local governments be included in the plan to vaccinate other segments of the population as they become eligible. As the vaccination process continues, those who are vaccine-hesitant will grow as a percentage of the remaining eligible population. Local governments are best equipped to serve as connectors to residents who may be hesitant, unwilling or unable to travel to the mass vaccinations sites established by the state. Those will be the last steps of the last mile, and communities are best positioned to make that final push.

Cities and towns are essential partners with the state in this race toward achieving herd immunity, given their existing public health infrastructure and, perhaps even more importantly, their trusted relationships with residents. Local and state officials are all on the same team, fighting a common enemy. That's how we can transform vaccine supplies into actual vaccinations in the fastest, most efficient way possible.

Applications open for MMA-Suffolk Certificate

Two information sessions will be held this month for the MMA and Suffolk University's Certificate in Local Government Leadership and Management programs scheduled to begin this fall in Barnstable and Marlborough.

The Certificate in Local Government Leadership and Management is a five-course, graduate-level program held over the course of 25 Fridays. The program is designed for municipal employees looking to further their careers in municipal management. Sample classes include budgeting, human resources management, and strategic leadership.

The <u>fillable PDF application</u> for the 2021-2022 programs is available on the MMA website, and the deadline is April 30. The cost of the 2021-2022 programs is \$2,550.

Information sessions for the 2021 programs will be held via Zoom on March 10 at 10 a.m. and on March 25 at 3 p.m. Both sessions will provide the same information. Registrants will receive a confirmation email containing the information needed to join the meeting.

These will be the 17th and 18th certificate programs held by the MMA and Suffolk.

Municipal Finance Management

The application period has closed for the MMA and Suffolk University's fifth Municipal Finance Management Seminar, which begins this month.

The application for the fall 2021 Finance Seminar will be available on the MMA website in May.

For more information, visit www.mma.org/suffolk. For questions about any of the MMA-Suffolk programs, email Katie McCue at kmccue@mma.org.

CEO BRIEFING

Continued from page 1

"This process evolves."

Polito pointed out that 95% of Massachusetts residents live within a 45-minute drive of one of the high-volume, large venue Mass Vaccination sites — in Boston, Danvers, Dartmouth, Foxborough, Natick and Springfield — or within 30 minutes of 11 approved regional collaboratives or 105 CVS and Walgreens pharmacy locations. Additional clinics are operating in 20 "disproportionately impacted communities."

If there's an unmet need, she urged local leaders to pursue regional collaboratives, which can play an important role in closing geographic gaps in the system.

On Feb. 17, Health and Human Services Secretary Marylou Sudders notified local health departments and boards of health that, effective March 1, the state will no longer provide first-dose vaccines to individual municipal clinics, with the exception of the 20 disproportionately impacted communities and approved regional collaboratives.

The same letter outlined the state's criteria for a regional collaboration vaccine site. It must:

- Serve an unmet need geographically, as identified by the Department of Public Health
- Have the capacity to vaccinate at least 750 individuals per day, five days per week
- Meet an administration rate threshold of 85% and report doses within 24 hours
- · Be open to all Massachusetts residents
- Provide public links for vaccine appointments on <u>Mass.gov/</u> <u>COVIDVaccine</u>

During the conference call, Jana Ferguson, assistant commissioner at the DPH, said regional clinics would also need to have a fixed location and the DPH will also review staffing plans, traffic management plans, and the identified lead community. She said the COVID-19 Command Center is developing a map that will provide a clear indication of the geographic gaps in the system.

"There is a process," Ferguson said. "We are looking primarily at geographic areas where there is not already ready access to another vaccination opportunity."

She acknowledged that limited availability of vaccines may prevent some regional centers from hitting the 750-dose-per-day target, at least initially, and may cause DPH to put some proposals on a wait list. She cited successful regional programs currently operating in Berkshire and Barnstable counties.

Ferguson said the DPH was creating a Google form that municipalities may use to submit proposals, and she announced a new email address — municipal.vaccine@ mass.gov — that municipal officials may use to submit information or questions related to plans for a regional vaccination clinic or for vaccinating those who are unable to leave their homes.

After having successfully run programs to vaccinate public safety personnel, however, many municipal leaders have pressed for a larger ongoing role in the vaccine program. In a Feb. 18 letter to the governor, the MMA requested that the administration "consider restoring a stronger vaccine distribution role for those local public health departments with the capacity and desire to serve."

Specifically, the MMA asked that local health and fire departments be allowed to vaccinate teachers, public works employees and other essential municipal workers who become eligible shortly in Phase 2, and that local governments be considered to vaccinate other segments of the population as they become eligible.

Administration officials are saying the best role for municipalities currently is to help ensure that "really vulnerable residents" get vaccinated, particularly homebound residents and those in low-income and affordable senior housing, who are now eligible, along with staff. Ferguson said she gave an update to local health departments and boards of health on Feb. 19 about this effort, with more information coming soon. She said municipalities may connect senior housing facilities with a "clinical partner," such as a community health center, pharmacy or the local health department to develop a vaccine plan.

Ferguson said the DPH is "building a process" for ensuring vaccinations for the homebound, either by using a statewide vendor, creating a partnership between the vendor and the local health department or council on aging, or using municipal staff. She said guidance and a toolkit is expected to be released during the first

week of March.

As of the time of the call, Polito said, more than 1.4 million vaccine doses had been administered in Massachusetts, and the state was the per capita leader among the 24 states with populations of at least 5 million. On Feb. 17, she said, Massachusetts was notified that its weekly vaccine allotment is being bumped up from about 110,000 doses per week to 139,000.

Federal aid

Heath Fahle, special director for federal funds at the Executive Office for Administration and Finance, gave an update on a federal COVID relief package – the \$1.9 trillion American Recovery Plan – working its way through Congress, which includes an estimated \$2.3 billion for Massachusetts municipalities in addition to aid for the state.

"There is activity at the federal level that may flow through to municipalities in a way that has a pretty material impact on your planning and on your efforts to respond to the pandemic," he said.

Fahle also reviewed recent changes to the Federal Emergency Management Agency's Public Assistance Program. President Joe Biden directed FEMA to increase the reimbursement rate for eligible pandemic response expenses from 75% to 100% and applied the new rate from the beginning of the disaster period, Jan. 20, 2020, through Sept. 30, 2021. The order also expanded the definition of eligible costs, in areas such as PPE, cleaning and sanitation, and school reopening costs. Fahle said he's awaiting additional details and guidance from FEMA.

Fahle said the FEMA changes will prompt municipalities "to go back and look at costs they've incurred over the past year, because some of the things that you thought were ineligible before are likely to be eligible now. ... I think it's very likely that FEMA Public Assistance will play a much larger role in supporting COVID-related costs as we go forward."

Fahle said the state has extended the reconciliation period for the Coronavirus Relief Fund Municipal Program through at least the end of the current fiscal year, June 30. His office issued updated guidance on Feb. 19.

People

Lincoln Heineman became the new town administrator in Whitman on Feb. 8.

Heineman had been the finance director and treasurer-collector for the town of Hanover since 2017. His previous roles include working as the director of accounts payable for the Committee of Public Counsel Services, an investigator for the Massachusetts Inspector General's Office, a fiscal policy analyst for the Executive Office for Administration and Finance, and a legislative aide. He earned a master's degree in business administration from New York University and a bachelor's degree from Trinity College in Hartford.

Heineman replaced **Frank Lynam**, who retired in October after almost two decades in the role.



Michael Mullen Jr.

Michael Mullen

Jr., a Rockland selectman since 2016, will become the new town administrator in Dighton on March 8.

Mullen has worked for the Norfolk County Commissioner's Office since April 2017, first

serving as assistant county director and then as the county director since October 2019. Before that, he served three years as director of government affairs and communications for the Massachusetts Association of 766 Approved Private Schools. From 2013 to 2014, Mullen served as chief of staff for then-Brockton

Mayor Linda Balzotti. He also served as legislative director for Sen. John Keenan and chief of staff for former Rep. Christine Canavan.

Mullen also served on the Rockland School Committee from 2007 to 2013.

He earned a bachelor's degree in political science from Bridgewater State University and a master's degree in public administration from Suffolk University. He also participated in the 2019 MMA-Suffolk University Municipal Finance Management Seminar in New Bedford.

In Dighton, Mullen replaces **Mallory Aronstein**, who left in November to become the town administrator in Swansea.

On Feb. 16, the Fitchburg City Council appointed **Thomas Hughes** to fill a vacancy on the council through 2021.

Hughes replaced **Michael Kushmerek**, who left the council after winning a seat in the House of Representatives. Kushmerek, who had served on the council for seven years, now represents the 3rd Worcester District.



Dan Koh

Dan Koh stepped down from the Andover Select Board on Feb. 23 and was sworn in as chief of staff for the U.S. Department of Labor. Koh will serve under incoming Labor Secretary Martin Walsh. A member of the Select Board since 2019, Koh previously served in Boston as Mayor Walsh's chief of staff from 2014 to 2017.

Doris Bunte, the first Black woman elected to the Legislature and later chosen to lead the Boston Housing Authority, died on Feb. 15 at age 87.

In 1969, Bunte became the first woman appointed to the Boston Housing Authority Board. Three years later, she was elected to the House of Representatives, where she was a founder of the Massachusetts Legislative Black Caucus and the Massachusetts Caucus of Women Legislators.

Bunte served for a dozen years on Beacon Hill, until then-Boston Mayor Raymond Flynn appointed her as administrator of the housing authority. The first housing-authority leader who had lived in public housing, she oversaw the desegregation of the city's public housing. She led the authority until 1992.

Bunte later worked at the Boston University School of Public Health and the Northeastern University Center for the Study of Sport in Society, retiring in 2010.

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.

MIIA

Continued from page 11

- Reinsurance will play a larger part in pricing terms than in the years past.
- Rate increases can be expected in the high-single digits to 15% range on clean accounts, and higher on accounts with losses.
- Catastrophe deductibles will be converted from flat dollar amounts to percentages, with percentages increasing from 2% to as high as 5% in

some areas.

- Multiple insurers will be needed to assemble higher excess coverage limits.
- New communicable disease and riot exclusions will be introduced.

As municipalities engage in the budget planning season, they are advised to consult with all their insurance providers to ensure that their coverage is better than adequate and that their budget is prepared for anticipated hikes in premium costs.

Rising insurance costs can be managed by a full risk assessment across all exposures, locations and operations. Local officials are advised to evaluate all coverages, limits, deductibles and retentions. The end goal should be a strategy for each line of coverage, where pricing, terms and conditions are adjusted for the current environment, and with an eye toward ongoing monitoring for the foreseeable future.

Joyce McMahon is a freelance writer.

MMA continues #MaskUpMA campaign on Twitter

The MMA remains engaged in a social media campaign promoting the use of face coverings, including by those who have been vaccinated, to reduce the spread of the coronavirus until herd immunity can be achieved.

The campaign involves MMA and MIIA staff and members sharing photos of themselves with masks on and using the hashtags #MaskUpMA and #WearAMask, as well as retweeting content from cities and towns and state agencies.

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.

Municipal officials are encouraged to share mask photos for use in the campaign by emailing MMA Digital Communications Coordinator Meredith Gabrilska at mgabrilska@mma.org.





MMA staff share mask selfies as a part of the #MaskUpMA campaign (MMA Administration & Finance director Katie McCue, left, and MIIA Health Benefits Trust Project Manager Monica Smigliani).

Massachusetts Municipal Directory is available online

The MMA's 2020-2021 Massachusetts Municipal Directory, which was published in December as a PDF, remains available online for members and customers who have purchased access to the guide.

The MMA adopted an electronic format for the first time this past year due to the COVID-19 emergency. Though the format is different, the directory includes 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. The directory also has 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.

People who receive the directory can access the password-protected document by logging in through the MMA website.

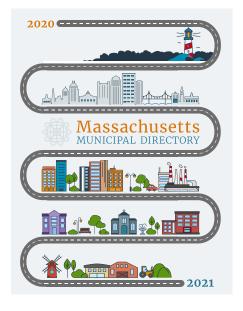
In December, the MMA sent emails with

login information and instructions for accessing the document. Those who might be experiencing difficulty accessing their copy of the directory, or who believe they should have received a login email but haven't, should email directory@mma.org for assistance.

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.

In the coming months, the MMA will provide information about planning for the 2021-2022 Massachusetts Municipal Directory.

– Jennifer Kavanaugh



COMMONWEALTH

Continued from page 13

interpreters provide the translations, she said.

Visitors to the agency's website can click on "Translate Page" and have Google Translate convert the text into more than 100 languages, and the agency offers technology for people with visual impairments. The agency also requires translation of key documents related to projects. Summaries or fact sheets are provided for documents that are too cumbersome or expensive to translate.

The agency's research department reviews census data and regularly updates its list of widely spoken languages in each neighborhood, Gandhi said. For citywide events and documents, the agency currently lists five top non-English languages: Latin-American Spanish, Simplified Chinese, Haitian Creole, Vietnamese and Cabo Verdean Creole.

The agency expects the translation and interpretation services will cost roughly \$200,000 a year for its own planning activities, but developers must cover the costs for their projects. The agency maintains a list of vetted interpreters, Gandhi said.

Gandhi said the agency is fine-tuning its interpretation work for virtual meetings, while exploring options for when the agency resumes in-person hearings.

Golden said the agency's efforts to expand access have received significant support from outgoing Mayor Martin Walsh, and he believes the next

administration will provide similar support. Both the city and developers have abandoned the top-down approaches that dominated planning and development in decades past and locked whole communities out of the discussion

"We think you get the most good when neighborhoods sign up for what you're trying to do, whether it's a new planning exercise or a development that's being proposed in a neighborhood," Golden said. "Everybody wins if there is public buy-in for what you're proposing."

– Jennifer Kavanaugh

This monthly column features regional and local news briefs related to local government in Massachusetts. To suggest a news item for this column, email editor@ mma.org.

RELIEF FUNDS

Continued from page 1

The Feb. 10 presentation is available on the MMA website.

The state has received a total of \$70 billion in federal relief money since the beginning of the pandemic, with 78% of this in the form of direct assistance to businesses, and unemployment insurance and stimulus payments to individuals. Massachusetts municipalities have received \$888 million thus far, and \$1.1 billion has gone directly to school districts in the state.

Most of the \$888 million to municipalities was available through the Coronavirus Relief Fund, which was allocated for unexpected costs related to the COVID-19 pandemic. Some of this funding for municipalities flowed through various grant programs, including Shared Streets, Community Development Block Grants, Emergency Solutions, Assistance to Firefighters, and Justice Assistance Grants.

Federal funds for schools

Following the passage of the CARES Act last year, the Coronavirus Relief Fund provided \$181 million for School Reopening Grants and \$33 million for Remote Learning Technology Essentials grants. The federal government also established the Elementary and Secondary School Emergency Relief grant program.

ESSER I

The first round of ESSER funding, now referred to as ESSER I, provided a total of \$194 million for schools distributed based on the Title I formula. Eligible expenses were flexible, intended to prevent, prepare for, and respond to the impacts of COVID-19 on school districts.

For ESSER I grant applications that have been approved by the Massachusetts Department of Elementary and Secondary Education, funding can be used for fiscal 2020 allowable costs dating back to March 13, 2020, and funding will remain available for allowable costs through Sept. 30, 2022.

ESSER II

ESSER II funds became available when Congress passed the Consolidated Appropriations Act of 2020 at the end of December, providing \$735 million to school districts in the state.

Eligible expenses are largely the same as the first round, but with additions

for improvements to school ventilation systems and efforts to address "learning loss."

Gov. Charlie Baker has authorized school districts to apply up to 75% of their total ESSER II grant award toward the increase in their Chapter 70 required local contribution for fiscal 2022. This temporary provision applies only to the upcoming fiscal year, and can only be applied to the increase in the required local contribution, not the total.

Administration officials advised municipal leaders to carefully evaluate the various funding sources to maximize their benefits. They also encouraged local officials to explore ways to minimize the risk of potential financial compliance issues.

EMPLOYMENT OPPORTUNITIES

Executive Director

Merrimack Valley Planning Commission

The Merrimack Valley Planning Commission is seeking applications for the position of Executive Director. The MVPC is the regional planning agency for a diverse region of approximately 270 square miles in the northeastern corner of Massachusetts. The Commission provides myriad planning services including land use, transportation, environmental, energy, hazard mitigation, and economic development as well as administering a variety of regional programs. The Executive Director is responsible for the overall leadership, direction, administration, coordination, and implementation of all Commission programs. This person shall be responsible for the development of future projects and/or programs that are necessary to the future of the organization, the region, and its membership. The Executive Director serves a sixteen-member governing board that represents the fifteen member communities, and manages fifteen members of a highly talented and committed staff, and a budget of \$2+ million. The MVPC seeks self $motivated \ and \ visionary \ candidates \ for \ the \ Executive$ Director position, to be a leader for the organization and the region. The ideal candidate should possess high interpersonal and communication skills, and a strong belief in collaboration and a team-oriented organization. The ideal candidate should have at least 10 years of leadership or executive level experience, at increasing levels of responsibility. Experience working in, or with, a multi-faceted public organization is preferred. The ideal candidate should possess demonstrated abilities and knowledge in community planning, economic development, municipal management, finance, personnel administration, and intergovernmental relations. An advanced degree in planning, public administration or other appropriate field is preferred. The successful candidate will receive an attractive compensation package including an annual salary of \$130K+/-, DOQ. The MVPC is an EEO/AA employer. For additional information, visit www.communityparadigm.com, or contact Bernard Lynch, Principal, Community Paradigm Associates at blynch@communityparadigm.com. Submit resume and cover letter in a single PDF, in confidence, via email, with subject line: MVPC Executive Director Search, by 3 p.m. on March 24, to apply@ communityparadigm.com.

Associate Director of Public Health Town of Burlington

This newly created position plays a key role to develop and administer public health initiatives, with particular focus on biotech, environmental and sanitation programs. This position will implement plans for disease prevention, environmental health, and public health nursing, to support a high quality of life for the residents and businesses within Burlington. Master's degree in public health administration or a related field preferred, along with seven-plus years of professional experience in public or environmental health, considerable knowledge of regulations pertaining to public health, and proven leadership and communication skills. Full position description and application at burlington.catsone.com/careers.

City Auditor

City of New Bedford

The city of New Bedford is currently accepting applications for City Auditor. For job description and application, please visit: s3.amazonaws.com/newbedford-ma/wp-content/uploads/sites/45/20210217155351/City-Auditor.pdf.

Please email completed applications to applicant@newbedford-ma.gov. New Bedford has a residency requirement. EEO

Senior Administrative Assistant Town of Topsfield

The town of Topsfield seeks qualified candidates for the part-time benefited position of Administrative Assistant to support the Inspectional Services Department including the Building, Electrical and Plumbing Inspectors. The Administrative Assistant supports the Building Inspector, Electrical Inspector and Plumbing/Gas Inspector by performing administrative duties including (but not limited to) communications and information to residents, town officials, developers and the general public over the phone, through email and in person; maintains files, department website, permit forms, etc. Performs all other related work as required. Submit a letter of interest and resume to The Select Board's Office c/o Debi Morong, 8 West Common St., Topsfield, MA 01983; or email to dmorong@topsfield-ma.gov. Please go to www.topsfield-ma.gov for a full job description.

Chief of the Bureau of Local Assessment Massachusetts Division of Local Services

The Massachusetts Division of Local Services (DLS) is now accepting applications for its Chief of the Bureau of Local Assessment (BLA). Under the direction, oversight and leadership of the Bureau Chief, BLA certifies that the approximately \$1.4 trillion in real and personal property statewide is valued at full and fair cash value so that the nearly \$19 billion in property taxes is fairly assessed to municipal taxpayers. Qualified candidates interested in this unique opportunity to serve at the forefront of modern assessment administration policy, procedures,

and practices should search "Chief, Local Assessment" on the Commonwealth's MassCareers website on mass.gov (massanf.taleo.net/careersection/ex/jobdetail.ftl?job=2100012G&tz=GMT-05%3A00&tzname=America%2FNew_York).

Heavy Equipment Operator Town of Holliston

The town of Holliston DPW Highway accepting applications for a Heavy Equipment Operator. Applicants must possess Class B CDL, and at least Class 2A and 4A hoisting licenses. Full-time position, 40 hours per week. Salary range: \$23.89 - \$26.5. Applications available at town website: www.townofholliston.us or by calling the Select Board office at 508-429-0608.

Administrative Assessor - Revised Town of Barre

The town of Barre is hiring for the position of Administrative Assessor. Technical, administrative, and supervisory work relating to the operation of the Assessor's Office and the administration of a fair and equitable town-wide property appraisal system in accordance with Massachusetts General Laws: all other related work as required. The Administrative Assessor is appointed by the Board of Assessors. The Administrative Assessor is under the Board's general direction and accountable to the Board. The Administrative Assessor works in strict accordance with applicable provisions of the Massachusetts General Laws, town bylaws and the regulations and procedures of the Massachusetts Department of Revenue (DOR). The full position description is listed here on the town's website. The salary will be negotiable based on qualifications. Please submit an employment application, resume and cover letter for consideration by mail to Town of Barre, Attention: Board of Assessors, 40 West St., Barre, MA 01005 or by email to jwarren@townofbarre.com. For questions, please call 978-355-2504 ext. 103 or 104. The town of Barre is an Equal Opportunity Employer.

■ CLASSIFIEDS continued on 20

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 datesThe 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.

April Beacon

Deadline: March 25 Publication: April 1

May Beacon

Deadline: April 28 Publication: May 3

Placing an ad

You may use our convenient online form at

www.mma.org.

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

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

See www.mma.org for details.

CLASSIFIEDS

Continued from page 19

Treasurer/Collector Town of Georgetown

The town of Georgetown is seeking qualified applicants for the position of Treasurer/Collector. This is a full-time position appointed by the Board of Selectmen and reporting to the Town Administrator/ Acting Finance Director. This individual will work independently under the general administrative direction of the Town Administrator and is responsible for supervising the receipt, collection, custody. deposit, investment and disbursement of town funds and other securities and the maintenance of related records. Required Minimum Qualifications: Bachelor's degree in accounting, business or public administration or a closely related field with five years' treasury management experience preferred an equivalent combination of experience and education may be considered. Certification by the Treasurer/ Collectors' Association of Massachusetts or the ability to obtain certification as soon as possible. Duties require considerable knowledge of legal provisions governing the receipt, custody and accounting of town revenues; accounting principles, practices, procedures and related computer operations; and treasury management principles, practices and procedures. Knowledge of modern office practices and procedures, and the operation of office equipment are required. Ability to maintain financial records, prepare and present complete financial reports and to reconcile departmental reports with those of the Accountant's office is essential. Ability to establish and maintain effective working relationships with government officials, department heads, employees and the general public is essential to performing the functions of this position. Strong customer service skills and the ability to deal with the public in a calm, tactful and courteous manner are required. Familiarity with Munis software and proficiency in the use of WORD, Excel, and presentation applications. Four day/week salaried position. Salary commensurate with experience. Interested applicants should send a resume via email only to: Town Administrator's Office, Attn: Maureen Shultz at mshultz@georgetownma.gov. EEO/AA Employee

Media Production Associate Town of Tyngsborough

The town of Tyngsborough seeks qualified applicants for part-time Media Production Associate(s). The Media Production Associate is responsible for assisting the Media Director with the operations, and programming of the local cable access channels, and occasionally social media for the town. Associate(s) work under the supervision and direction of the Media Director or Town Administrator as directed. This is an up to 19-hour per week position without benefits. This position does not have defined work hours. The ideal candidate will be required to work a combination of hours during days, evenings (5 p.m. to 11 p.m.) and when applicable weekends for special events, to meet the requirements of programming, training, taping, and broadcasting content for Tyngsborough Television. They will also have the ability to manage remote meetings with limited supervision, troubleshoot connectivity issues, work well with various personnel and have excellent communication skills. Experience with remote meeting platforms such as Zoom and understanding of Open Meeting Law and Public Records Law preferred. You'll train to work on

a professional level with streaming software, studio production systems, cameras and more. We will train eager and responsible candidates. Candidates must have availability during evening hours. Salary range \$15-\$17 per hour. Desired Minimum Qualifications: Bachelor's degree in television production or communications, or three to five years of experience in public access production; basic working knowledge of video cameras, DSLR's, audio equipment, robotic cameras and NDI, network equipment i.e Castus.TV and Zoom, Non-Linear Editing software i.e. Adobe Premiere Pro, Davinci Resolve for editing; willingness and ability to work effectively with individuals and small groups to facilitate programming, training, and production; quick study in A/V equipment function and use. Full job description is available at www. tyngsboroughma.gov/departments/humanresources/employment-opportunities. Please send resume and letter of interest to hr@tyngsboroughma. gov Open until filled. EO/AA

Custodian

Town of Saugus

Applications are being accepted for a full-time Custodian. Essential Duties: Cleans and polishes lighting fixtures, marble surfaces and trim. Cleans rooms, hallways, lobbies, rest rooms, corridors, elevators, stairways and other work areas. Sweeps, scrubs, waxes and polishes floor. Cleans rugs, carpets, upholstered furniture. Replaces light bulbs and changes ceiling tiles as needed. While performing the duties of this job, the employee is required regularly to stand, walk, sit, use hands to finger, handle or feel objects, tools, or controls, reach with hands and arms; climb or balance; stoop, kneel, crouch or crawl; talk or hear; and taste or smell. Must regularly lift and/ or move up to 25 pounds. Orders supplies and takes trips to the hardware store for supplies. Performs landscape cleanup, cleans outside drain traps, pressure washes walkway. Shoveling of snow from stairs and walkways. Must be able to work independently and prioritize tasks, as well as communicate effectively with department heads, various staff employees, the general public and vendors. Please submit a cover letter and resume by email to glagattolla@saugus-ma.

Principal Assessor Town of Westford

The town of Westford is seeking qualified applicants to join our team as a full-time (37.5 hours/week) Principal Assessor. This position works directly with our Board of Assessors, and has the responsibility for the professional, administrative and supervisory work related to the valuation of all residential, industrial, and commercial real estate and personal property within the town of Westford, in accordance with the Department of Revenue regulations and related Massachusetts General Laws. The Assessor provides time-sensitive financial information, analysis and consultation to the Boards of Assessors, Town Manager, Finance Director, town departments and boards, including oversight of valuation models and cost tables as needed, based on a thorough analysis of comparable sales data. The Assessor is appointed by the Town Manager but works under the general direction of the Finance Director and in conjunction with the Board of Assessors. The Principal Assessor currently manages a staff of three employees. The preferred candidate should have five years of municipal experience in the real estate assessing/ appraisal field and must possess excellent written

and oral communication skills. Bachelor's degree in a related field is preferred. Must possess Massachusetts Accredited Assessor designation. Licensure by the State Board of Real Estate Appraisers is desirable. Knowledge of Patriot Properties and MUNIS software preferred. Salary range: \$86,976 to \$117,535. For a full position description, please visit westfordma.gov/Jobs.aspx. Please submit a resume and cover letter by March 8 to: HR@westfordma.gov or Pam Hicks, Director of Human Resources, Town of Westford, 55 Main St., Westford, MA 01886. EEO/AA employer

Director of Public Buildings Watertown Public Schools

This position reports to the Town Manager and the Superintendent of Schools. The person in this position is responsible for managing custodial requirements, energy management, building and preventative maintenance operations including repairs, renovations, refurbishments, minor construction and special facilities projects for all town and school buildings. Applicants should have a minimum of a two year college or technical degree with a bachelor's degree preferred, and five years of facilities or management supervision. For more information and to apply for this position, visit www.schoolspring.com/jobs/job.cfm?jid=34467418.

Mechanic/Operator Town of Harvard

The town of Harvard DPW has a vacancy in the DPW for a Mechanic/Operator. Full-time/year round position (40 hours plus overtime). The successful candidate must possess a CDL-B license or have the ability to obtain one within six months of hire. Hoister's license 2B is required or the ability to obtain one within six months of hire. The applicant must also pass a CORI check. Applications are available by calling 978-456-4130 or emailing tkilhart@harvard.ma.us. The town of Harvard is an affirmative action/equal opportunity employer.

Truck Driver/Laborer Town of Harvard

The town of Harvard DPW has a vacancy in the DPW for a Truck Driver/Laborer. Full-time/year round positions (40 hours plus overtime). The successful candidate must possess a CDL-B license or have the ability to obtain one within six months of hire. It is preferred that the applicant have a Hoister's license 2B or have the ability to obtain one within six months of hire. The applicant must also pass a CORI check. Applications are available by calling 978-456-4130 or emailing tkilhart@harvard.ma.us. The town of Harvard is an affirmative action/equal opportunity employer.

Assessor's Assistant Town of Tyngsborough

The town of Tyngsborough seeks qualified applicants for the position of Assessor's Assistant, up to 35 hours/week. This position is appointed by the BOS and is included in the town's SEIU Clerical Union. Position provides highly responsible administrative services to the Assessor's Office and Board of Assessors. Receives calls and visitors, provides information to taxpayers and co-workers. Researches abatements, prepares reports, completes special projects, maintains and reviews data. Requires ability and skill to deal tactfully and effectively with the public; excellent computer skills, written and oral communication. Works under the general direction of the Chief Assessor. Experience in assessing, appraisal or real estate work is desirable; or any combination of education or experience that

demonstrates possession of the required knowledge, skills and abilities; experience in a municipal setting and working with the public is strongly preferred. Anticipated hiring range \$21-\$25/hour DOQ, with benefits. Send letter of interest and resume to hr@tyngsboroughma.gov by March 10.

Police Chief Town of Lanesborough

Lanesborough Selectmen seek a community-oriented, qualified individual for full-time Police Chief. Excellent communication, organizational and managerial skills required. Ability to work with minimal direction, detail-oriented, work well with the public, thorough knowledge of law enforcement required. Will work regular duties as a police officer as well as administrative work. Full description available at www.lanesborough-ma.gov. Please email a cover letter, resume and a minimum of three letters of recommendation to the Town Secretary at Town. Secretary@Lanesborough-ma.gov. Applications will be accepted until the position is filled. Pay to be determined based on qualifications, subject to town appropriations.

Town Accountant Town of East Bridgewater

The town of East Bridgewater is seeking a motivated Town Accountant. The Accountant performs professional, administrative, supervisory, and technical work in ensuring the proper recording and maintenance of financial records, approving all financial payments, overseeing, and monitoring expenditures of all town funds versus budgetary amounts, classification of revenues, and the preparation of various financial reports in accordance with applicable local, state, and federal laws, rules, and regulations. Performs all other related work as required. Qualifications include a bachelor's degree in accounting/finance or related field; three years' progressively responsible experience; or a combination of education and experience. Preferred: possession of or actively working toward becoming a Certified Governmental Accountant (certification required within three years.) Position is full-time and the salary is commensurate with qualifications and education. For a complete description, and to apply and download the job description, visit www.eastbridgewaterma. gov/about-us. Please submit a resume, cover letter with the town's standard job application to personnel@ eastbridgewaterma.gov. The town of East Bridgewater is an Equal Opportunity Employer.

Administrative Officer Town of Bolton, Connecticut

The town of Bolton is seeking an Administrative Officer. The Administrative Officer, appointed by the five-member Board of Selectmen, is responsible for the administration of all town operations with the exception of the education system. This position includes serving as personnel officer, coordinating the administration of all officers, boards, commissions, agencies, and authorities appointed by the town, supervising all financial matters, developing policies, regulations and ordinances and representing the town on various regional and state entities. This position also serves as the administrator for the Bolton Lakes Regional Water Pollution Control Authority. For information and application visit: town.boltonct.org.

Youth Services Librarian and Assistant Director Town of Uxbridge

Uxbridge is seeking an enthusiastic, energetic, and creative professional librarian who will foster a love of reading and learning within the community's youth. This non-union position works 40 hours per week, including some evening and weekend hours. All interested, qualified candidates should submit a letter of interest, along with a resume, and the names of three professional references to Uxbridge Town Hall, Attention: Benefits, 21 South Main St., Uxbridge, MA 01569 or email same to HR@uxbridge-ma.gov. See full listing at https://www.uxbridge-ma.gov/sites/g/files/vyhlif3971/f/uploads/youth_services_librarian_and_assistant_library_director_- 2.1.21.pdf.

Fire Chief

Town of West Tisbury

Small, rural community on the Island of Martha's Vineyard seeks a Fire Chief to replace the Chief who will retire after 27 years of service. The town has a population of over 3,200 year round residents with a substantial seasonal increase. The Fire Department is a volunteer force with a roster of around 40 people. The successful candidate will have extensive experience in firefighting, fire prevention and fire safety. Significant supervisory experience is required with managerial experience as an asset. Qualified candidates should show an ability to attract and retain new volunteers. Salary is negotiable. Applicants should send a cover letter and resume to the Board of Selectmen through Jennifer Rand, Town Administrator by March 5. 3:30 p.m. Applications should only be submitted electronically, by email, to townadmin@westtisburyma.gov. West Tisbury is an equal opportunity

Municipal Energy Services

Through the MMA's MunEnergy program, MMA

SERVICES

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.

Tax Collection, Tax Foreclosure Services and Tax Valuation Appeals

Law Offices of Aldo A. Cipriano & Associates, established in 1979, has been providing tax collection and foreclosure services in Land Court to municipalities effectively for over 41 years. Our staff will provide assistance in positive collection efforts to reduce tax delinquent accounts. We have experienced auctioneers available to conduct foreclosure auctions. We also offer legal services to municipal Boards of Assessors in defense of Real Estate assessments and valuation before the Appellate Tax Board. Please contact us at 508-485-7245 or aldoc.esq@comcast.net for additional information.

Leadership Excellence Program

The UMass Donahue Institute, in collaboration with University Without Walls and UMass Online, is offering a new online leadership development certificate program. The Leadership Excellence program is for emerging leaders who need new skills and tools to implement organizational change and propel their careers forward. The five-module program provides 30 hours of hands-on learning over eight weeks in an interactive online classroom. Participants also complete two online leadership assessments and receive individualized coaching to interpret the results. Completion of this program will earn learners a certificate and is accredited to award three CEUs through UWW. Visit www.donahue.umass.edu/ODLS for more information.

Public Management Consultants

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

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.

■ **CLASSIFIEDS** continued on 22

Visit our website at www.GovHRusa.com or contact us at 847-380-3240 or info@govhrusa.com to discuss how we may serve your organization. Post to our job board at www.govhrjobs.com.

Management, Human Resources and Executive Search

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

GIS Consulting Services

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

Town Counsel Services

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

General Consultant, Recruiting and Special Studies

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

expertise that can help communities deliver quality services and resolve complex problems with real-world solutions. Contact us at 866-501-0352 or info@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 <u>www.k-plaw.com</u> or contact Lauren Goldberg, Esq. at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

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.

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Financial Management Services

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

Human Resources Consulting

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

Executive Recruitment and Municipal Management

Groux-White Consulting, LLC, is a full-service

■ CLASSIFIEDS continued on 23

Form-of-government resources available

The Massachusetts Municipal Management Association offers free resources to help communities that are considering a change in their form of government.

The MMMA, a member group of the MMA comprising town managers, administrators and assistants, has compiled answers to frequently asked questions as well as descriptions of the different forms of government with a professional administrator.

Also available are reports on the towns of Topsfield and Groton, both of which went through changes in their respective forms of government in the last decade.

A management chart shows the progression of management authority in a decentralized vs. centralized form of government.

These and other related resources can

be found in the MMA website Resource Library.

Members of the MMMA are also available to meet with charter commissions, government study committees and select boards to discuss options and answer questions.

Contact: MMA Senior Member Services Coordinator Denise Baker

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.

Send personnel changes to the MMA

Retirements, elections, resignations and hirings bring about frequent changes in a community's personnel. Keep the MMA up-to-date with your community's personnel changes by sending an email to database@mma.org. Please include

the person's name, title, and start date. If you have any questions, contact the MMA database administrator.

COVID

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physically distanced from the rest of the household by staying in one room (with doors shut) and using a private bathroom if possible. If separate spaces are not possible, improve the airflow by opening a window and/or using an air purifier with a HEPA filter if possible. And always have the sick person wear a facemask if around others in the house.

COVID-infected individuals should only leave the house to seek medical attention, and should avoid public transportation and ride shares.

Other household members must also quarantine at home for 14 days from the last time of contact with the person who is sick, according to the CDC, and need to monitor their symptoms. COVID-19 symptoms can begin from two to 14 days after the last date of interaction.

Regularly clean all surfaces in your home, and keep laundry separate from

that of the person who has COVID-19.

If you are at high-risk for COVID-19, it is particularly important that you not be the caregiver for your ill housemate.

The CDC recommends the following steps to support a sick housemate:

- Check in on them by text messages, phone calls, Facetime, etc.
- Bring them food and water and leave it outside their door. Wash your hands immediately after handling any dishes they may have touched.
- If the infected person is bedridden; enter the room while both of you are wearing masks. Wash your hands immediately after going into their room.
- Encourage the infected person to take their temperature regularly and share their readings with you by email or text
- If interaction in the household is unavoidable, all persons should wear a

face mask.

- Provide over-the-counter medication to treat symptoms.
- Call their health care provider if symptoms become worse.
- Do not allow visitors who do not live in the home to come inside.
- Wash your hands with soap and water after you interact with the infected person.

Quarantining and caregiving can be challenging, but taking the best safety measures while you're in this situation can help ease the time, and hopefully provide a better outcome.

For more information, visit www.cdc. gov/coronavirus/2019-ncov/if-you-are-sick/care-for-someone.html.

CLASSIFIEDS

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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.

Calendar

MARCH

Association of Town Finance Committees, governing board, remote, 4-5 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Municipal Human Resources, remote program meeting, 11 a.m.-12:30 p.m.. Contact: MMA Member Services Coordinator Isabelle Nichols

Councillors' Association, remote board meeting, 8:45-9:30 a.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Municipal

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

MMA-Suffolk programs, 2021 information session, remote. 10-11 a.m. Contact: MMA Bookkeeper and Project Assistant Kate Evarts

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

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

MMA-Suffolk programs, 2021 information session, remote. 3-4 p.m. Contact: MMA Bookkeeper and Project Assistant Kate Evarts

Managers Association, remote meeting, 10 a.m.-12 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Human Services Council, webinar, 12-1 p.m. Contact: MMA Member Services Coordinator Isabelle Nichols The Beacon

Massachusetts Municipal Association One Winthrop Square, Boston, MA 02110

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

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.

APRIL

Women Leading Government, remote meeting, 10-11:30 a.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Association of Town Finance Committees, webinar, 4-5:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

8 Massachusetts Municipal Councillors' Association,

webinar, 12-1 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Municipal Councillors' Association, remote board meeting, 8:45-9:30 a.m.

remote board meeting, 8:45-9:30 a.m.
Contact: MMA Senior Member Services
Coordinator Denise Baker

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

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

Massachusetts Municipal
Management Association and
Massachusetts Municipal Human

Resources, remote joint meeting, 2-4 p.m. Contact: Member Services Coordinator Isabelle Nichols and Senior Member Services Coordinator Denise Baker Massachusetts Mayors'
Association, remote monthly
meeting, 10-11 a.m. Contact: MMA
Communications and Membership
Director Candace Pierce

PERIODICALS

Massachusetts Municipal Human Resources, HR101 Boot

Camp webinar #1, 11 a.m.-12:30 p.m. Contact: Member Services Coordinator Isabelle Nichols

Women Elected Municipal Officials, webinar. Contact:
Member Services Coordinator Isabelle Nichols

MAY

Association of Town Finance Committees, governing board, remote, 4-5 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

6 Massachusetts Municipal Human Resources, HR101 Boot

Camp webinar #2, 11 a.m.-12:30 p.m. Contact: Member Services Coordinator Isabelle Nichols

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

MMA contacts

Denise Baker can be reached at dbaker@mma.org

Isabelle Nichols can be reached at inichols@mma.org

Timmery Kuck can be reached at tkuck@mma.org

For more information, visit www.mma.org.

Online registration is available for most of these events.