

State officials explain ARPA reporting

By Jackie Lavender Bird

During a one-hour [webinar hosted by the MMA on Sept. 29](#), officials from the Executive Office for Administration and Finance explained the [reporting requirements](#) for non-entitlement units of government under the American Rescue Plan Act.

Municipalities are subject to various reporting requirements associated with the Coronavirus Local Fiscal Recovery Fund that was authorized by the ARPA. Non-entitlement communities — generally those with populations below 50,000 — are required to file a Project and Expenditure Report by April 30, 2022. [Note: The day after the webinar,

the U.S. Department of the [Treasury postponed the deadline](#), originally set for Oct. 31, 2021, to next April 30, covering the period between award date and March 31, 2022.]

Kate Mayer, assistant director for federal funds at the Executive Office

■ ARPA continued on 15

Treasury pushes back ARPA reporting deadlines

By Jackie Lavender Bird

On Sept. 30, the U.S. Department of the Treasury announced changes to the reporting deadlines for states, territories, Metropolitan Cities and non-entitlement units of government for the American Rescue Plan Act's Coronavirus Local Fiscal Recovery Fund.

Metropolitan Cities (generally those with populations above 50,000) now have until Jan. 31, 2022 — instead of Oct. 31, 2021 — to report project and expenditure data,

covering the period between award date and Dec. 31, 2021.

Non-entitlement units of government now need to file their first report by April 30, 2022, instead of Oct. 31, 2021, covering the period between award date and March 31, 2022.

The announcement came a day after the [MMA hosted a webinar with officials from the Executive Office for Administration and Finance explaining the ARPA reporting](#)

[requirements for non-entitlement units of government](#).

In August, the [MMA hosted a similar webinar for Metropolitan Cities](#).

Municipalities are subject to various reporting requirements associated with the Coronavirus Local Fiscal Recovery Fund. The [MMA website federal funds area](#) features a comprehensive collection of guidance, documents and webinars related to the ARPA. ●

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MMA opens Annual Meeting registration

By John Ouellette

Members may now register for the 43rd [MMA Annual Meeting & Trade Show](#), which will be held in person on Jan. 21 and 22, 2022, at the Hynes Convention Center and Sheraton Hotel in Boston.

The largest conference for municipal officials in the state features:

- [A range of informative and timely workshops](#)
- [Compelling and inspiring speakers](#)
- Member business meetings and important policy discussions
- A robust [Trade Show](#) featuring the latest services and solutions for cities and towns
- Countless networking opportunities

[The MMA's Annual Meeting website](#) has the very latest information about this dynamic, timely and engaging conference, which is a forum for learning and a celebration of the innovations and best practices in community governance.



The 2022 MMA Annual Meeting theme is "Recover. Renew. Reimagine."

■ ANNUAL MEETING continued on 22

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 617-426-7272.

Executive Committee

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Kevin Sweet, Town Administrator, Wrentham

Arthur Vigeant, Mayor, Marlborough

Kristi Williams, Town Manager, Westborough

Executive Director's Report

Cybersecurity and IT investments emerge as key priorities

Last month, the MMA had the opportunity to participate in the first-ever public hearing held by the Legislature's new Joint Committee on Advanced Information Technology, the Internet and Cybersecurity. This was an excellent opportunity to highlight the importance of cybersecurity and cyber resilience to local governments in every corner of the state.



By **Geoffrey Beckwith**

Cyberattacks are impacting all aspects of our society, including individuals, businesses and every level of government. While there have been a number of memorable attacks against state agencies and private entities, the unfortunate reality is that cities and towns appear to be the prime targets of many bad actors.

This disproportionate targeting of municipalities is likely due to two central factors: the essential role of local government, and the challenge of maintaining modern IT systems.

First, local governments deliver essential services, including public safety and emergency response, K-12 education, drinking water and wastewater infrastructure, management of vital records, economic development and environmental permitting, and elections administration. The disruption of these services has an outsized impact on the

public, increasing the pressure to immediately restore corrupted and disabled IT systems, and cybercriminals wish to capitalize on this sensitivity.

Second, municipalities have very limited financial resources and thus are usually reliant on aging IT systems and equipment. With Proposition 2½ tightly capping local revenues, local leaders have a limited ability to fund the modernization of IT hardware and software that they desire. Since Proposition 2½ mandates a zero-sum budget balancing dynamic, if communities want to rapidly scale up IT investments, they must implement cuts in other valuable and prized services.

Because cyberattacks present a clear threat to the quality of life in our communities, and municipal funding capacity is capped by state law, local officials are grateful that cybersecurity and IT resilience are priorities for the Legislature and the Baker-Polito administration.

The creation of the MassCyberCenter in 2017 was a stroke of genius, as this agency has been a vital partner with cities and towns, serving as a deeply trusted source of expertise, resources and first-rate training. The agency convenes municipal IT officials in multiple ways and settings, including

■ **DIRECTOR'S REPORT** continued on 23



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Manager of Publications & Digital Communications

John Ouellette

Associate Editor
Jennifer Kavanaugh

Digital Communications Specialist
Meredith Gabrilska

Communications & Membership Director
Candace Pierce

Publisher
Geoffrey Beckwith

Design
Full Circle Design



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

Legislature mulls spending of state's ARPA funds

By Jackie Lavender Bird

The Coronavirus State and Local Fiscal Recovery Fund, part of the American Rescue Plan Act signed into law by President Joe Biden in March, provides \$350 billion in direct federal aid for states, municipalities, counties, tribes and territories.

Separate from allocations to Massachusetts cities and towns, the Commonwealth has received \$5.3 billion of these funds.

Gov. Charlie Baker filed legislation in July proposing his plan to spend \$2.9 billion, a bit more than half of the state's \$5.3 billion.

Included in the proposal were sever-

al areas of interest to municipalities, including a \$400 million investment in water and sewer infrastructure, and \$300 million in climate change mitigation grants through the Municipal Vulnerability Preparedness Program.

In recent testimony, the [MMA voiced strong support](#) for the proposed \$700 million infrastructure investment and stressed the urgency to act, so projects can get underway and local governments can factor in these investments when considering how best to use their own ARPA funds. (MMA Executive Director Geoff Beckwith addressed this topic as well in his [September report](#).)

House Speaker Ronald Mariano indicat-

ed that the Legislature may act on the proposed spending plan this fall. The Legislature has held several hearings by topic area so far, with two additional hearings planned.

The four eligible expense categories for Coronavirus State and Local Fiscal Recovery Funds are the same for state and local governments:

- Response to the public health emergency or its negative economic consequences
- Provision of premium pay for eligible workers
- Revenue replacement
- Investments in water, sewer and broadband infrastructure ●

Two major infrastructure bills before Congress

By Jackie Lavender Bird

Since it returned to session on Sept. 20, the U.S. Congress is attempting to address two major infrastructure spending plans within a very tight timeframe.

The two bills are the Infrastructure Investment and Jobs Act, a \$1 trillion bipartisan plan that has passed in the Senate and is now before the House, and a \$3.5 trillion spending proposal that reflects the Biden administration's Build Back Better Plan.

The Infrastructure Investment and Jobs Act includes \$550 billion in new spending for public transit, passenger rail, bridges, water and sewer systems, high-speed internet, electric vehicle infrastructure, and investments in the electric grid to support the expansion of renewable energy. If the law passes, municipalities can anticipate infrastructure support in the form of both direct grants to local governments as well as funds that will pass through existing state programs.

New programs that would provide direct funding to municipalities include \$5 billion for a Safe Streets for All program and \$5 billion for a competitive National Infrastructure Project Assistance program to allow communities to complete critical large projects that would otherwise be too expensive.

Two existing formula programs, the Clean Water and Drinking Water State Revolving Funds, would each receive

\$11.7 billion over five years (49% for principal forgiveness and grants, 51% for loans).

The [White House has released a fact sheet about what the bill would mean for Massachusetts](#).

The president's \$3.5 trillion Build Back Better spending package includes investments in child care, higher education, housing, workforce development, green energy jobs, the teaching workforce, and school building infrastructure.

Congressional leaders are looking to pass the larger spending bill using the budget reconciliation process, which provides for expedited consideration of high-priority fiscal legislation. Under reconciliation, amendments are limited in scope, and the bill is not subject to filibuster in the Senate.

Democrats do not need Republican support in order to pass the reconciliation bill, but they will need support from every Democratic senator and all but a handful of Democratic House members. This is a tall order, as centrist Democrats object to the price tag, and progressive Democrats object to removing any of the proposed investments. The progressive caucus has stated that its members will not vote for the Investment and Infrastructure Jobs Act without first passing the Build Back Better plan. House Speaker Nancy Pelosi announced this week that the two bills would not be considered simultaneously, as the larger

package is not yet ready for a vote.

The House had been planning to vote on the Infrastructure Investment and Jobs Act on Sept. 30, but the vote was postponed. ●



LGAC discusses state budget

Administration and Finance Secretary Michael Heffernan (top right) speaks during the Oct. 1 online meeting of the Local Government Advisory Commission, providing an overview of fiscal 2021, which included "unprecedented state revenues," the fiscal 2021 closeout budget, and the early outlook for fiscal 2022. He reminded officials, however, that the large influx of federal funds during the pandemic was not likely to continue. Also pictured are MMA President and Arlington Town Manager Adam Chapdelaine (top left); Wareham Selectman Alan Slavin (bottom left); and MMA Vice President and Newton Mayor Ruthanne Fuller.

MMA seeks Ch. 90 funding in year-end budget bill

By Jackie Lavender Bird

As the Legislature considers a fiscal 2021 closeout budget bill filed by Gov. Charlie Baker, the MMA is continuing to advocate for [an additional one-time appropriation of \\$200 million for the Chapter 90 local roads program](#).

The MMA is also strongly supporting a \$10 million allocation for the Community Preservation Trust Fund, as proposed by the governor, which would help cities and towns that have adopted the Community Preservation Act.

The bill that the governor filed in August

would allocate a significant portion of a fiscal 2021 state surplus, which is expected to exceed \$4 billion, but did not include additional spending for the [Chapter 90 program](#).

The surplus is enabling the state to avoid a \$1.1 billion withdrawal from its stabilization account, which had originally been anticipated to balance the fiscal 2021 budget. The surplus is also adding \$1.1 billion from above-benchmark capital gains tax revenue to the fund. At the close of fiscal 2021, the stabilization fund balance stands at a record \$4.63 billion, according to the administration.

The governor's spending bill would add \$1 billion to the Unemployment Trust Fund and \$568 million for relief programs, mostly focused on housing insecurity and human services.

During the public health emergency, the administration and the Legislature used revenue estimates that reflected the uncertainty of the times to create the fiscal 2021 budget. Since then, state revenues far exceeded expectations, leading to a higher-than-usual budget surplus.

The bill is now before the House Committee on Ways and Means. ●

Legislature sends 'reprecincting' bill to governor

By Dave Koffman

On Sept. 23, the Legislature enacted and sent to the governor compromise legislation to make a one-time change in the decennial redistricting process by letting state lawmakers draw legislative districts first and then giving municipalities 30 days to draw their own voting precinct lines.

The House and Senate passed a [bill released by a conference committee](#) several days earlier that reconciled differing versions of "reprecincting" legislation.

Normally, cities and towns use data from the U.S. Census Bureau every 10 years to update their precinct lines, which are then used by state leaders to redraw federal and state legislative districts. Because of the federal government's pandemic-related delay in generating official Census numbers, cities and

towns have been unable to finalize their reprecincting process.

Facing a November deadline to pass redistricting legislation affecting federal and state legislative districts, lawmakers are seeking to reverse the conventional order and have the state enact redistricting legislation before new municipal precinct maps are finalized.

The House version of the bill would have required municipal precincts to be redrawn to follow the contours of new state legislative districts, which could have created significant disruption in cities and towns with district-based councils or school committees, and in towns with representative town meetings.

The compromise bill ([H. 4118](#)) is closely aligned with the Senate version, which would delay the municipal reprecinct-

ing process until after the Legislature concludes redistricting of state and federal legislative districts, but would not require precincts to follow legislative lines. Under the compromise bill, the Legislature would finalize the state and federal districts first, and then cities and towns would have 30 days to complete their reprecincting process, as long as they finish by Dec. 15, 2021.

Throughout the legislative process, the MMA has been making the case that legislation to shift the reprecincting process to after redistricting could add significant confusion and complexity to the electoral process in areas where legislative districts bisect precincts. This is particularly important in cities and towns that use precincts to elect city and town councillors, school committees, town meeting members, or other officials. ●

Town Report Contest entries due Nov. 1

The MMA has extended the deadline to enter the Annual Town Report Contest.

First-, second- and third-place winners will be selected from each of three population categories: less than 5,000; 5,001-15,000; and 15,000-plus. Winners will be recognized and given a certificate during the MMA's 2022 Annual Meeting & Trade Show in January.

Judging criteria include:

- Attractiveness of report cover and layout
- Material arrangement
- Presentation of statistics and data
- Summary of the year's achievements

- Evidence of local planning for the future
- Practical utility of report

Each entry will be reviewed by two judges, chosen based on their expertise in the field and their ability to remain impartial.

To enter electronically, please complete the [form on the MMA website](#) with a link to, or a PDF of, the town report. Or, send **two** copies of your town's 2020 report to: Town Report Contest, Massachusetts Municipal Association, 3 Center Plaza, Suite 610, Boston, MA 02108.

Entries are due by Monday, Nov. 1.

For more information, contact Aland-



Winning town report entries from 2020.

Champion at the MMA at 617-426-7272, ext. 121, or achampion@mma.org. ●

State issues guidance to close out Coronavirus Fund

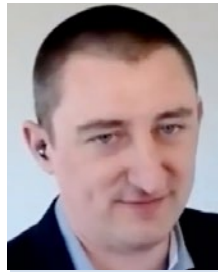
By Jackie Lavender Bird

State officials have announced the [four-step closeout process for local officials](#) to take as the Oct. 29 deadline nears for the [Coronavirus Relief Fund Municipal Program](#).

The Commonwealth created the CvRF-MP to make up to \$502 million in federal CARES Act resources available to municipalities to respond to the public health emergency caused by COVID-19.

The [new guidance](#), released on Sept. 16, includes detailed information about the way CvRF-MP intersects with the [Federal Emergency Management Agency's Public Assistance program](#).

For municipalities that have a remaining CvRF balance as well as a pending application in the early stages of the



Heath Fahle

with a FEMA-PA application already in the "Recipient Final Review" stage should complete the process, and costs rejected by FEMA can be supported by CvRF-MP if the costs are CvRF-eligible and the municipality has a remaining CvRF balance.

FEMA-PA pipeline, the Executive Office for Administration and Finance will permit municipalities to withdraw the FEMA-PA application and apply their CvRF balance to cover those eligible expenses. Municipalities

The CvRF-MP was created to complement the FEMA-PA program, and municipalities agreed to pursue FEMA-PA reimbursement first, before using CvRF-MP funds.

Since the creation of the CvRF-MP, the terms and eligible expenses for the FEMA-PA have changed several times, including a change from providing 75% reimbursement to covering 100% reimbursement for eligible expenses, retroactively, for the duration of the public health emergency. These changes may result in a CvRF-MP unspent balance for many municipalities.

The guidance from the state details how municipalities should complete final reporting measures, as well as instructions for returning any remaining funds to the state. ●

Governor signs COVID-19-related paid sick leave extension

By Dave Koffman

On Sept. 29, Gov. Charlie Baker signed a bill to extend mandatory COVID-19-related paid sick leave through April 1, 2022.

The House and Senate had unanimously passed the bill on Sept. 27, and the governor signed it a couple days before the benefit was set to expire.

The legislation ([H. 4127](#)) amends [a law that was enacted in late May](#) requiring

Massachusetts employers to temporarily provide up to five days of emergency paid sick leave to employees who are absent or unable to work for reasons related to COVID-19, including employee self-care and care of a family member with a COVID-19 diagnosis or symptoms, compliance with an order to quarantine because of exposure or symptoms, and inability to telework after a COVID-19 diagnosis.

The definitions of "employer" and "em-

ployee" include local government.

The law also expands eligible uses to include time off to receive a vaccination, and to recover from, or help a family member recover from, symptoms related to COVID-19 immunization. Additionally, the new law includes funding for a public awareness campaign to "educate and promote awareness about COVID-19 Massachusetts emergency paid sick leave." ●

Massachusetts Municipal Cybersecurity Summit is Oct. 7

The Massachusetts Municipal Cybersecurity Summit, designed to help municipal leaders, first responders, utility providers and IT personnel improve cybersecurity programs in their city or town, will be held on Oct. 7 as part of Massachusetts Cybersecurity Month.

Cybersecurity experts from state and federal organizations and the private sector will provide a better understanding of current cybersecurity issues and practical ideas for improving cybersecurity.

Highlighting the evolving federal policy and available security resources to support local initiatives, the summit will

feature keynotes from state and federal officials, updates on cyber threat actors, an overview on the risks of ransomware, and a workshop to build a better cybersecurity program for local communities.

The free event, created by the [MassCyberCenter](#) at the Mass Tech Collaborative, will be held on EventMobi, a dynamic virtual event platform that will provide opportunities for attendees to engage directly with each other and network throughout the event. Attendees may schedule private networking meetings.

The summit is made possible through a Department of Homeland Security



Massachusetts Municipal
Cybersecurity Summit
7 October 2021

State-Share Grant awarded to the MassCyberCenter last October.

For more information and to register, visit www.MassCyberCenter.org.

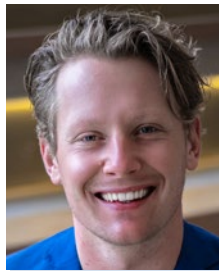
'Future of work' expert Termuende to deliver keynote

Eric Termuende, a globally recognized speaker, author and podcaster on the future of work, will deliver the opening keynote address during the MMA Annual Meeting & Trade Show on Jan. 21 in Boston.

Having been on hundreds of stages and worked with and studied the greatest places to work in the world, Termuende knows what it takes to build incredible teams that are resilient, innovative and ready for the future. From employee engagement to building communities and strong teams, he helps organizations looking to improve their culture and attract and retain top talent.

The co-founder of [NoW of Work](#) and author of the bestseller "Rethink Work," Termuende brings a fresh perspective to workplace culture and elevates the importance of one-degree shifts to thrive in the future. He says even slight changes — perhaps just the language that an organization uses — can help employers be ready for the future and build teams that thrive.

"The future of work is not something that just happens to us," he says [on his website](#), "it's something that we create."



Eric Termuende

He encourages organizations to "create a culture of experimentation."

"Unless we can ensure safe spaces are created to share ideas, that everyone is involved, and that we can pilot small

ideas," he wrote recently on Twitter, "we'll never be as good as we can be in tomorrow's world of work."

**"The future of work is not something that just happens to us, it's something that we create."
- Eric Termuende**

For local government leaders to innovate, he said in an interview with the MMA, "a foundation of trust across the

team must first be developed. Learn more about who the team is outside of work and create time to connect."

He said local government leaders "must create time to experiment and make one-degree shifts — small changes that reduce friction and create new possibilities." He suggests holding a 30-minute "innovation session" at the start of each month, where teams ask "what we can start, stop and continue doing."

A former World Economic Forum Global Shaper, Termuende has been recognized as one of the Top 100 Emerging Innovators under 35 by American Express, and his ideas have been featured in Forbes, Thrive Global, The Huffington Post, and many other publications.

He has been featured on [TEDx Talks](#), has guest lectured at Cambridge University, and represented Canada at the [Milken Global Conference](#) in 2016.

The [NoW website](#) states that it helps organizations transform into resilient operations capable of navigating uncertainty and thriving in fast-changing, post-COVID times. ●

Jane Swift to speak at WEMO Leadership Luncheon

By John Ouellette

Jane Swift, an accomplished leader in both the public and private sectors and a recognized national voice on education policy, women's leadership and work/family integration, will be the featured speaker for the Women Elected Municipal Officials Leadership Luncheon on Friday, Jan. 21, during the MMA Annual Meeting & Trade Show in Boston.

Swift is the president and executive director of [LearnLaunch](#), the leading nonprofit in New England's education innovation sector, and was previously the chief executive officer of Middlebury Interactive Languages, from 2011 to 2017.

In 1990, at age 25, Swift was the youngest woman ever to be elected to the Massachusetts Senate, where she was instrumental in the passage of the Education Reform Act of 1993.



Jane Swift

She was elected lieutenant governor in 1998, and became governor three years later after the late Gov. Paul Cellucci resigned to become U.S. ambassador to Canada. Swift is the only woman to have served as

governor in Massachusetts and was the first woman in U.S. history to give birth (to twins) while serving as governor. She received acclaim for her actions as governor following the terrorist attacks of Sept. 11, 2001.

Swift has dedicated her personal and professional life to the belief that access to high-quality education is critical to the ideals of democracy.

She taught leadership studies at Wil-

liams College and taught in the Rapaport Program at Boston College Law School. She has received six honorary doctorates and has served as a fellow at Harvard University's John F. Kennedy School of Government. She earned her bachelor's degree in American Studies from Trinity College in 1987.

Swift serves on several boards, including Suburban Propane and Climb Credit, an alternative student lender.

A North Adams native, Swift and her husband, Chuck, live on their family farm in Williamstown. She says the farm and its four resident dairy cows — Amelia, Aurora, Annie and Clarabelle — have become the focus of her social media posts now that daughters Elizabeth, Lauren and Sarah are off at college. ●

NLC's Clarence Anthony to be closing speaker

By John Ouellette

Clarence Anthony, the CEO and executive director of the [National League of Cities](#), will be the closing session speaker during the MMA Annual Meeting & Trade Show on Saturday, Jan. 22, in Boston.

Anthony, who served for 24 years as mayor of South Bay, Florida, will address the importance of cities and towns engaging in racial equity work and the challenges they are now facing in this area. He will speak about his personal experiences as a Black man leading the NLC and as a public servant, as well as life-shaping stories from his childhood.

First elected at age 24 as mayor of a community of 4,000 residents on Lake Okeechobee, Anthony quickly emerged as a city leader of national and international standing, becoming president of the Florida League of Cities in 1995 and of the NLC in 1999. He was also part of the founding group of Palm Beach County Black Elected Officials and Discover Palm Beach County, the tourism development council. He also served as first vice president of the International Union of Local Authorities.

In South Bay, where he declined the



Clarence Anthony

annual mayoral salary of \$3,400, he created new educational and economic opportunities for residents, including building his community's first library.

Following his time in office, he represented local

governments as founding treasurer and interim manager of United Cities and Local Governments. He later founded Anthony Government Solutions, a firm focused on strategic visioning, policy development and management restructuring for government and private sector organizations. He is considered an expert in citizen engagement and techniques that build a sense of community within cities.

The NLC, the largest and oldest organization representing America's municipalities and their leaders, hired Anthony as executive director in 2013. At the time, Mark Funkhouser wrote in [Governing magazine](#) that Anthony's goal was to take the NLC through a stra-

tegic-planning process and position it as "a nimble, organized, focused 'strike force' on city issues."

"It seems like a good time to have a savvy small-town mayor who has shown the political acumen to rise to the top of an organization like the NLC advocating for cities and for the people who live in them," Funkhouser wrote.

Under his leadership, the NLC has advanced policies that expand local control and provide direct funding for local programs related to housing, public safety, infrastructure, economic development and sustainability.

Anthony has also served on the Board of Directors for The GEO Group.

He earned a bachelor's degree and master's degree in public administration, with a specialization in city growth management policy, at Florida Atlantic University.

He and his wife, Tammy, have a daughter, Skylar, and a son, Reidel, a former wide receiver for the Tampa Bay Buccaneers.

Anthony can be found on Twitter at [@ceanthony50](#). ●

State opens FY22 round of IT Grant Program

The seventh year of the [Community Compact Cabinet IT Grant Program](#) kicked off on Sept. 15 and will close at noon on Oct. 15.

The program is designed to propel innovation and transformation in local government, making it easier for residents to interact and transact with their local government. Grant recipients have leveraged the program to support numerous local needs and to fulfill key modernization and efficiency initiatives, such as improving disaster recovery and cybersecurity capabilities, implementing e-permitting systems, and upgrading records management, billing systems and public safety systems.

Since its inception, the IT Grant Program has awarded more than 290 grants totaling \$15.7 million to municipalities and school districts.

Grants of up to \$200,000 may be awarded to fund one-time capital needs. Any city or town that was not awarded an IT grant in fiscal 2021 is eligible to apply.

Governor meets with Mass. mayors

Gov. Charlie Baker met virtually with mayors from around the state during the Massachusetts Mayors' Association's monthly meeting on Sept. 22. Baker touched on a range of topics, including spending priorities for American Rescue Plan Act funds, the state's leadership in COVID-19 vaccination efforts, affordable housing, and climate resiliency, among other issues.



Extended producer responsibility seen as cost strategy

By Ariela Lovett

The Legislature this session is considering several “extended producer responsibility” bills, which offer the potential to mitigate growing recycling costs faced by local governments in recent years.

The intent of extended producer responsibility is to extend a manufacturer’s responsibility for its products to post-consumer management of the products and their packaging. Doing so shifts end-of-life costs and management responsibility to the manufacturer and away from the public sector, and provides incentives to manufacturers to incorporate environmental considerations into the design of their products and packaging.

At the MMA Annual Business Meeting in January 2019, the membership approved [a resolution supporting a local-state-federal partnership to address the challenges in the recycling marketplace](#), which includes support for legislation that establishes manufacturer responsibility for end-of-life recycling of specific product categories, such as mattresses, paint and electronics.

In June, the [MMA submitted testimony to the Legislature endorsing legislation to establish a comprehensive extended producer responsibility system for packaging](#). The bill (H. 878) would have so-called producer responsibility organizations, made up of product manufacturers, reimburse municipalities for

recycling costs associated with packaging materials. The MMA’s testimony noted that this approach would shift much of the cost burden of managing post-consumer plastic packaging from local governments to producers, so it would benefit municipalities financially while also having a positive impact on the environment.

The same testimony indicated the MMA’s broad support for product-specific EPR bills pending before the Legislature, including those for mattresses (S. 569 and S. 570), paint (H. 938), and electronics (H. 979).

The MMA emphasized the importance of establishing a statewide solution for mattress recycling in advance of an expected disposal ban. The Massachusetts Department of Environmental Protection has not yet finalized regulations regarding the mattress [disposal ban](#), but last fall had proposed an October 2021 implementation.

In July, Maine passed a first-in-the-nation EPR for packaging law with many similarities to the one proposed for Massachusetts. In both cases, the state’s environmental protection agency would oversee the new system, setting fees assessed on manufacturers that are to be used to reimburse municipalities for 100% of recycling costs and enforcing compliance with all aspects of the rules.

In Oregon, an EPR for packaging law passed in August would only reimburse



Legislators are considering bills that would help to mitigate the costs of recycling plastics and packaging.

municipalities for about one-third of recycling costs, and the system is set up for more involvement by manufacturers in decision-making and oversight.

The passage of packaging laws in Maine and Oregon is encouraging for advocates working to pass similar legislation in Massachusetts.

All of the EPR bills pending before the Legislature are still in their subject-matter committee, the Joint Committee on Environment, Natural Resources and Agriculture.

The MMA continues to advocate for a producer responsibility approach to alleviating the costs, and materials management burden, related to municipal recycling programs. ●

MMA to publish 2021-2022 Municipal Directory in October

The MMA’s 2021-2022 Massachusetts Municipal Directory, a comprehensive resource for municipal officials that helps them connect with colleagues, will be published online this month.

The Massachusetts Municipal Directory is published in a PDF format, with live web links allowing users to access online state, federal and association resources that are critical to the work of local government.

The directory includes contact information for local officials and demographic and financial data for each of the state’s cities and towns. There are also sections devoted to regional school districts, state and federal government agencies, and relevant professional organizations,

as well as a guide to products and services for municipalities.

As always, the MMA greatly appreciates the help of local officials who updated their communities’ information by using the MMA’s online tool earlier this year, and who have continued to report more recent personnel changes.

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

All recipients of The Beacon can expect to receive access to the directory. For members, MMA dues cover the cost of

the directory. Other readers interested in receiving access to the Massachusetts Municipal Directory [can order it online](#).

For more information, contact Directory Editor Jennifer Kavanaugh or Database Administrator Ruby Sadoques at directory@mma.org.

– Jennifer Kavanaugh



President Biden announces sweeping vaccine mandates

By John Ouellette

On Sept. 9, President Joe Biden announced a plan to use regulatory powers and other actions to substantially increase the number of Americans covered by vaccination requirements in the workplace.

The White House said the Occupational Health and Safety Administration will issue an Emergency Temporary Standard requiring all employers under the agency's jurisdiction with 100 or more employees to ensure that their workforce is fully vaccinated or require any workers who remain unvaccinated to produce a negative test result on at least a weekly basis before coming to work. OSHA will also be developing a rule to implement this requirement.

Immediately after the president's announcement, the Commonwealth's Division of Labor Standards indicated that the mandate would likely not apply to local governments in Massachusetts be-

cause the DLS is the lead agency that enforces workplace standards for the public sector in Massachusetts, not OSHA. However, this can not be determined for certain until the Biden Administration publishes the specific language, which has not yet occurred. Twenty-seven states have OSHA-approved workplace safety and health programs that cover state and local government workers, and 23 states, including Massachusetts, oversee public sector safety and health standards independently. It is expected that the OSHA vaccine mandate will apply to municipal and state workforces in many states, but not all.

The president also announced that he is mandating shots for health care workers, federal contractors and the vast majority of federal workers, who could face disciplinary measures if they refuse. He urged school districts to mandate that all school staff and teachers be inoculated.

Affected employers will be required to



On Sept. 9, President Joe Biden announces a plan to increase the number of Americans covered by vaccination requirements in the workplace.

provide paid time off for workers to get vaccinated.

More details are expected from the U.S. Department of Labor and OSHA, including on the timing for implementation of this rule and the exact requirements.

The president's six-part national strategy is available at [whitehouse.gov/covid-plan](https://www.whitehouse.gov/covid-plan). ●

Entries sought for municipal website contest

The MMA is looking for the best municipal websites for its annual awards, which will be presented during the 2022 MMA Annual Meeting.

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

To enter the contest, chief municipal officials may simply visit www.mma.org and fill out a short nomination form. The entry deadline is Monday, Nov. 1.

The awards recognize the best municipal websites in four population categories: under 5,000; 5,001-12,000; 12,001-

25,000; and 25,000-plus. One winner is selected for each category.

Judges evaluate municipal websites based on the following criteria:

- Current and timely information
- Use of social media and tools for online community engagement (including the use of an events calendar)
- Intuitive navigation tools and organization of material
- Ease of access to resources for residents, such as the ability to apply for licenses and permits, pay bills, order documents, and make

suggestions

- Availability of public records
- Clear branding as the official municipal government site
- Intuitive navigation tools and organization of material
- Robust search function
- Mobile-responsive design
- Details about municipal departments
- Visual appeal and overall experience

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

Management Association to host annual boot camp Oct. 14

The Massachusetts Municipal Management Association will host its annual boot camp for new managers and assistants on Oct. 14 via Zoom from 9:15 a.m. to 12:15 p.m.

The agenda will kick off with "Basics of Municipal Management," when presenters will share their insights on topics including ethics, working with select board members, and building a support network.

Other topics to be covered include manager/assistant relationships, finance 101, and communications.

The MMMA boot camp is a mix of skill-building and a peek into what it's like to work as a town manager. It's an opportunity to meet current and future colleagues and pose questions to seasoned and even retired managers.

All members of the MMMA, Massachusetts Municipal Human Resources, and

Small Town Administrators of Massachusetts may register. Other local and state officials who are considering a move to municipal management are also invited.

[Click here for Zoom registration.](#)

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

Labor Relations Seminar to cover workplace issues

Due to concerns about the ongoing COVID pandemic, Massachusetts Municipal Human Resources will hold its annual Labor Relations Seminar as a Zoom webinar series on Friday, Oct. 22, and Thursday, Nov. 4, both from 9 to 11:30 a.m.

The first session will feature a keynote by Malia Lazu, an award-winning, tenured strategist in diversity and inclusion. She will focus on how municipal employees can create a workplace culture that will increase the effectiveness of diversity and inclusion efforts.

Lazu has more than two decades of experience building diverse cultures in the political and civic space. She is founder of the Lazu Group, a multicultural consulting firm that specializes in transforming people, places and companies for a more inclusive world. She is also a lecturer in the Technological Innovation, Entrepreneurship and Strategic Management Group at the MIT Sloan School of Management.



Rockie Blunt

Malia Lazu

The Oct. 22 session will also feature a legislative update by MMA Legislative Director Dave Koffman and a labor law update from attorney Kate Feodoroff, a partner with Mead, Talerman & Costa.

The second session on Nov. 4 will feature two back-to-back workshops on topics in labor and employment. Rockie Blunt, president of Blunt Consulting Group, will lead a workshop about making the transition to supervisor. The topic and speaker for the second workshop will be announced in the coming weeks.

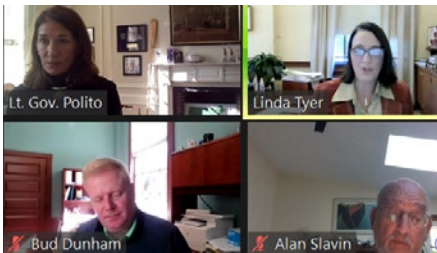


Kate Feodoroff

The registration fee for the series is \$75 for members and \$90 for nonmembers, which includes access to the webinar recordings and any followup materials. The webinars must be purchased as a series, and recordings will be available only to those who have paid for the series.

Registration must be completed by Oct. 21 at noon in order to attend any of the webinars in the series. Registration and a detailed schedule are available on www.mma.org.

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



LGAC discusses housing, ARPA

During the Oct. 1 online meeting of the Local Government Advisory Commission, Pittsfield Mayor Linda Tyer (top right) thanks the administration for identifying housing as a spending priority for federal American Rescue Plan Act funds. She said housing investments are essential for communities such as Pittsfield, particularly with regard to existing housing, affordable housing, subsidized housing, permanent supportive housing, and homelessness. Also pictured are Lt. Gov. Karyn Polito (top left), Sandwich Town Manager George "Bud" Dunham (bottom left), and Wareham Selectman Alan Slavin.

Lt. Gov. Polito to keynote WEMO Leadership Conference on Oct. 15

Lt. Gov. Karyn Polito will be the keynote speaker for the Women Elected Municipal Officials' third annual Leadership Conference, which will be held as a Zoom meeting on Friday, Oct. 15, from 9:30 a.m. to 12:15 p.m.

The free conference — "Women Leading Resilient Communities" — will focus on the crucial role that women leaders play in recovery efforts to establish strong, healthy communities.

Polito will discuss the state's COVID-19 ongoing response and recovery efforts. Following the keynote, the WEMO Steering Committee will lead a facilitated discussion about recovery efforts at the municipal level.

The second half of the conference will feature two simultaneous breakout sessions — on diversity, equity and inclusion, and on climate adaptation and resilience — with an emphasis on municipal initiatives to address these challenges.

The first session, "Leading Equitable Communities," will be led by Eunice Zeigler, a Methuen councillor and first vice

chair of WEMO, and Debra Roberts, vice chair of the Stoughton Select Board.

The climate session, "Leading Sustainable Communities," will be led by Salem Mayor Kim Driscoll; Malden Councillor Amanda Linehan, a WEMO Committee member; and Granville Select Board Member Nicole Berndt.

Participants may select the breakout session they wish to participate in during the live event. Both breakouts will be recorded and shared with all attendees after the event.

A registration link was emailed to all WEMO members in mid-September, and advance registration is required.

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



Karyn Polito

Municipal managers discuss home rule in Massachusetts

By Jennifer Kavanaugh

The Massachusetts Municipal Management Association's monthly meeting on Sept. 17 explored the origins of home rule in Massachusetts and the ways it is being used today.

The webinar speakers were MMA Executive Director Geoff Beckwith, Arlington Town Counsel Doug Heim, and Margaret Hurley, chief of the Municipal Law Unit in the Massachusetts Attorney General's Office.

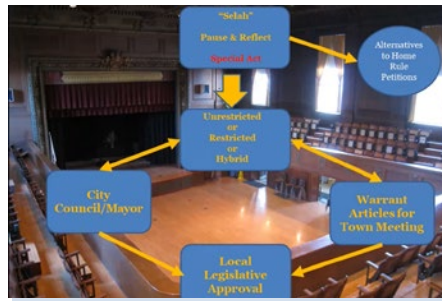
Ratified in 1966, the Home Rule Amendment to the Massachusetts Constitution (Article 89) explicitly provides that every city or town in the Commonwealth is entitled to a charter and outlines the process for the adoption, revision and amendment of a charter. The Home Rule Act (Chapter 43B) further defines the powers of cities and towns to enact their own legislation on many subjects (so long as they do not conflict with federal or state law) without the need to wait for advance approval from the Legislature.

Nationwide, the concept of home rule grew slowly through the development of state case law, U.S. Supreme Court rulings, and laws enacted by states, said Beckwith, who provided a historical overview. The U.S. Constitution doesn't mention municipal governments, and the 10th Amendment grants powers not held by the federal government to states alone, he said.

Beckwith said Massachusetts is "better positioned than so many other states in terms of having a framework that provides guidance for home rule authority," but cities and towns in reality have limited home rule powers.

In Massachusetts, a municipality can file a home rule petition for special legislation affecting its community alone. According to Beckwith, home rule petitions can get bogged down in controversial debates and can receive pushback from those who view the process as an impediment to widespread progressive change. He praised local officials' strategic thinking and diplomacy, and said they have a role to play in emphasizing home rule's benefits.

"Talking about hometown democracy, grassroots governance, your own local



Arlington Town Counsel Doug Heim used several graphics to illustrate how he thinks through potential home rule petitions during the Massachusetts Municipal Management Association's Sept. 17 meeting

decision making closer to the people is really a better way to frame the whole local control debate that we have," Beckwith said.

In recent years, Heim said, the town of Arlington has been considering how it might address a range of complex issues, such as whether the town should legally recognize domestic partnerships of three or more people, ban the use of rodenticides, or implement ranked-choice voting. Sometimes these types of discussions become home rule petitions sent to Beacon Hill.

"Arlington has been filing more and more home rule petitions, it seems, every year, and they're about bigger and bigger subjects," Heim said.

Heim suggested, however, that home rule petitions shouldn't be the default option. When a petition is proposed, he said, it's worth undertaking a deep analysis of the issue that includes, but is not limited to, reviewing the provisions of Article 89 and the town's existing bylaws; considering past decisions by the Municipal Law Unit and the likelihood of the effort's success; examining the motivations for the petition, the long-term effects on the community, and the impacts on staffing and resources; and discerning whether different legal mechanisms would address the issue more effectively.

The home rule process can be complicated, he said, lacking the clarity and transparency that people crave at the local level.

"Oftentimes, a home rule petition will be oriented toward empowering a municipality to pursue something that will end up in a local ordinance or bylaw, but that's not always the case," Heim said. "And there are some ways in which it adds layers to the government that are not always easily discerned by the general public, or even some public officials."

The Municipal Law Unit cannot provide legal advice to communities regarding home rule petitions, but it can provide helpful information for communities that are considering proposed laws. ([The Municipal Law Unit](#) is responsible for reviewing charter amendments and the legality of general or zoning bylaws and amendments adopted by towns.) Hurley acknowledged her unit's behind-the-scenes role in the process as well as its commitment to policy neutrality.

When reviewing bylaws, she said, "we see our role as — we must approve the bylaw unless there is a clear conflict with state law." For example, in a lengthy decision a few years ago, the unit approved a Concord bylaw banning the sale of plastic water bottles — a first for Massachusetts — and then numerous other communities followed suit.

"That's an example, I think, of where a local groundswell of support can enact more regional change, and we're seeing that more and more, especially in the topic of environmental issues," Hurley said.

Several communities are now seeking to restrict fossil-fuel connections in new buildings or major renovation projects. Last year, the Municipal Law Unit did not approve a Brookline bylaw that would have banned such fossil-fuel hookups, on the grounds that it conflicted with state law. Following that decision, and after further review, Brookline has since filed a home rule petition to allow for the fossil-fuel restrictions. Brookline's home rule petition, along with similar ones filed by Acton, Arlington, Concord and Lexington, now await legislative action.

[A July story on WBUR highlighted the use of home rule petitions by several towns for climate change initiatives.](#) ●

MMCA discusses civility and rules of engagement

By Denise Baker

A Massachusetts Municipal Councillors' Association "lunch and learn" [webinar on Sept. 14 focused on civility and rules of engagement for city and town councils.](#)

The two speakers, Marlborough City Council President Michael Ossing and retired Franklin Town Administrator Jeff Nutting, agreed that a key factor to a successful council meeting or public hearing is a strong chair or president who identifies rules and expectations at the outset of every meeting. These rules may include time limits (in communities that have them).

[Ossing cited Chapter 30A, Section 20\(g\)](#) of the Massachusetts General Laws: "No person shall address a meeting of a public body without permission of the chair, and all persons shall, at the request of the chair, be silent. No person shall disrupt the proceedings of a meeting of a public body. If, after clear warning from the chair, a person continues to disrupt the proceedings, the chair may order the person to withdraw from the meeting and if the person does not withdraw, the chair

may authorize a constable or other officer to remove the person from the meeting."

Nutting and Ossing said council chairs need to set a good example and remain impartial in their words and body language. Avoid choosing sides or cheerleading for one person or side of a debate. Use de-escalation techniques. (Ossing favors a recess when things get heated.) When dealing with emotional issues, it's OK to show empathy, but remember that the business of the city or town is the council's first priority.

Nutting worked in a council form of government for nearly 20 years as town administrator in Franklin. He recommends the adoption of written policies — a code of conduct — that govern how the council operates, so all members are held to the same standard and are accountable to each other and the public. An orientation session for new members can also boost accountability, helping to eliminate the common learn-as-you-go mistakes.

One of the hardest but most important things for new councillors to do is be quiet, Nutting said.



Municipal officials discuss civility and rules of engagement for city and town councils during the Massachusetts Municipal Councillors' Association's Sept. 14 webinar. Pictured are (clockwise from top left) retired Franklin Town Administrator Jeff Nutting, Waltham Councillor John McLaughlin, and Marlborough City Council President Michael Ossing.

Both speakers agreed that social media can be a minefield for any elected official to navigate. How do you respond to negative comments? Nutting suggested that a code of conduct can provide guidance and ensure that all members are managing social media in a similar manner. ●

ICMA/Mass. Management Association offer Senior Advisor program

In 2020, the Massachusetts Municipal Management Association partnered with the International City/County Management Association to establish a Senior Advisor Program, which provides advice and support, as requested, to all Massachusetts professional town and city managers/administrators and their assistants, regardless of their membership in the ICMA or MMA, as well as to department directors who are members of the ICMA.

The senior advisors — currently Keith Bergman and Robin Crosbie — are volunteers selected from retired ICMA members in good standing, who have a



Keith Bergman

Robin Crosbie

breadth of experience in municipal government and in work/life matters.

Bergman and Crosbie say they are available to listen, reflect, support, and

provide information — and to help managers through difficult and challenging times. All conversations and communications with a senior advisor are confidential.

The advisors can also provide guidance to managers and their community on management questions and form of government.

For more information or to participate, contact Bergman at keith@kbergman.com or 774-353-8706, or Crosbie at rlcrosbie@hotmail.com or 413-575-5555. ●

MMA-Suffolk to offer three finance seminars in 2022

Due to an overwhelming response from cities and towns, the MMA and Suffolk University are adding a third Municipal Finance Management Seminar program in 2022.

The MMA-Suffolk finance seminars will be held via Zoom over the course of five Fridays, with tentative start dates as

follows:

- Winter 2022: Jan. 7
- Spring 2022: March 4
- Fall 2022: Oct. 21

The seminar is designed to provide an overview of municipal finance in Mas-

sachusetts, including the operational aspects of finance structure, systems and processes in Massachusetts cities and towns. Topics include budgeting, financial reporting, treasury functions, property assessment, and costing out contracts.

■ **FINANCE SEMINARS** *continued on 19*

Staying healthy in upcoming cold and flu season

By Wendy Gammons

Cooler fall weather brings about thoughts of apple cider donuts, football and pumpkins, but for people in the health and wellness community, autumn is a time for preparation against the coming cold and flu season. Adding to the burden is COVID-19 and the continuing spread of the delta variant.

Municipal employees who participate in MIIA's WellAware programs know that following a Mediterranean diet — one heavy in plant-based foods such as whole grains, vegetables, legumes, fruits, nuts, seeds, herbs and spices, olive oil for fat,

and seafood and fish full of Omega 3's such as salmon — is the best way to eat and stay healthy. We have tens of testimonials from wellness program participants who have lost weight, gotten off diabetes and cholesterol medications, and been able to participate in recreational sports more actively as a result of a Mediterranean diet.

The Mediterranean diet is also effective in helping to lower the risk of getting COVID. A [Sept. 10 article in The Harvard Gazette](#) notes, "Although metabolic conditions such as obesity and Type 2 diabetes have been linked to an increased risk of COVID-19, as well as an increased risk of experiencing serious symptoms once infected, the impact

of diet on these risks is unknown. In a recent study led by researchers at Harvard-affiliated Massachusetts General Hospital and published in *Gut*, people whose diets were based on healthy plant-based foods had lower risks on both counts."

Another study out of Europe, published on April 29 in the [Clinical Nutritional Journal](#), had similar findings. The article notes, "Participants with intermediate adherence to the Mediterranean diet had significantly lower odds of developing COVID-19, and those with the highest adherence exhibited the lowest risk."

■ MIIA continued on 19

Applications open for MIIA grant programs

MIIA is currently offering two grant programs for members.

Risk Management

The MIIA Risk Management Grant Program provides members with resources to assist and support risk management initiatives.

The fiscal 2022 grants continue to focus heavily on facility management, preventive maintenance (especially water line inspection and replacement), installation of heating/insulation equipment, and prevention of property losses. Mitigation of cyber risk exposures, as well as individualized member loss experience, are also grant priorities.

Several of these grant opportunities provide valuable and proactive maintenance funding options.

MIIA members can apply for a grant or grants totaling a maximum of \$10,000 per municipal entity. MIIA has automated the process and is providing a more comprehensive equipment list.

Total funding for risk management grants is \$1 million.

The application deadline is Nov. 5. Apply

online at www.emiia.org. Click on the Quick Link for Grant then click on On-line Application.

Flex Grants

MIIA Flex Grants allow members to select risk management products or related services that will assist their municipalities in risk management efforts.

In the fiscal 2022 policy year, members can request an FY22 (based on FY21 Rewards) Flex Grant for related risk management equipment/products and services. Members may request only one Rewards Flex Grant per fiscal year.

Eligible items to be considered under the MIIA Flex Grant, in addition to those currently eligible under the MIIA Risk Management Grant Program, include but are not limited to:

- Cyber risk prevention: assessments, equipment, etc.
- Personal protective equipment: turnout gear, bulletproof vests, rain gear, etc.
- Equipment: generators, automatic external defibrillators, two-way radios, GPS, tablets, street signs, etc.

- Repairs: roofs, gutters, walkways, stairs, lighting, playground equipment, and replacement of safety surfacing
- Services: tree pruning/removal, catch basin cleaning, sewer video/cleaning, parking lot paving, sidewalk repairs
- Remediation/removal: asbestos, lead, mold, underground tanks, floor drains, hazardous waste
- Ergonomic equipment: desks, chairs, monitor stands, keyboard trays, etc.
- Video cameras: installation/expansion of video observation cameras and recurring security monitoring fees
- Program development: pavement management program, Mass Lead Containment Control Plan
- Training and updates: safety training and legal updates
- Employment practices liability assessment: i.e., pay equity analysis

To apply, visit www.emiia.org. Click on the Quick Link for Grant then download the FY22 Flex Grant Application.

Around the Commonwealth

Medford, Malden

Cities work with nonprofit to help renters secure housing

As the rising cost of housing threatens to push people out of the region, Malden and Medford are targeting a significant financial barrier for renters: coming up with first and last month's rent.

Both cities have partnered with [ABCD](#), a Boston-based nonprofit, to help renters pay their first and last month's rent when they find a new place to live. The Malden Start Secure Program started in March, and the Medford Move-In Program began this past summer. Officials say they hope the programs can increase people's financial stability, improve their chances of remaining in the community, and help protect the area's socioeconomic diversity.

While the program supports greater housing access, applicants must be able to afford the monthly rent, which can't exceed 50% of the household's income. And in a region where the fair-market rate is \$1,924 for a one-bedroom unit, and \$2,336 for two bedrooms, the move-in programs address the higher end of the affordable housing range, said Roberta Cameron, who chairs the Medford Community Preservation Committee and serves as Malden's Community Preservation Act coordinator.

"We see this program as just being one piece out of an entire arsenal that we need to address affordable housing issues," Cameron said. "This program is helping one subset of people, and that by no means takes away from the fact that we need many more programs to help people at all income levels."

Both cities are using [Community Preservation Act](#) funds to pay for their programs. The CPA allows participating municipalities to levy a property-tax surcharge to fund open space, recreation, affordable housing and historic preservation projects. Malden is using \$100,000, while Medford is using \$60,000.

For each program, applicants must sign a minimum year-long lease within city limits. ABCD, which serves as administrator for both programs, processes the applica-



Medford and Malden both offer programs to help renters pay first and last month's rent.

tions and issues the two rent payments at the time of lease signing. The payments, which people don't need to pay back, are intended to help people hold onto more of their own money during an expensive transition in their lives.

Malden applicants can earn up to 80% of the area median income, ranging from \$70,750 for one person to \$117,250 for a six-person household. Medford applicants can make up to 100% of the median, ranging from \$88,500 to \$146,600 annually.

Overall, Medford has the higher incomes and rents, and the cities have set guidelines to reflect their individual demographics. People sometimes question the relatively high income limits, but even people with larger salaries are being priced out of the area, according to Danielle Evans, Medford's community preservation coordinator and housing planner.

So far, each city has received only a few applications, and some qualified applicants have lost out on apartments for unrelated reasons. But as of late September, each community had a solid applicant who appeared closer to moving into an apartment.

"It's almost as if you have to have a perfect storm," Evans said. "You have to have an income-eligible person, and then they have to find a rental unit that they can afford. And when it's a market-rate unit, that can be tricky sometimes. And you have the timing of the leases."

Medford regards its effort as a pilot program, and is willing to make adjustments, Evans said. For instance, the city initially reserved half of its money for house-

holds making less than 50% of the area median, to boost their chances. Evans said, however, that she's waiting to see who actually pursues the funds and how landlords react, and the city may explore additional services to help renters.

Malden has already adjusted its program. It had initially planned to pay renters' security deposits instead, but found that to be too administratively complicated. It also increased income limits to the current 80% to attract more applicants who would be likely to succeed in the program. Going forward, Cameron envisions marketing the program through real estate agents.

"I think we need to make sure that the people who could benefit from the program are hearing about it," Cameron said.

— *Jennifer Kavanaugh*

Somerville

City releases urban forest report

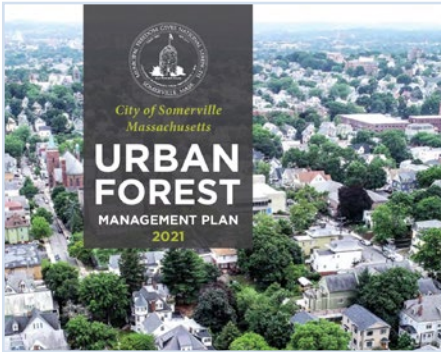
Following years of thoughtful planning and careful data gathering, the city of Somerville has released a comprehensive [Urban Forest Management Plan](#).

The 359-page plan maps a path for the city to expand, preserve and maintain a healthy and diverse urban forest in order to "maximize environmental, economic, safety and aesthetic tree benefits for the Somerville community today and in the future."

"Trees are really important to a city, reducing our heat islands and energy costs, providing habitat and cleaner air," said Vanessa Boukili, senior urban forestry and landscape planner. "These are the quantifiable benefits. We wanted to get a handle on what we had in the city and create a road map for how to make the urban forest even better."

The management plan includes an assessment of the city's current inventory of public trees, a canopy cover assessment that includes private trees, and recommendations for maintaining and increasing the current urban forest over the next five to 10 years, which includes planting more public trees, improving urban forestry practices, and increasing public engagement.

Around the Commonwealth



Somerville recently released its Urban Forest Management Plan, intended to protect existing tree health and encourage more plantings.

"This plan is a way for us to protect the assets we've put in," said Luisa Oliveira, director of public space and urban forestry. "And making sure that they survive."

As a first step, the city worked over the course of 2017 and 2018 with Davey Resource Group to conduct an inventory of public trees, identifying 13,604 public trees in Somerville's 4.1 square miles, with 882 additional public planting sites (containing stumps or vacant sites). Trees were catalogued by species and whether they are native or invasive. Potential threats to each species were identified.

The city has started implementing the plan, with a pruning program for young trees to make them healthier and help

them live longer, and parks maintenance.

"We do hope to increase our tree maintenance and start pruning for street trees on a six- or seven-year cycle," Boukili said. "We've also started planting more trees, with a goal of 350 trees per year."

Boukili noted that the city only removes trees that are dead, dying or deemed hazardous. In the past year, a couple of big and beloved trees had to come down, she said, which sparked emotional responses within those communities.

One of the identified action items is to increase public participation and engagement with the Urban Forestry Committee to help people learn about trees and help to take care of them.

"A lot of our existing and potential tree canopy is on privately owned land, so we need to encourage residents to grow more trees and to take care of the ones they have," Boukili said.

The city currently has 14.6% canopy cover, and has set a goal to increase it to 16%. The city assessed canopy cover by ward, and analyzed the data according to zoning classifications.

"We have some differences in canopy cover," Boukili said. "Wards 1 and 2 are lower, which have a good number of environmental justice areas. ... Having that information will help guide our choices

going forward by planting in areas with less cover. We have the data to drill down even further."

Funding to develop the plan came from the city's budget, as well as grants from the Department of Conservation and Recreation in cooperation with U.S. Forest Service and its Urban and Community Forestry Grant Program.

"Trees are one of our solutions to climate change," Oliveira said. "It is time for cities to give funding to inventory, planning and care, which is a challenge in small cities and towns where they just don't have the resources."

Oliveira and Boukili recommend that other communities interested in conducting inventories look for grant programs that can help.

"For cities and towns thinking about how to do this, maybe they can't make a plan all in one piece," Oliveira said, "but they can take it one step at a time."

—Meredith Gabriliska

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.

ARPA

Continued from page 1

for Administration and Finance, gave a detailed explanation of the Treasury's unique reporting requirements for non-entitlement communities.

Answering numerous questions from participants were Mayer, Brendan Sweeney, assistant director for federal funds at the Executive Office for Administration and Finance, and Sean Cronin, senior deputy commissioner at the Division of Local Services.

A similar [webinar was hosted in August for Metropolitan Cities](#) (generally those with populations above 50,000).

The [webinar recording and accompanying presentation can be found on the MMA website](#).

The webinar can also be found, along with a wide range of ARPA guidance documents, in a [special federal funds area of \[mma.org\]\(https://mma.org\)](#). ●



A Sept. 29 webinar with state officials covered Coronavirus Local Fiscal Recovery Fund reporting requirements for non-entitlement units of government. Pictured are (clockwise from the top left) MMA Senior Legislative Analyst Jackie Lavender Bird; Kate Mayer, assistant director for federal funds for analytics, engagement and transparency; Sean Cronin, senior deputy commissioner at the Division of Local Services; and Brendan Sweeney, assistant director for federal funds for municipalities.

MMA-Suffolk certificate programs launch



Barnstable program virtual launch on Sept. 17.



Marlborough program virtual launch on Sept. 10.

The 17th and 18th programs of the MMA-Suffolk Certificate in Local Government Leadership and Management launched in September. The programs, set for locations in Marlborough and Barnstable, started virtually. The MMA and Suffolk University will continue to monitor the COVID-19 pandemic closely to determine if and when it is safe to resume in-person learning.

The MMA and Suffolk University have graduated more than 400 local officials through the certificate programs. Offered over the course of 25 Fridays during the academic year, the program covers a wide range of municipal management topics.

The next programs will begin in September 2022, with details to be announced

in January.

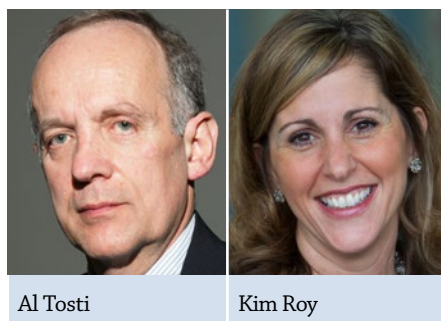
For more information about the MMA-Suffolk programs, visit the [MMA website](#) or contact Katie McCue at 617-426-7272, ext. 111, or kmccue@mma.org.

ATFC to hold Annual Meeting this fall as 3-part webinar

The Association of Town Finance Committees will hold its Annual Meeting this fall as a three-part Zoom webinar series. The webinars will be held on Oct. 21, Oct. 28 and Nov. 4, from 7 to 8:15 p.m.

The first session will feature MMA Legislative Director Dave Koffman and Senior Legislative Analyst Jackie Lavender Bird, who will cover topics including the American Rescue Plan Act and the state budget and will answer questions.

The Oct. 28 webinar will focus on legal issues, including changes related to the open meeting law, public record guidelines, and areas specific to finance committees, such as when they may enter executive session. Presenters will address other scenarios that challenge members, such as access to a legal opinion or specific town counsel guidance.



Al Tosti

Kim Roy

The final session on Nov. 4 will address some of the keys to success for a finance committee. Topics will include a detailed review of the budget calendar, working with other committees and boards in town, and establishing good practices and policies for your committee. Presenters will be Arlington Finance Committee Member and ATFC Treasurer Al Tosti and former Halifax Finance

Committee Chair and Select Board Member Kim Roy, a past president of the ATFC.

The ATFC will hold its business meeting at the beginning of the first session, on Oct. 21, including election of the Governing Board for 2022. Anyone interested in serving on the board should contact Denise Baker at dbaker@mma.org.

The association is updating its Finance Committee Handbook, and the new edition will be published in digital form by Oct. 21. All communities that have paid fiscal 2022 dues will receive access at that time.

[Click here to register for the webinar series.](#)

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

MGFOA to host webinar on municipal finance careers on Oct. 7

The [Massachusetts Government Finance Officers Association](#) will host a "lunch and learn" Zoom presentation on municipal finance career paths on Thursday, Oct. 7, from noon to 1 p.m.

The free webinar will cover the munic-

ipal finance personnel shortage and explore the areas of accounting, collection, treasury, assessing, school finance and town finance. Colleagues will share stories of career paths and the organizations that support their roles.

The webinar is open to municipal employees, students, and anyone who may be interested in pursuing a career in municipal finance.

To receive a Zoom link, register at massgfoa.org.

Coalition releases electric vehicle policy toolkit

The Electrification Coalition has released a new guide for cities and towns outlining a range of policies intended to accelerate the electrification of transportation in their communities.

[“Electrifying Transportation in Municipalities”](#) identifies the most effective policy levers that cities, towns and counties can use to expand charging infrastructure, transition fleets to electric vehicles, and support EV adoption by consumers.

“The transition to an electrified transportation future requires a mix of policies and actions at the federal, state and local levels,” said Ben Prochazka, executive director of the Electrification Coalition.

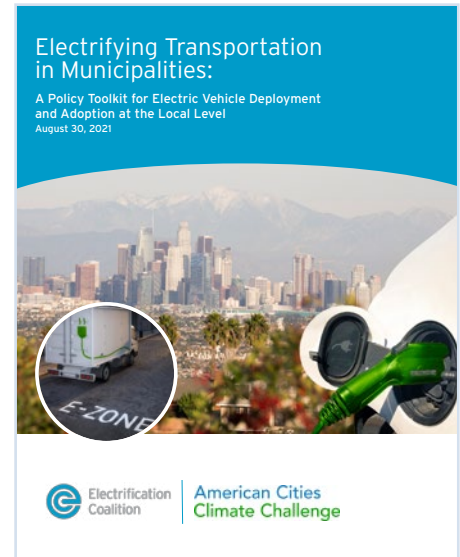
Increasing electric vehicle use would reduce greenhouse gas emissions while improving air quality and public health, he said.

The free guide identifies a set of essential EV policies that local governments can enact to electrify their own municipal and transit fleets and accelerate

EV adoption in the communities they serve. It is designed to galvanize local policymakers and EV advocates in cities, towns, counties, metropolitan planning organizations, utilities, air quality districts, environmental health agencies, public works departments, and transit agencies.

The guide outlines policies in five categories: charging infrastructure, multi-sector electrification, freight, fleet electrification and consumer adoption. The toolkit provides an assessment of each policy’s greenhouse gas emissions reductions, public health benefits, equity benefits, and job creation opportunities. It also offers guidance on cost considerations, political obstacles and key stakeholders. Real-world examples illustrate these policies in action, at the local, state, utility and federal levels.

Toolkit strategies can be tailored to the needs of each community. By compiling the full range of EV policy strategies and distilling the latest research and resources, the toolkit streamlines the policy research process for decision makers.



The nonpartisan, nonprofit [Electrification Coalition](#) promotes policies and actions to facilitate the widespread adoption of plug-in electric vehicles on a mass scale. ●

Send us your Municipal Innovation Award entries!

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

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

The Kenneth E. Pickard Municipal Innovation Award is sponsored each year by the MMA to recognize municipalities that have developed unique and creative projects or programs to increase the effectiveness of local government. It is named in honor of Kenneth E. Pickard, executive secretary of the Massachusetts League of Cities and Towns from 1969 to 1973. Any city or town that is a member of the MMA is eligible to apply. The awards will be presented at the MMA’s Annual Meeting & Trade Show in January 2022.

Entries are due by Monday, Nov. 1.

HOW TO ENTER

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

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

JUDGING

Entries are judged by the following criteria:

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

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

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

MMHR Fall Conference cover branding, succession planning

By Isabelle Nichols

The Massachusetts Municipal Human Resources association held its annual Fall Conference virtually as a two-session webinar series.

The series kicked off on Sept. 23 with a municipal employer branding workshop led by Suzi Robinson, founder of the brand strategy firm brand2x. Robinson gave an overview of the components of a brand, and explored why branding is important for municipal human resources departments trying to attract and retain employees. When employers have dedicated branding strategies in place, she said, cost and time to hire are reduced, a better-qualified, diverse candidate pool is attracted, and employee engagement and retention are improved.

Robinson discussed techniques that municipal HR departments can employ to build their employer's brand. She stressed the importance of getting buy-in from municipal leadership in branding efforts and focusing on consistent story-telling through internal channels like the municipal website and external channels like job boards.

The first webinar of the series also featured a discussion about succession planning led by Joellen Cademartori, CEO of GovHR USA. Cademartori discussed the importance of succession planning and the components of a succession plan. She explained the importance of starting the succession planning process with an analysis of the current workforce, and discussed a number of tools to conduct this analysis.

Cademartori also discussed the im-

portance of assessing the potential, readiness, and interest level of the current workforce to fill key vacancies, and demonstrated tools that can be used to make these assessments. She also discussed the importance of employee development and retention plans for succession planning.

The second webinar, on Sept. 30, opened with a session on the Massachusetts Equal Pay Act and its implications for municipal employers led by attorney Maura McLaughlin, a partner with Morgan, Brown, and Joy. McLaughlin discussed some key points of the law, including how wages are defined and what is considered comparable work.

McLaughlin also discussed how employers can use the [guidance from the Attorney General's Office, issued in 2018](#), to ensure that they are following the law. McLaughlin detailed how employers can conduct a self-evaluation of practices and procedures that determine and affect compensation in order to ensure compliance with the MEPA.

The final session of the webinar series featured a discussion with Newton North High School Principal Henry Turner about engagement and retention of a diverse workforce. Turner explained what anti-racist leadership in an organization looks like, and how leaders can demonstrate a commitment to equity. He explained that engagement and retention of a diverse workforce starts with an organization-wide commitment to equity, starting with the recruitment and hiring process.

Turner emphasized the importance of organizational culture in the retention



Joellen Cademartori, CEO and co-owner of GovHR USA, discusses succession planning and ensuring continuity amid employee turnover during a Sept. 23 webinar, the first of the Massachusetts Municipal Human Resources association's two-part Fall Conference series.

of a diverse workforce. Some action steps that he identified for employers include supporting affinity groups, developing professional development plans for staff of color, incorporating diverse lenses, and sharing employee retention data.

Turner also encouraged employers to move away from the "best fit model" of hiring, and instead focus on hiring employees that will add to the culture of the organization.

About 115 human resources professionals registered for the Fall Conference. The registration fee includes access to the webinar recordings and any followup materials. The recordings are available only to those who paid for the series. ●

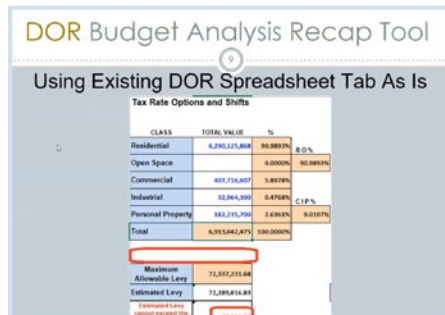
Yarmouth's tax rate recap process featured in DLS webinar

The Division of Local Services in August hosted a free webinar in partnership with the town of Yarmouth highlighting how teamwork among local officials leads to great results in the tax-rate setting process.

The DLS reports that Yarmouth is routinely among the first communities to submit its tax rate recapitulation sheet each year. The webinar explains how the town's collaborative financial management team approach has created an automated tax recap process using tools available to all communities.

The tax recapitulation sheet, necessary for setting a town's tax rate, is submitted annually to the Department of Revenue to indicate that the town has a balanced budget within the limits of Proposition 2½. The Department of Revenue must then approve the annual tax levy growth and the recap sheet, and set the tax rate, before a town can issue tax bills.

The 43-minute webinar can be found in the DLS's [Municipal Finance Training & Resource Center](#) and its [YouTube channel](#). ●



A Division of Local Services webinar in August highlighted Yarmouth's streamlined tax rate recap process.

Diversity, equity and inclusion are focus of MMLA meeting

Diversity, equity and inclusion issues in public construction will be the focus of the [Massachusetts Municipal Lawyers Association's](#) 11th annual public construction update on Oct. 20 in Sturbridge.

Recognizing the increasing demand on local governments and their legal counsel to address these issues across the spectrum of municipal operations, the goal of this year's public construction update is to provide a close and timely examination of the issues of diversity, equity and inclusion as they touch on public construction.

Panelists will speak on topics such as gender and minority workforce participation goals, minority business enterprise/woman business enterprise certification and goals, prevailing wages, and other related issues.

Municipal officials such as procurement

officers, town managers and administrators, and other personnel are invited.

This year's panelists are expected to include:

- Attorney Christopher Petrini, program chair and moderator, Petrini & Associates, Framingham
- Yvonne Spicer, mayor, city of Framingham
- Deborah Anderson, assistant attorney general, Construction Bid Unit
- Susan Moir, research director, PGTI: The Policy Group on Tradeswomen's Issues, and founder, Tradeswomen Building Bridges, the North American Network of Women Working in the Construction Trades
- Barbara Dillon DeSouza, assistant attorney general, Fair Labor Division
- Attorney Anatoly Darov, Darov & Associates, Boston

- Attorney Steven Torres, West Group Law, Boston

[Registration](#) is open to MMLA members and nonmembers. The cost of \$55 includes a post-program dinner at the Publick House. For those not interested in the dinner, the cost is \$20.

Grants are available to attorneys (MMLA members and nonmembers) who are new to the practice of municipal law and want to learn about the MMLA. To attend through the grant program, contact James Lampke at jlampke@massmunilaw.org.

Everyone attending the program will be required to wear a face covering while inside the venue (except while eating or drinking) regardless of vaccination status.

The Publick House Historic Inn is located at 277 Main St. in Sturbridge. ●

FINANCE SEMINARS

Continued from page 12

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

their municipal manager, administrator or mayor to apply.

The tuition is \$825. The application is available online as a fillable PDF. Applicants can choose which seminar they would like to be considered for, and will be informed of their status at the end of the application period. The application

deadline for the winter session is Oct. 15.

For more information, visit mma.org/suffolk or contact Katie McCue at 617-426-7272, ext. 111, or kmcucue@mma.org. ●

MIIA

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No one is suggesting that diet alone is the way to battle COVID. But it appears that diet can help.

Social distancing, masking and vaccination all are important. But maintaining a healthy diet is an easy way to help ward off all sorts of bad health impacts, including metabolic diseases such as diabetes, heart disease and obesity.

[Ageright.org](#), linking to studies at the National Library for Medicine, [reports that the Mediterranean diet](#) has also been linked with a healthier gut microbiome, better lung function in older adults, better brain health in adults at risk of Alzheimer's, and a lower risk of mobility prob-

lems in aging.

A helpful website about the Mediterranean diet is mediterraneanliving.com by Bill Bradley, a frequent MIIA WellAware program leader and consultant. The site has a downloadable list of good foods to help consumers get started with their grocery list.

This is the time of year when we all should get our annual flu shot. The U.S. Centers for Disease Control and Prevention recommends that everyone get vaccinated by the end of October.

The CDC also notes that, because of COVID and social distancing since March of 2020, there is reduced population immunity against the flu. As a result, there could be an early and possibly severe upcoming flu

season. So it's important to get your annual flu vaccine to keep yourself, your coworkers and your family healthy.

Members of the MIIA Health Benefits Trust are asked to encourage their staff to participate in MIIA's WellAware programs. Nonmembers should check with their health insurer to see what options are available for their employees to learn how they can better manage their diet to improve their health and productivity.

Whether employees are working at town hall or remotely, taking care of themselves, while taking care of municipal business, is a win for everybody.

Wendy Gammons is MIIA's Wellness Manager.

People



Joseph Curtatone

Joseph Curtatone, Somerville's longest-serving mayor, will become president of the Northeast Clean Energy Council when his term ends in January.

First elected in 2003, Curtatone has been mayor

for nearly 18 years. Earlier this year, he announced that he would not seek a 10th term.

Curtatone previously served eight years on the city's Board of Aldermen, before it became the City Council. He was president of the Massachusetts Mayors' Association in 2007 and 2008 and served on the MMA Board of Directors.

Curtatone has a bachelor's degree in political science and government from Boston College, a law degree from the New England School of Law, and a mid-career master's degree in public administration from the Harvard Kennedy School.

At the Northeast Clean Energy Council, Curtatone will lead the organization's advocacy for clean energy businesses and efforts to expand the industry through research, innovation, policy development and communications efforts. He will take the place of **Peter Rothstein**, who has served 11 years as the president and will remain with the organization as a board member.



Gregory Hanley

Gregory Hanley became the new town administrator in Holbrook on Sept. 7.

Most recently, Hanley had served more than eight years as a Plymouth County commissioner, having become chair in January. He also

had many years of public service in the town of Pembroke, where he served on the Board of Selectmen from 2010 to 2013 and served for three years on the

Housing Authority, three years on the Zoning Board of Appeals, three years on the Wage and Personnel Board, and seven years on the Recreation Commission. He served as a city councillor in Quincy from 2000 to 2005.

Hanley has also served on a number of professional boards, including the Massachusetts Board of Registration of Plumbers and Gas Fitters, the South Shore Work Investment Board, the Quincy College Board of Governors, the South Shore Charter School Board of Trustees, the Quincy Community Action Programs Board of Directors, and the Massachusetts Association of County Commissioners Executive Board. He also has decades of experience in sales and as a business owner, and earned a bachelor's degree in English from Norwich University.

In Holbrook, Hanley replaces **Timothy Gordon**, who resigned in June 2020.

A colonel in the Massachusetts Air National Guard, Gordon had already been on leave because of his military duties. **James O'Mara** had been serving as interim administrator.

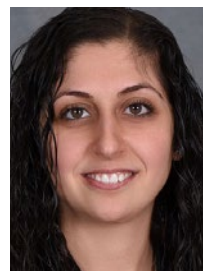
James Hartnett became the new town administrator in Westport on Sept. 13.

Since 2013, Hartnett had been serving as Westport's assistant town administrator and town planner. Previously, he worked for the city of Fall River, as its director of planning and engineering from 1995 to 2012, and as an assistant planner from 1988 to 1992. In between, he served for three years as the town planner in Swansea. He earned a master's degree in business administration from UMass Dartmouth and a bachelor's degree in mechanical engineering from Northeastern University.

In Westport, Hartnett replaces **Tim King**, who retired on Sept. 10 after seven years in that role. Before coming to Westport, King had been the assistant town administrator in Wellfleet from 2011 to 2014 and executive director of Washington Hancock Community Agency, a Maine nonprofit, from 2003 to 2011. He has also served in public management roles for the communities of Ellsworth, Maine; Westerly, Rhode

Island; Auburn, Massachusetts; Oakland, Maine; and Corinth, Maine.

Immediately after retiring from Westport, King was set to become interim town administrator in Bourne, following **Anthony Schiavi's** resignation in early September.



Nina Nazarian

Nina Nazarian became the interim chief of staff for Medford Mayor **Breanna Lungo-Koehn** on Sept. 13.

Nazarian has been working for the city of Medford since September 2020, as a project man-

ager in the city's procurement office. Previously, she had extensive experience in municipal management in several towns, including as the town administrator in Littleton from 2019 to 2020, as the town administrator in Princetown from 2015 to 2019, and as the assistant town administrator in Tyngsborough from 2012 to 2015. She earned a master's degree in public administration from Suffolk University, and a bachelor's degree in civil engineering from UMass Lowell.

Lungo-Koehn's former chief of staff, **David Rodrigues**, left to become associate vice president for public policy and advocacy at the New England Aquarium. He had been serving as chief of staff since Lungo-Koehn's inauguration in January 2020.



Joseph Boncore

Joseph Boncore, an attorney who served for more than five years as a senator representing the First Suffolk and Middlesex District, is the new CEO of the Massachusetts Biotechnology Council.

MassBio, which represents more than 1,400 members in the life sciences industry, selected Bon-

People

core from more than 150 candidates. Boncore resigned from the Senate on Sept. 10. He had most recently served as Senate chair of the Joint Committee on Transportation, and as chair of the Senate Committee on Personnel and Administration. A special election will be held to fill the remainder of Boncore's term, which runs through 2022. The First Suffolk and Middlesex District includes Winthrop, Revere, and parts of Cambridge and Boston.

Judith O'Connell has joined the Wilmington Board of Selectmen after

winning a Sept. 2 special election. She replaced **Jomarie O'Mahony**, who stepped down from the board in June. O'Connell's term will last until 2023.

Julie Kavanagh was elected to the Harwich Board of Selectmen in a Sept. 21 special election. She filled the seat left open by the death of **Stephen Ford** on April 9. Her term will expire in May 2022.

Matthew Lord won a Sept. 21 special election to join the Montague Select

Board. He filled the seat left vacant by **Michael Nelson's** resignation in August, and his term will last until 2023.

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.

MMA Human Services Council to meet on Oct. 20

The MMA Human Services Council will hold a Zoom webinar on dealing with difficult people on Oct. 20 from noon to 1 p.m.

Human services professionals are often on the front lines of some of the most challenging situations in city and town halls. Whether dealing with a community member in crisis, or a colleague who's having a bad day, there are strategies that can be employed to work through and resolve these difficult situations.

Daphney Valcinor of AllOne Health will lead a training that will teach specific techniques for dealing with difficult people and situations.

The cost for the webinar is \$15 for HSC members and \$30 for nonmembers. Those who have not paid their fiscal 2022 dues by Oct. 20 will need to pay the nonmember price. Payments should be made out to MMA HSC and mailed to Acton Town Hall, c/o Laura Ducharme, 472 Main St., Acton, MA 01720.

The automated registration confirmation email will not contain the Zoom access information, which will be sent by separate email on Oct. 19.

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

Nominations sought for Select Board Association's leadership

The Massachusetts Select Board Association, a member group of the MMA, is seeking members for its 2022 Board of Directors.

Any select board member in Massachusetts may complete the [online nomination form](#) and submit his or her name for consideration. The form must be completed by Oct. 15.

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

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

MSA Board responsibilities include attendance at MSA and MMA Board meetings. The MSA Board meets four to six times a year, and the MMA Board meets on the second Tuesday of most months, typically in Boston from 10 a.m. to 2 p.m. Board responsibilities also include participation on programmatic webinars and at statewide meetings for select board members.

After interviewing all nominees, the

MSA Nominating Committee will prepare a slate of nominations for election during the MSA's Annual Business Meeting, to be held during the MMA Annual Meeting & Trade Show on Jan. 22, 2022, in Boston.

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

ANNUAL MEETING

Continued from page 1

The [speaker](#) lineup includes:

- Opening keynote Eric Termuende, a globally recognized speaker, author and podcaster on the future of work
- Former Gov. Jane Swift at the Women Elected Municipal Officials Leadership Luncheon
- Closing session speaker Clarence Anthony, a former mayor and current executive director of the National League of Cities

Over two days, 18 [workshops](#) will cover key municipal issues such as climate change adaptation and resilience, a municipal law update, a state and local fiscal outlook, advancing diversity in public safety, community engagement, cybersecurity, energy, placemaking, housing, labor law, wellness and energizing your workforce, board relations, recycling, Community One Stop, transportation, the future of work, adult-use marijuana, and police reform.

Workshop titles, descriptions and panelists will be published next month. Descriptions of Learning Lab sessions, to be held on the Trade Show floor, will also be published in November.

The MMA Annual Meeting & Trade Show attracts well more than 1,000 local leaders and more than 225 exhibitors. The last in-person event, in January 2020, was attended by a record 1,300 local leaders.

The Trade Show will be open on Friday, Jan. 21, 11 a.m. to 5 p.m., and on Saturday, Jan. 22, from 9:30 a.m. to 2 p.m. Companies, nonprofits and government agencies interested in exhibiting at the meeting can find [details and contract information on the MMA website](#).

First-time Annual Meeting attendees will get a special welcome during an event-opening orientation session from 8 to 9 a.m. The session is an opportunity to learn from seasoned MMA members about the best strategies for making the most of the Annual Meeting experience as well as MMA membership.

The MMA is taking precautions in order to host a safe, in-person event, and is closely monitoring health and safety guidance from public health officials. These precautions may include a mask mandate, proof of vaccination status, and proof of a negative COVID-19 test.

The MMA will be using larger rooms at the Hynes Convention Center for general sessions and workshops to allow attendees to spread out, and hand sanitizing stations will be placed throughout the Hynes and Sheraton.

Registrants must agree that they will not attend should they have COVID-19, have any symptoms of COVID-19, or have had contact with someone in the past two weeks who has tested positive. Those who cannot attend for these reasons may request a COVID-19-related refund of their registration fee up to the start of the meeting.

The MMA will provide updated safety information as we get closer to the event. The MMA is looking into using a web-based service to manage health and safety information for the event.

Registration

Online registration is available at www.mma.org/register, and the early rate is \$195 for members. Reservations will also be accepted for the Women Elected Municipal Officials Leadership Luncheon, which will be held on Friday, Jan. 21, and costs \$45, and the Friday evening dinner and enter-

tainment, which costs \$49.

Only online registrations will be accepted. No registrations can be accepted by mail or over the phone. The MMA accepts credit cards for Annual Meeting transactions, or we will invoice your municipality after the meeting. MMA staff are happy to help anyone who needs assistance. Attendees may use their unique username and password to register. Those who don't have a username and password, or who have forgotten them, may email amregistrations@mma.org.

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

After the early registration deadline of Jan. 12, all registrations will be done on-site at a rate of \$245.

Hotel information

The Sheraton Boston Hotel, conveniently located next to the Hynes, is the host hotel. The MMA negotiated a reduced room rate of \$196 per night for a single or \$206 per night for a double. The reduced-rate rooms are expected to sell out quickly, and reservations must be made by Dec. 23 to take advantage of the special rates.

Hotel reservations must be made directly with the hotel. To make reservations, call the Sheraton at 800-325-3535 or [register online using a special MMA link](#).

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

Nominations sought for Women Elected Municipal Officials leadership

Women Elected Municipal Officials, an association within the MMA's membership, is seeking members for its 2022 steering committee.

Any female mayor, select board member, or city or town councillor in Massachusetts may complete the [online nomination form](#) and submit their name for consideration by Nov. 15.

The WEMO steering committee consists of one mayor, two select board members and two city or town councillors. The chair position rotates annually in the following

order: select board member, mayor, city or town councillor.

Nominations are being sought for three officer positions: chair, first vice chair, and second vice chair. The 2022 chair must be a city or town councillor. WEMO officers serve a one-year term.

Nominations are also being sought for two director positions, also for one-year terms.

WEMO steering committee responsibilities include attendance at WEMO committee meetings and planning content

for WEMO virtual and in-person events, including the Annual WEMO Luncheon at the MMA Annual Meeting & Trade Show. The WEMO committee meets virtually on a monthly basis.

After interviewing all nominees, the WEMO Nominating Committee will prepare a slate of nominations for election during the WEMO Luncheon, to be held during the MMA Annual Meeting & Trade Show on Jan. 21, 2022.

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

DIRECTOR'S REPORT

Continued from page 2

[this month's statewide summit](#), monthly briefings, regular trainings and table-top sessions, interdisciplinary workgroups, and more. MassCyberCenter's toolbox includes sophisticated resource guides, recommended baseline standards for municipalities, and top-shelf advice on how to implement these standards and enhance the platforms and systems needed to protect against a growing number of attacks.

Also working hand-in-glove with cities and towns, the Office of Municipal and School Technology in the Executive Office of Technology Services and Security is a trusted partner as well. The Office of Municipal and School Technology provides technical expertise, free cybersecurity health checks for local agencies, and cyber awareness grants, and it works to promote cybersecurity best practices with funding available through the Community Compact program.

The Commonwealth's statewide contract for goods and services is an effective way to save cities and towns time and resources in identifying qualified vendors for highly technical and skilled services. The new [ITS78 Data and Cybersecurity Statewide Contract](#) prequalifies vendors that cities and towns can contract with for vital support, including early-stage planning, risk assessments, testing and readiness services, and swift incident response actions.

The MMA has been doing its part as well, primarily through our nonprofit member-governed affiliate, the Massachusetts Interlocal Insurance Association (MIIA). This unique local government risk management program has worked with a national firm to bring risk management expertise to Massachusetts. MIIA offers support for members that attend MIIA's (and the MassCyberCenter's) risk management training and webinars, supports efforts to implement the MassCyberCenter's municipal baseline standards, provides bulletins and best-practice alerts and materials to our member communities, offers risk management assessments, incident response planning and free phishing testing for municipal employees, works with members on recovery strategies if an attack occurs, and more.

In spite of all these resources and excellent programs, the task ahead of local government is massive. Cyberattacks are increasing, the availability of coverage from national and international re-insurers is sharply constricting, and local resources are capped by state law. Communities have significant investments to make. Our 351 cities and towns cover a broad spectrum, from small rural communities, to mid-sized suburbs, to large economic engines that act as regional service centers. They operate fragmented IT systems, many built to serve a specific set of activities, including public works, public safety, public education, public finance and public utilities. It is safe to say that communities cannot fund the needed investments in hardware, software and training on their own.

Solutions cannot be top-down or one-size-fits-all. One idea that was floated during the September hearing was for the state to impose an unfunded mandate on local governments, requiring communities to adopt a minimum baseline of cyber standards and data backup processes.

The MMA's response to the notion of a state mandate was clear and unequivocal. Such a mandate would be unaffordable, unenforceable and impossible to implement, given the limits to municipal budgets and funding capacity due to Proposition 2½, the extreme variation in municipal IT capacity, and the hundreds, if not thousands, of municipal platforms that exist.

The vastly preferred approach is a rapidly scaled-up local-state collaboration, which is the direction that we urge the Legislature, the MassCyberCenter and the administration to follow.

Here are some ideas for moving forward on that path:

- We recommend that the Commonwealth prepare to leverage and augment the \$15.7 million for cybersecurity and resilience that may come to Massachusetts in the sweeping federal infrastructure bill passed by the U.S. Senate and pending (at this moment) in the House. This is a perfect time to expand state budget investments in IT training, planning, and incident response and recovery, as well as providing new and significant

bond-backed capital funding for hardware and software upgrades in municipalities.

- As the Commonwealth examines the use of its multi-billion dollars in direct aid from the American Rescue Plan Act, the state should consider using a portion of its ARPA funding to invest in resilient IT infrastructure for water and sewer departments and other allowable areas consistent with U.S. Treasury guidelines, so that this critical infrastructure is protected from cyberattacks.
- We recommend that the Commonwealth significantly increase funding to the MassCyberCenter and the Office of Municipal and School Technology, so that their resources for planning, training and implementation of robust cybersecurity can meet the full need that exists among cities, towns and other local governmental districts.
- As the Commonwealth pursues other promising initiatives, such as multi-party consortiums to offer advanced-level training and support that would benefit cities and towns, the MMA asks that local government be included in these consortiums as equal partners, instead of as mere consumers, so that municipal leaders are included in shaping the products, setting priorities and making decisions.
- Let's explore other aspects of Massachusetts public policy that will influence our cyber future and enhance our resiliency. For example, municipal assessments, test results, planning documents, vulnerability surveys, ransomware coverages and other sensitive information must be appropriately shielded from cybercriminals and bad actors.

Cities and towns have been the targets of cybercriminals, which means that criminals are targeting residents and taxpayers across the Commonwealth. The MMA and local officials everywhere look forward to working with state leaders to build on and scale up the successful initiatives and partnerships that will provide security and protection for our cities, towns and taxpayers. ●

Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Assistant Treasurer/Group Insurance Coordinator

Town of Somerset

The town of Somerset is seeking a highly motivated, skilled Assistant Treasurer/Group Insurance Coordinator. This position assists the Treasurer/Collector with the receipts, management and disbursement of all funds of the town. Candidates for this position must possess exceptional public service, administrative, accounting and clerical skills. Responsibilities include benefits administration, reconciliation of bank accounts, cash management, debt management, billing, A/R, and other assigned projects. The position requires frequent contact with the public and town departments. Certification by the Massachusetts Municipal Treasurers and Collectors Association is desirable, and/or must be obtained within five years. Applicants should have excellent skills in Microsoft Office, specifically Excel, Word and Outlook, as well as Quickbooks. Must be eligible to be bonded. Experience in a state or municipal government finance function and familiarity with the statutes, regulations and related software applications in municipal finance preferred. Qualified candidates shall possess an associate's degree or an equivalent journeyman's level of knowledge in business administration or a related field; minimum of three to five years prior work experience; or any equivalent combination of education, training and experience. This position works 35 hours per week, Monday through Friday 8:30 a.m. to 4 p.m. The town of Somerset offers a comprehensive benefits package. Applications and job description are available on the town's website at www.townofsomerset.org/administrator/pages/employment-opportunities or at the Town Administrator/Personnel Director's Office, Room 23, Town Office Building, 140 Wood St., Somerset, MA. Questions and applications should be submitted to the office of the Town Administrator/Personnel Director's at pramos@town.somerset.ma.us. Applications will be received until the position is filled, with preference given to applications received by Friday, Oct. 15. Applicants who have applied in the past must reapply if they wish to be considered. The town of Somerset is an AA/EEO employer.

Plant Operations Manager

Upper Blackstone Clean Water

Upper Blackstone Clean Water is currently accepting resumes for a Plant Operations Manager. As one of New England's largest clean water treatment plants, the facility provides biological nutrient removal treatment for flows originating in the greater Worcester area while also providing biosolids management using incineration for numerous Massachusetts communities. The Plant Operations Manager directs and supervises a department of twenty licensed operators who sustain the 24/7 staffed operation of the clean water treatment plant. This manager participates as part of a team who prioritize and plan facility projects and needs ranging from hiring and training to routine maintenance and long-term capital upgrades and improvements. The work involves significant technical knowledge as well as considerable independent judgment in planning work and making decisions. Responsibilities

include adherence to regulatory requirements including NPDES permitting, federal and state air permit compliance, and stormwater reporting. Other responsibilities include annual purchase agreements for chemicals and energy, including coordination of solar energy sites. The plant operations manager coordinates the control and management of hauled wastes including sludge and septage. Responds to and participates in emergency calls. Candidates must have a minimum of a bachelor's degree with major work in chemistry, life sciences, environmental engineering, or a related field. A minimum of 10 years' experience in wastewater treatment, three years in a supervisory capacity is expected. Candidates must have the ability to obtain a MA Grade 7C Wastewater Operator's License. Competitive benefits include MA state retirement system. Salary based on education and experience. Send letter of interest and resume to: Liz Mailhot, Upper Blackstone Clean Water, 50 Route 20, Millbury, MA 01527, hr@ubcleanwater.org.

Deputy Director

Upper Blackstone Clean Water

Upper Blackstone Clean Water is currently accepting resumes for a Deputy Director. As one of New England's largest clean water treatment plants, the facility provides biological nutrient removal treatment for flows originating in the greater Worcester area while also providing biosolids management using incineration for numerous Massachusetts communities. The Deputy Director is responsible for management of plant activities including operations, maintenance, engineering, asset management and capital improvements programs and budgeting. Work involves considerable technical knowledge and independent judgment in planning work and making technical, administrative, and financial decisions. The Deputy Director reports to the Engineer Director and the Board of Directors. Candidates must be a registered Massachusetts Professional Engineer and hold or can obtain a Massachusetts Wastewater Operator Certification, Grade 7. A minimum of a bachelor's degree with major work in chemical,

civil, environmental engineering, or a related field. A minimum of 10 years' experience in wastewater treatment, three years in a supervisory capacity is expected. Competitive benefits include MA state retirement system. Salary based on education and experience. Send letter of interest and resume to: Liz Mailhot, Upper Blackstone Clean Water, 50 Route 20, Millbury, MA 01527, hr@ubcleanwater.org.

Part-time Administrative Assistant Sudbury Water District

Sudbury Water District has an immediate opening for a part-time (16 hours per week) administrative assistant. Office work is related to the administrative functions of the District including but not limited to; front desk/reception, accounts receivables, data entry, filing, organizing, and customer service/public relations skills. Must be proficient with MS Office. High school diploma or equivalent is required, associate's degree preferred. Email your cover letter and resume to: customerservice@sudburywater.com. Phone: 978-443-6602.

Desktop and Server Support Specialist Town of Groton

The town of Groton IT Department is seeking qualified applicants for a 40 hour/week Desktop Support Specialist position. The pay range is \$27.65 through \$34.31 based on experience. This position is responsible for providing day-to-day technical support for 70 users of PCs and doing routine maintenance on servers, printers, and copiers, as well as creating documentation, writing procedures, and helping with record and asset tracking. The individual trains and orients staff on use of hardware and software. All other work as assigned. This position requires: Minimum high school diploma/GED; one to two years of related experience; experience troubleshooting hardware issues and replacing hardware on both desktop and laptops; experience installing software, patches, updates on desktops, laptops and servers;

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Classified advertising rates and information

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

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

Classified advertising rates

Classified ad rates include publication in The

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

November Beacon

Deadline: October 25
Publication: November 3

December Beacon

Deadline: November 23
Publication: December 1

Placing an ad

You may use our convenient online form at www.mma.org/municipal-marketplace/add-listing/.

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

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

See www.mma.org for details.

Classified Advertisements

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experience troubleshooting basic network, software, and printing problems; excellent customer service skills. Desired Skills: Strong troubleshooting and repair experience with Windows 10 and Windows Server 2012+ including Active Directory; strong Microsoft Office skills; web authoring experience (HTML, CSS, WordPress); capable of diagnosing networking, printing and software issues; understanding of best practice policies for digital backup and recovery processes; Microsoft Exchange Server and SQL Server experience is a plus. To apply, please send a cover letter and resume by mail to Human Resources Director, Town Hall, 173 Main St., Groton, MA 01450 or by email to humanresources@townofgroton.org. For questions please call 978-448-1145. Job description is available by request. Deadline for applications: Oct. 15. The town of Groton is an Equal Opportunity Employer.

Recreational Director/Coordinator Town of Lancaster

The town of Lancaster (population 8,000) seeks an innovative, community oriented professional as its Recreational Director/Coordinator. This is a part-time position with flexible hours (19 hours/week). This position, which is responsible for performing professional, administrative, and supervisory work in managing and expanding the town's diversified Recreation Department, will evaluate community needs, recruit instructors, plan and publicize events, manage all recreation facilities, assist with sport, recreation and leisure programs in the community, and write/administer grants. Lancaster is a historic town surrounded by picturesque beauty and recreational opportunities located at the intersection of Interstate 190 and Route 2 in the heart of North-Central Massachusetts. We are proud of our involved residents, high quality schools and geographic, labor, and economic attributes. The successful candidate will have the opportunity to grow this position, create fun and varied programming, work outside, and meet lots of people in our community. This position will work under the administrative direction of the Town Administrator within policy guidelines established by the town's Recreation Committee. Qualified applicants will have a passion for municipal recreation, a commitment to establishing a safe, appropriate, and inclusive environment for all participants, a bachelor's degree in recreation or a related field (preferred), at least two years' experience in public recreation settings, including one year in a supervisory capacity, or an equivalent combination of education and experience. Valid Massachusetts driver's license required. Membership (or eligible for membership) in the Massachusetts Recreation and Parks Association required. Salary is commensurate with qualifications and ranges from \$22.31/hour to \$29.53/hour. Complete job description available at www.ci.lancaster.ma.us/home/pages/employment-opportunities. Interested applicants should send a cover letter and resume to Interim Director of Human Resources Sandra Charton at scharton@lancasterma.net. The deadline for applications is Oct. 29 at 5 p.m. Please note that applications may be reviewed on a rolling basis. Affirmative Action/Equal Opportunity Employer

Project Manager

Massachusetts Division of Local Services

The Massachusetts Division of Local Services seeks applicants for a Project Manager position within its Financial Management Resource Bureau. The Project Manager promotes best practices in municipal finance by providing consulting services to cities and towns across Massachusetts. This individual works collaboratively; interviews local officials; analyzes data and information; prepares guidance on municipal finance policies and procedures; writes comprehensive reports; and delivers training presentations. The successful candidate will be a strong writer, analyst, and presenter with excellent attention to detail. This is a telework position with periodic travel. To learn more about this opportunity, visit the Commonwealth's MassCareers website: massanf.taleo.net/careersection/ex/jobdetail.ftl?job=210007T4&tz=GMT-04%3A00&tzname=America%2FNew_York.

Principal Assessor

Town of Princeton

Position Summary: The Principal Assessor is responsible for establishing and maintaining assessments of real estate and personal property within the town of Princeton. Works with the Board of Assessors in calculating the fiscal year tax rate and completion of the state's recap forms to generate town revenues in accordance with guidelines from the state Department of Revenue. The Assessor is required to perform all similar or related duties, as noted above. This is a fully benefited position with a flexible work schedule averaging 20 hours per week. Education and Experience: Associate's degree in business administration or related field; and three to four years of general experience; assessing-related experience strongly preferred; or any equivalent combination of education and experience. MAA Certification desired. Skills, Knowledge and Abilities: Required experience and knowledge of property valuation techniques according to Massachusetts Assessing Association. Excellent written and verbal communication skills. Ability to convey and enforce procedures in a professional, impartial and diplomatic manner. Confidentiality is crucial due to access to sensitive information. Must have good math and computer skills and the ability to analyze data. Good knowledge of Microsoft Excel and Word is essential. Valid Driver's License and dependable vehicle are necessary. Must pass background CORI check and all other confidentiality requirements as set forth by the Mass. Department of Revenue. Must pass the Mass. Department of Revenue Course 101 within six months. Salary range dependent upon qualifications. Resumes can be sent to tlongtime@town.princeton.ma.us. Ad remains open until filled.

Director of Planning and Community Development

Town of Lancaster

The town of Lancaster (population 8,000) seeks an innovative professional for the critical role of Director of Planning and Community Development. The Director, who is responsible for coordinating all economic, land use, and community development planning in the town, shall perform professional, technical, marketing and administrative work in the areas of planning, zoning, economic development and grant writing/administration. Lancaster, located at the intersection of Interstate 190 and Route 2 in the heart of North-Central Massachusetts, is

experiencing sustained growth, thanks to its scenic character, high quality schools, and geographic, labor, and economic attributes. The successful candidate will have the opportunity to work on a wide range of significant projects with long-term impact. This position shall serve as staff support to the Planning Board and act as the staff liaison between the Planning Board and other town departments and agencies. Qualified applicants will have a passion for municipal planning, a commitment to responsible community development, a bachelor's degree in planning or public policy, five or more years of progressively responsible relevant experience, or an equivalent combination of both. The town offers a comprehensive benefit package and a professional work environment. Salary is commensurate with qualifications, with an anticipated hiring range of up to \$80,000. Complete job description available at www.ci.lancaster.ma.us/sites/g/files/vyhlf4586/f/uploads/community_dev_planning_dir_1.pdf. Interested applicants should send a cover letter and resume to the Community Development and Planning Director Search Committee at scharton@lancasterma.net. The deadline for applications is Oct. 4 at 5 p.m. Affirmative Action/Equal Opportunity Employer

Assistant Assessor

Town of Lancaster

Lancaster, a historic town located at the intersection of Interstate 190 and Route 2 in the heart of North-Central Massachusetts, is seeking qualified applicants for the position of Assistant Assessor. The position performs technical, clerical, accounting and data collecting work under the direction of the Principal Assessor. Administers all aspects of Motor Vehicle Excise Tax and ensures commitments are received and processed in a timely manner; reconciles Assessor's Department reports with General Ledger; receives deeds from Registry of Deeds; updates field cards, maps, parcel books and department records; provides information to property owners and others about the town's assessment policies, determinations of specific valuations, tax abatements and exemptions; and other related duties. Complete job description available at www.ci.lancaster.ma.us/home/pages/employment-opportunities. Associate's degree in accounting, finance, business administration or related field and three years of experience in accounting, banking, real estate, assessing, office management or related field, or any equivalent combination of education and experience, required. This is a 30 hour/week Union position. The salary is \$20.37-\$26.97/hour per the AFSCME Local 3720 Clerical Unit wage scale. The town offers a comprehensive benefit package and a professional work environment. Please submit a cover letter and resume to Interim Human Resources Director Sandra Charton at scharton@lancasterma.net by 5 p.m. on Oct. 5.

Part-time Substitute Reference Librarian Town of Wayland

Department: Library. Hours: Part-time/15-19 hours per week (1-2 evening shifts and 1 Sat. or Sun. per month.) Date posted: Sept. 14. Closing date: Open until filled. Union: Non-Union hourly part-time professional. Salary Range: \$26.38-\$31.66 per hour, no benefits. Description of position: Provides research and information services to patrons. One evening, and at least one weekend shift per month. Additional shifts possible. Must be willing to cover other shifts on short notice. Provides direct assistance to patrons with basic information regarding use of library materials, equipment, and services. Uses a variety of computer

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databases, electronic resources and computer software packages. Circulates library materials. Completes special projects and tasks. Performs other duties as assigned by the Assistant Director or Director. Recommended Minimum Qualifications: Education: Bachelor's of arts/science in liberal arts; master's of science in library science. Experience: At least two years' experience working in a library performing reference activities. Apply to: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Systems Analyst Town of Scituate

The town of Scituate seeks qualified applicants for the position of Systems Analyst. The Systems Analyst performs a variety of end user support and system administration. This position also assists with ongoing projects within the Information Technology Department as well as routine daily tasks. The Systems Analyst assists with software, hardware, network support, implementation, and operation of all information technology initiatives and the efficient operation of the same, including maintenance of servers, peripherals and enhancements. Serves as support personnel for troubleshooting system problems. Bachelor's degree in information systems or a related field with two to four years progressively responsible experience. In the alternative, five to seven years' related experience. Compensation for this nonunion salaried position starts between \$65,000 to \$75,000 annually DOE. Complete job description available on townofscituatema.gov. Interested applicants should submit a cover letter, resume and three references to HR@scituatema.gov or via mail to Human Resources, 600 Chief Justice Cushing Highway, Scituate, MA 02066. AA/EEO/ADA

Supervisor of Buildings and Grounds Town of Southwick

The town of Southwick is seeking interested candidates for the full-time benefited position of Supervisor Buildings and Grounds. The Supervisor of Buildings and Grounds is responsible for identifying, planning, scheduling, coordinating, managing and supervising all building maintenance related activities at all facilities under the jurisdiction of the Select Board, and providing building maintenance related assistance to the Park and Recreation Commission and Library Trustees. Application can be obtained by contacting 413-569-5995, online at www.southwickma.org. Starting pay is \$65,000-\$70,000 per year depending on qualification and experience. Applications must be submitted to Town of Southwick, 454 College Highway, Southwick, MA 01077. The town of Southwick is an ADA/EOE/AA employer.

Firefighter/Paramedic Town of Wayland

Position Title: Firefighter/Paramedic. Union/Grade: International Association of Firefighters/F-1E. Salary Range: \$59,573-\$65,546. Date posted: Sept. 14. Closing date: Open until filled. Description of position: Professional, operational and technical work associated with combating, extinguishing and preventing fires; professional, administrative, and technical work associated with services as an Emergency Medical Technician; professional work associated with rescue operations; all other related work as required. The schedule of work is rotating 24-

hour shifts that result in an average 42-hour workweek over an eight-week cycle. Recommended Minimum Qualifications: High school diploma. A degree or courses in fire service related subjects are highly desirable. A fire science degree is preferred. Experience: Experience as a call firefighter, medical technician or dispatcher working in a fire-emergency service environment is preferred. Licenses/Certificates: Prior to date of hire shall possess and subsequently maintain during employment: Valid Massachusetts Emergency Medical Technicians License; Valid Massachusetts driver's license. Consideration given in the following order: Current Massachusetts Paramedic certification and having graduated the full-time Massachusetts Firefighting Academy Recruit Program; and/or current Massachusetts Paramedic certification, and as a condition of employment, complete the full-time Massachusetts Firefighting Academy Recruit Program within one year of hire; Enrolled in a Paramedic Program to be complete within one year of hire, be certified to the Paramedic level, and as a condition of employment, complete the full-time Massachusetts Firefighting Academy program within one year of hire; and/or basic EMT certification, complete the full-time Massachusetts Firefighting Academy Recruit program within one year of hire, and be certified as a Paramedic within two years following the current collective bargaining agreement process. Apply to: Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Part-time Substitute Library Clerk Town of Wayland

Department: Library. Union/Grade: Non-Union hourly library clerk. Salary Range: \$16.74-\$21.85 per hour, no benefits. Date posted: Sept. 14. Closing Date: Open until filled. Description of position: Part-time position working in both the Adult's and Children's Department of a busy, medium-sized public library. Preferred availability for a variety of shift openings. Performs various tasks relating to the circulation of materials, including but not limited to checking books in and out, assigning new library cards to patrons, and other duties as necessary. Great opportunity for library school students looking for experience and seasoned professionals looking for flexible hours. Strong customer service experience is a plus. Recommended Minimum Qualifications: Bachelor's degree required. Experience working with all ages and an appreciation of literature. Experience in a circulation department and/or a children's room of a public library preferred. Familiarity with Sierra software preferred. Possesses a demonstrated ability to interact with all ages with patience and discretion, as well as excellent organizational talents and attention to detail. Good written and oral communication skills are essential, as is the capacity to work efficiently and energetically. Familiarity with Microsoft Office a plus. Ability to establish and maintain effective working relationships with superiors, associates and the general public. Ability to work both independently and as a team member. Willingness to learn new skills. Apply to: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Procurement Officer Town of Amherst

The town of Amherst seeks a professional procurement officer to serve as an expert purchasing

resource to all town and school departments. This position will oversee bidding and procurement processes, advertise, maintain and prepare contract documents, accept, record and process bids, provide training on policy and procedures, recommend updates to procurement processes in accordance with MGL30B, 30,39M, and 149. For more information and to apply online, please visit us at www.amherstma.gov/jobs. The town of Amherst seeks a workforce that reflects the diversity of its community, and strives toward racial equity and environmental sustainability. All are encouraged to apply. AA/EEO

Chief Administrative Officer City of New Haven, Connecticut

The city of New Haven, Connecticut is seeking candidates for Chief Administrative Officer to report to the Mayor and oversee the operational departments. Manages eight operational departments through their department heads including: Police, Fire, Engineering, Human Resources, Library, Public Safety Communications, Parks and Public Works, and Emergency Operations. Minimum BA and 10 years of high-level experience in government administration. If you are interested in this position, please email your cover letter and resume to Ms. Randi Frank, Randi Frank Consulting, LLC, 7700 Hoover Way, Louisville, KY 40219; randi@randifrank.com. www.randifrank.com. 203-213-3722. See website for full profile. Beginning salary DOQ's Salary Range \$73,560-\$132,920.

Building Inspector/Zoning Agent Town of Somerset

The town of Somerset is seeking applications for a Building Inspector/Zoning Agent to enforce the state building code and local zoning bylaws. Experience in supervision of building construction. Must possess and maintain a Construction Supervisor's License, state certification as a Building Inspector/Commissioner in accordance with M.G.L. Chapter 143 and 780CMR 110.R7 and a valid class D motor vehicle operator's license with a clean driving record. Experience in zoning enforcement is highly desirable. Full job description and application available at: www.townofsomerset.org/administrator/pages/employment-opportunities. Questions and applications should be submitted to the office of the Town Administrator at pramos@town.somerset.ma.us. Position is open until filled. The town of Somerset is an affirmative action equal opportunity employer.

Equipment Operator/Laborer/Driver Town of West Brookfield

The West Brookfield Highway Department is seeking applications for a skilled, motivated individual to be employed on a full-time basis as Equipment Operator/Laborer/Driver. Applicants must have a Class B license with air brakes and a Class 2A/4A hydraulic license. Starting pay is \$22.47 an hour (Grade 10.) Interested parties should contact Highway Superintendent Daley via email jdaley@wbrookfield.com or by calling 508-867-1417. Applications are available at wbrookfield.com. Position will remain open until filled. West Brookfield is an Equal Opportunity Employer.

Highway Driver/Laborer Town of Berlin

The town of Berlin seeks qualified candidates for the full-time (40 hrs/wk) benefited position of Highway Driver/Laborer, starting immediately. The successful

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candidate will work under the direct supervision of the Highway/Facilities Superintendent, will possess a Class B CDL and Hoisting license at the time of hire (attain said licenses within one year from hire). Grade V pay range (\$17.94 to \$22.90/hour); anticipated hiring rate \$20.04/hour, DOQE. Job description and town employment application online: www.townofberlin.com/home/pages/employment-opportunities. Submit town of Berlin employment application to Town Administrator Margaret Nartowicz by U.S. mail: Berlin Select Board, 23 Linden St., Berlin, MA 01503, or email: mnartowicz@townofberlin.com. Applications accepted until post filled. EOE/AA

Assistant Treasurer

Town of Freetown

Qualifications: One to three years' experience in an office environment preferably in a governmental agency. Minimum of an associate's degree required, bachelor's degree preferred. Must be bondable. Proficient in Microsoft Office. Ability to communicate effectively verbally and in writing. Ability to deal effectively with people in a pleasant and courteous manner. Ability to handle various complex tasks and follow complex written and oral instructions. Proficient with computers, printers, and telephones. Proficient in Microsoft Office. Full job description at www.freetownma.gov. Compensation per Union Contract \$18.88 per hour. Email resume to lsouza@freetownma.gov. Position will remain open until filled. Review of applications begins Sept. 16.

Part-time Building Inspector

Town of Palmer

The town of Palmer (pop.13,000) has an opening for a part-time Local Building Inspector to enforce the state building code and local zoning ordinances. The duties include inspecting buildings under code enforcement and investigating complaints. Minimum of five years' experience in supervision of building construction, Massachusetts Building Supervisor's License, ability to access all areas and levels of construction, and use computer office applications. Starting pay up to \$24.30/hour. Position is open until filled. Letter of interest and resume should be addressed to Ryan McNutt, Town Manager, 4417 Main St., Palmer, MA 01069 or rmcnutt@townofpalmer.com AA/EOE

Treasurer/Tax Collector

Town of Freetown

Ideal candidate will be: A highly capable, experienced financial manager. Knowledgeable of municipal finance; experience in treasury and collection functions. Able to successfully articulate the information about town's finances to departments, and the elected and appointed boards and committees, as well as to federal and state agencies. Qualifications: Bachelor's degree in business administration, accounting, economics, finance or related field. Three to five years of municipal experience in accounting and/or finance, with supervisory experience; or any equivalent combination of education, training, certification and experience. Ability to be bonded required. Certification as a Massachusetts Collector/Treasurer. Send resume to lsouza@freetownma.gov. Review of applications will begin on Sept. 8.

Deputy DPW Director

Town of Holliston

The town of Holliston is seeking applicants for the full-time position of Deputy DPW Director. This is a leadership position reporting to the Director of Public Works. The Deputy Director provides division level management, supervision and administration of the daily operations of the Highway and Water Divisions including Grounds, Transfer Stations, and Equipment/Vehicle Maintenance. The Deputy Director is responsible for staffing, scheduling, motivating and performance management of the Highway and Water Departments. The Deputy Director directly interfaces with contractors, other town departments and the public. Responsible for the timely and accurate preparation of records, the annual division budget and all related recordkeeping. The Deputy DPW Director's oversight of the Water Department will not include day to day operations but rather, oversight of personnel and emergency situations in the absence of the DPW Director. The successful candidate will have a working knowledge of the principles and practices of public works management as well as technical and practical knowledge of the materials, methods and techniques related to public works project management. Bachelor's degree in public works management, civil engineering, public administration or related field is preferred. Professional Engineer desirable. Five years of public works-related experience, such as water operations, construction, park maintenance, road design/maintenance or snow and ice maintenance preferred. Will consider a combination of education and experience. Supervisory or management experience required. Please see the job description on the town website for further detail. Pursuant to the town's consolidated personnel bylaws, this position is classified as Grade M3, and the salary range is \$74,000-\$91,066 annually depending on experience and qualifications. This is a full-time, benefit eligible position at 40 hours per week. Please email your application and resume to Cheryl Houle at houlec@holliston.k12.ma.us. Applications can be found on the town website. Applications may also be dropped off at Town Hall in the Treasurer's Office. Position will remain open until filled. The town of Holliston is an EOE/AA.

District Courier

Town of Westford

Delivers food service-related supplies, equipment and daily bank deposits. Maintains an organized inventory of food service disposable goods and chemicals in the storage area according to Board of Health requirements. Moves limited food service canned, dry/frozen goods and produce within the system as approved by the Board of Health following food service operating procedures. Delivers food service disposable goods to all schools every two weeks and on an as needed daily basis. Submits a written inventory to the food service office on a monthly basis for financial record keeping. Transports materials and supplies to both school and town facilities as needed. May be required to make special trips to deliver items needed on short notice or for special functions. Pick up, deliver and sort all in-coming and out-going mail from USPS. Pick up, deliver and sort all interoffice correspondences as scheduled on a daily basis. Responsible for opening the Millennium building on a daily basis. Responsible for snow removal and ice

treatment of entrances at the Millennium building during the winter season and as needed. Keeps food service/transportation vehicle in a clean and sanitary condition to prevent any cross contamination to food. Maintains daily mileage and gas records and reports any and all mechanical or physical problems with vehicle to the Director of Facilities. Obeys all traffic laws and observes mandatory safety regulations. Ability to regularly lift and/or move up to 50 pounds. Additional Information: High school diploma or GED equivalent; one to three months related experience and/or training; ability to work independently with minimal supervision and understand/carry out oral and written instructions; ability to interact well and deal effectively with coworkers, supervisors, staff, students and the general public. Supervisors: N/A. Certification: Valid Massachusetts Driver's License. Terms of Employment: Twelve-month work year, 19 hours/week. Working Hours: Shifts are alternating weeks. Week A / Week B. One part-time courier will work one full week and have the other week off: 38 hours week A / 0 hours week B. Pay rate \$17.72/hr. westfordma.gov/Jobs.aspx

SERVICES

Municipal Energy Services

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

Public Management Consultants

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

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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.

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

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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.

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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.

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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.

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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

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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.

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

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Executive Recruitment and Municipal Management

Groux-White Consulting, LLC, is a full-service municipal management consulting firm specializing

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

Select board group discusses affordable housing

By Isabelle Nichols

The [Massachusetts Select Board Association held its final webinar of the year on Sept. 10](#), discussing how select board members can bring more affordable housing to their communities.

The affordable housing crisis is confronting municipalities all across the Commonwealth. Demand for affordable housing continues to far outpace supply, and municipal officials are faced with the task of coming up with solutions that will work best for their communities' situations.

Easton Select Board Chair Dottie Fulginiti, an economic recovery planner with the Old Colony Planning Council, opened the webinar with a discussion about how elected officials can build community support for affordable housing, drawing on examples from her experience in Easton. Fulginiti discussed strategies for managing public conversations about affordable housing projects, including setting and sticking to clear ground rules for public meetings.

Jennifer Van Campen, executive director of MetroWest Collaborative Development, discussed different approaches to making affordable housing projects happen from a nonprofit developer's perspective. Van Campen emphasized the importance of partnership with municipal leaders in developing successful affordable housing projects. Van Campen discussed some of the crucial pieces that are needed for an affordable housing project to be successful,

including a strong affordable housing trust, consensus from all partners on goals, contributions of both money and land from municipalities, and political leadership.

Judi Barrett of Barrett Planning Group discussed the importance of connecting conversations about diversity, equity and inclusion with those about the availability of affordable housing.

Barrett provided an overview of the historical connection between the Federal Fair Housing Act and Massachusetts

Chapter 40B. Barrett discussed the importance of municipal leaders taking an equity policy perspective when looking at affordable housing projects, cultivating community support for housing equity, regulating for housing equity, and making investments in housing equity.

More than 65 select board members attended the webinar. [A recording and copies of the presentations are available on \[www.mma.org\]\(http://www.mma.org\)](#).



LGAC sworn in

Lt. Gov. Karyn Polito swears in the new Local Government Advisory Commission during an online meeting on Oct. 1. Established under state law (Ch. 3, Sect. 62), the LGAC acts as an independent advocate for the interests of local governments in their work with the state and federal governments. The LGAC includes 29 members from the MMA Board of Directors and four representatives from the Massachusetts Association of School Committees. This was the first LGAC meeting since February 2020, though the MMA has hosted dozens of other meetings with administration officials and MMA members during the pandemic.



OCTOBER

- 12 MMA Board of Directors**, annual long-range planning meeting. Contact: MMA Executive Director's office
- 14 Massachusetts Municipal Management Association**, remote boot camp. Contact: MMA Senior Member Services Coordinator Denise Baker
- 15 Women Elected Municipal Officials**, remote Leadership Conference, 9:30 a.m.-12:15 p.m. Contact: MMA Senior Member Services Coordinator Isabelle Nichols
- 20 Human Services Council**, webinar, 12-1 p.m. Contact: MMA Senior Member Services Coordinator Isabelle Nichols
- 21 Association of Town Finance Committees**, Annual Meeting webinar series #1 of 3, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker
- 22 Massachusetts Municipal Human Resources**, remote Labor Relations Seminar, #1 of 2, 9-11:30 a.m. Contact: MMA Senior Member Services Coordinator Isabelle Nichols
- 28 Association of Town Finance Committees**, Annual Meeting webinar series #2 of 3, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

NOVEMBER

- 4 Massachusetts Municipal Human Resources**, remote Labor Relations Seminar #2 of 2, 9-11:30 a.m. Contact: MMA Senior Member Services Coordinator Isabelle Nichols
- 4 Association of Town Finance Committees**, Annual Meeting webinar series #3 of 3, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

For more information, visit www.mma.org.

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

Due to the COVID-19 pandemic, the MMA will be holding meetings remotely through the end of October. Meeting details may be subject to change.

- 5 Women Leading Government**, remote meeting. Contact: MMA Senior Member Services Coordinator Denise Baker
- 9 Massachusetts Municipal Councillors' Association**, board meeting, 8:45-9:45 a.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Senior Member Services Coordinator Denise Baker
- 9 MMA Board of Directors**, board meeting, 10-11 a.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Executive Director's office
- 9 Massachusetts Select Board Association**, board meeting, 2:15-3:30 p.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Senior Member Services Coordinator Isabelle Nichols
- 18-19 Massachusetts Municipal Management Association**, Fall Conference, Chatham Bars Inn, Chatham. Contact: MMA Senior Member Services Coordinator Denise Baker
- 7-8 Massachusetts Mayors' Association**, conference. Contact: MMA Communications and Membership Director Candace Pierce
- 9 Massachusetts Municipal Management Association**, holiday meeting, Cyprian Keyes, Boylston. Contact: MMA Senior Member Services Coordinator Denise Baker

DECEMBER

- 2 Massachusetts Municipal Human Resources**, holiday meeting, Hawthorne Hotel, Salem. Contact: MMA Senior Member Services Coordinator Isabelle Nichols
- 4 Massachusetts Municipal Councillors' Association**, newly elected councillors training, Courtyard Marriott, Marlborough. Contact: MMA Senior Member Services Coordinator Denise Baker

Online registration is available for most of these events.

JANUARY

- 21-22 43rd MMA Annual Meeting & Trade Show**, Hynes Convention Center and Sheraton Hotel, Boston. Contact: MMA Conference and Meeting Planner Timmery Kuck

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