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November 2021

House OK's \$3.8B ARPA/surplus plan

By Jackie Lavender Bird

On Oct. 29, the House unanimously passed a \$3.82 billion bill to spend a significant portion of the state's multi-billion dollar fiscal 2021 surplus and its allocation from the American Rescue Plan Act's State and Local Coronavirus Relief Fund.

During debate, the House added \$174 million to the bill released by the Ways and Means Committee on Oct. 25, mostly in the form of legislative earmarks.

The House included funding for a number of programs supported by the MMA in the areas of housing, water and sewer infrastructure, and environmental infrastructure, but did not include two amendments that were strongly backed by the MMA: one to provide \$50 million in supplemental funding for the Chapter 90 local roads and bridges program and one to provide an additional \$10 million

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for the Community Preservation Trust Fund.

The House bill (<u>H. 4219</u>) targets seven major spending categories: housing, environment and climate change mitigation, economic development, workforce, health and human services, education, and food insecurity.

The Senate is expected to take up its own surplus/ARPA spending bill in the coming weeks. It is unclear if the Legislature will be able to get a final bill to the governor before the end of formal legislative sessions on Nov. 17.

The following are the highlights of the House bill:

Housing

The \$600 million proposed for housing programs includes targeted investments in supportive housing production, public housing maintenance, homeownership assistance, the CommonWealth Building Program, and affordable housing production.

Environment and climate

The bill includes \$350 million for environmental infrastructure and development spending, with a focus on environmental justice communities. Targeted investments include Marine Port Development and Offshore Wind, environmental infrastructure projects aimed at bolstering communities' climate resiliency, water and sewer infrastructure improvements, greening the Gateway Cities, and upgrades to state parks and recreational facilities.

Of the \$350 million, \$100 million would go to low-income, environmental justice and urban communities to improve climate resiliency. A \$100 million water and sewer infrastructure component also prioritizes projects that support environmental justice populations and those disproportionately impacted by

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Anthony Everett to be Annual Meeting's Friday night speaker

By Jennifer Kavanaugh

Drawing from his travels around Massachusetts, Emmy-winning journalist and television host Anthony Everett will help members celebrate the Bay State on Jan. 21, 2022, as the Friday evening speaker at the MMA Annual Meeting & Trade Show.

Everett has hosted WCVB Channel 5's "Chronicle," the nation's longest-running, locally produced newsmagazine, for 16 years. On the show, Everett explores the "Main Streets and Back Roads" of the region, serving as part storyteller and part ambassador for its best offerings. From patrolling the Nantucket coast in a boat with the town's harbormaster to exploring a haunted covered bridge in Greenfield, Everett provides viewers with vicarious experiences of the hidden and not-so-hidden gems of Massachusetts.



Anthony Everett

"As we travel the 351 cities and towns of the Commonwealth, I am constantly amazed how many incredible stories each one holds," he said. "It really is a testament to the ingenuity, creativity, resourcefulness

and inventiveness of the people of Massachusetts, and it is one of the main reasons 'Chronicle' is celebrating its 40th year on the air in 2022. Having the chance to visit their communities and tell their stories is a privilege."

A native of New York City, Everett first

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.

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Executive Director's Report

Incivility on the rise, another harmful symptom of the pandemic

Local leaders have presided over a remarkable period of disruption and uncertainty, navigating their communities through a devastating pandemic that has touched every person. Decades from now, when historians document the major lessons learned, I believe that local government and unheralded officials in their hometowns will be recognized as true difference-makers who responded with extraordinary speed and innovation to save countless people from illness and death, and kept the fabric of our society stitched together during the most difficult of times.

We are only beginning to understand the long-term impact that the past 20 months will have on the U.S. and the world going forward. Like an axe that strikes but does not fell a tree, the wounds and scars of COVID-19 will be visible for many years. and will shape the way we grow. For some, the tragic loss of family members, friends or loved ones will be acutely painful forever. For others, the stark isolation and separation required for our physical health have led to depression and mental health struggles. Many have been or will be forced to shutter their businesses, transition to different vocations, and face the prospect of lower incomes and fewer opportunities. Those at the end of their careers may cease working earlier than they planned, and those just starting out

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By Geoffrey Beckwith

may find the going very slow and take longer to get momentum.

Systemic problems that persisted before the pandemic have been exacerbated. The wealth gap has increased, and the health gap has widened as well. Historically disadvantaged populations, primarily our BIPOC (Black, Indigenous, and people of color) neighbors, who have been on the short end

of the wealth and health spectrum, were hit much harder by COVID and we now find that there is much more ground to make up in the pursuit of a more equitable society.

The pandemic has caused so much pain, and yet we've seen so much resilience, and so much adaptation. Science has given us vaccines and testing, health professionals have given us treatment and guidance, technology has given us Zoom and WebEx, and government leaders have used all these tools to create a new normal, with most of society finding more stable ground to stand on, and more balance in daily life. Most businesses are reformatted and open, schools are back in person, Fenway Park has hosted record crowds. City and town halls, local boards and public agencies are opening back up to in-person engagement, following new protocols. People are finding their rhythm and making do.

■ DIRECTOR'S REPORT continued on 27

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

Registrations pour in for in-person MMA Annual Meeting

By John Ouellette

A flood of registrations indicates that MMA members can't wait to get together again in person for the 43rd <u>MMA Annual Meeting</u> <u>& Trade Show</u>, which will be held 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:

- Informative and timely workshops on top municipal issues
- Compelling and inspiring speakers
- Member business meetings and important policy discussions
- A robust <u>Trade Show</u> featuring the latest services and solutions for cities and towns
- Countless networking opportunities

The <u>MMA's Annual Meeting website</u> 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."

The **speaker** lineup includes:

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

executive director of the National League of Cities

 Friday dinner speaker <u>Anthony</u> <u>Everett</u>, the longtime host of the "Chronicle" newsmagazine

Over two days, 18 <u>workshops</u> 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 later this 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.



Members network during the 2020 MMA Annual Meeting & Trade Show at the Hynes Convention Center in Boston. The event will return in-person this January.

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 <u>details and contract information on</u> <u>the MMA website</u>.

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

ANNUAL MEETING continued on 21

MMA Trade Show is opportunity to learn about municipal products

By Karen LaPointe

Trade Show vendors are looking forward to meeting local officials during the in-person MMA Annual Meeting & Trade Show at the Hynes Convention Center in January.

The Trade Show is a great place to meet with vendors that you haven't seen for a while, as well as new vendors who have products and services to help you run your community.

The Trade Show will be open on Friday, Jan. 21, from 11 a.m. to 5 p.m., and on Saturday, Jan. 22, from 9:30 a.m. to 2 p.m.

A series of educational Learning Labs will be held in the exhibit hall on Saturday, Jan. 22. (Details will be available on the MMA website in December.)

The exhibit hall will also feature the new MIIA Simulator, with new training modules — an entertaining and educational opportunity to test your driving skills.

The MMA is taking precautions to host a safe, in-person event and will closely monitor health and safety guidance from public health officials. (See related story or MMA Annual Meeting website for details.) By signing the MMA Contract for Exhibit Space, vendors agree that they will not attend should



Members will be able to interact with exhibitors in person again at the 2022 Trade Show on Jan. 21 and 22.

they have COVID-19, any symptoms of COVID-19, or recent contact with

.....

TRADE SHOW continued on 27

Under new law, Legislature adopts district maps

By Dave Koffman

On Oct. 3, Gov. Charlie Baker signed 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 finalize their own voting precinct lines.

Facing a truncated timeline to pass redistricting legislation affecting federal and state legislative districts, lawmakers sought to reverse the conventional order and have the state enact redistricting legislation prior to new municipal precinct maps being finalized.

On Oct. 28, the Legislature finished its work on new House and Senate district boundaries, set to be in effect for the 2022 state election cycle.

The House and Senate maps both propose an increase in the number of majority-minority districts, where non-white residents make up a majority of the district's population. Out of 160 House districts, 33 will be majority-minority districts, an increase from the current 20. For the 40 Senate districts, the figure will double to six (from three).

Gov. Baker has 10 days to review the new district legislation. It's unclear if he has any concerns with the proposals



In the House district map, 33 of the 160 House districts would be majority-minority districts, an increase from the current 20.

from the House and Senate.

Legislative leaders released draft maps of new congressional and Governor's Council districts on Nov. 1.

Though the so-called <u>reprecincting law</u> delays the official municipal reprecincting process until *after* the Legislature concludes its mapping of state and federal districts, it does *not* require precincts to follow legislative district lines. Once the Legislature has completed the state and federal districts, cities and towns will have 30 days to complete their reprecincting process, as long as they finish by Dec. 15.

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.

Throughout the legislative process, the MMA made 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. Members are strongly encouraged to work closely with their state legislative delegation to reconcile any potential issues to their local reprecincting process. ●

Senate passes comprehensive election reform bill

By Dave Koffman

On Oct. 6, the Massachusetts Senate overwhelmingly passed a comprehensive election reform bill (<u>S. 2545</u>) to codify many temporary election allowances implemented due to the COVID-19 pandemic, such as vote by mail and early voting in-person.

The bill includes new provisions as well, such as same-day voter registration and increased ballot access for incarcerated individuals and voters with disabilities.

The bill would:

- Permanently allow no-excuse vote-bymail for all elections
- Provide a local option for municipalities to set up secure drop boxes for collection of mail-in ballots



- Codify early voting in person for at least two weeks before regular state elections and for one week before state primaries and special elections (including weekends with the exception of the final weekend prior to each election)
- Provide a local option for early voting in person for municipal elections
- Allow same-day voter registration for

eligible individuals on election day and during early voting periods

• Direct sheriffs and corrections officials to assist eligible incarcerated voters to learn their electoral rights and apply for and cast ballots by mail

The bill now heads to the House, where there is strong interest in passing an election reforms package this legislative session.

In July, the Legislature passed a <u>sup-plemental budget</u> that included many extensions for temporary election provisions, such as no-excuse absentee voting and in-person early voting. These allowances were first instituted due to the COVID-19 pandemic in the spring of 2020 and are currently set to expire on Dec. 15, 2021. ●

Talks continue on 2 major infrastructure bills

By Jackie Lavender Bird

On Oct. 28, following weeks of negotiations, President Joe Biden announced a new framework for his \$1.75 trillion Build Back Better infrastructure plan, one of two major spending bills before Congress right now.

The other bill is the Infrastructure Investment and Jobs Act, a \$1 trillion bipartisan plan that has passed in the Senate and is now before the House.

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. The bill would provide infrastructure support to municipalities in the form of direct grants as well as funds that would 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 <u>White House has released a fact</u> <u>sheet about what the bill would mean</u> <u>for Massachusetts</u>.

The \$1.75 trillion Build Back Better spending package includes investments of note to municipalities including workforce development, climate change mitigation and resilience funding, and affordable housing initiatives. The plan also includes funding for technical assistance to local governments through a new Rural Partnership Program that's intended to help small and rural communities that are often excluded from federal grant opportunities. Congressional leaders are looking to pass the Build Back Better plan 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 do need support from every Democratic senator and all but a handful of Democratic House members. This has resulted in lengthy negotiations over what the final bill will include, as well as the grand total.

Centrist Democrats objected to the initial price tag, and progressive Democrats objected 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 Congress first passing the Build Back Better plan.

The House could take a vote on one or both plans in the coming days or weeks.

MMHR Labor Relations webinar features diversity and inclusion expert

By Isabelle Nichols

Malia Lazu, an award-winning, tenured strategist in diversity and inclusion, was the keynote speaker during the <u>first</u> <u>session of the Massachusetts Municipal</u> <u>Human Resources association's Labor</u> <u>Relations webinar series on Oct. 22</u>.

Lazu focused on the importance of organizational culture in creating an inclusive workplace and tools that municipal human resources directors and department heads can use to foster effective culture change. In order to take a diversity, equity and inclusion plan from intention to impact, she said, employers must focus on goal setting, systems change, and a shared understanding across the organization.

Lazu reviewed the history of culture in the United States, pointing out that culture change must start from an understanding of where we are and where we are coming from. She shared a number of tools that can be used by leaders of organizational culture change, including the Three Ls: listening to diverse communities about their experiences



Strategist Malia Lazu discusses how municipal human resources directors can foster effective culture change during the first session of the Massachusetts Municipal Human Resources association's Labor Relations webinar series on Oct. 22.

and history; learning together with colleagues about the current culture and problems within the organization; and taking loving action to make changes.

Lazu emphasized the importance of culture change leaders getting buy-in from other managers and department heads. This can be accomplished by regularly sharing the work that is being done, being open about places where you are feeling stuck, being open to answering loaded questions, creating spaces for ally work to happen, and supporting employee resource and affinity groups.

Following the keynote, MMA Legislative Director Dave Koffman provided a legislative update, including recent actions in the area of police reform, COVID-19 related paid sick leave, and state and federal vaccine mandates for employees. Koffman discussed a number of areas to watch on the 2022 legislative agenda, including the open meeting law and remote/hybrid meetings, cybersecurity, elections, and state-level ARPA priorities.

The webinar concluded with a labor law update from attorney Katherine Feodoroff, a partner with Mead, Talerman & Costa, who reviewed recent legal cases and guidance related to the <u>Massachusetts Domestic Violence and Abuse</u> <u>Leave Act</u>, sexual orientation and gender identity, and discrimination based on age, race, and disability. Feodoroff addressed a number of COVID-related issues, including guidance from the

LABOR RELATIONS continued on 26

EPA announces national strategy to confront PFAS

On Oct. 18, U.S. Environmental Protection Agency Administrator Michael Regan announced a strategic roadmap to confront PFAS contamination nationwide.

The roadmap is the result of an analysis conducted by the EPA Council on PFAS, which was established six months ago. It is centered on three guiding strategies:

• Increase investments in research

• Leverage authorities to take action now to restrict PFAS chemicals from being released into the environment

 Accelerate the cleanup of PFAS contamination

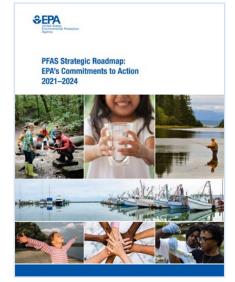
"For far too long, families across America — especially those in underserved communities — have suffered from PFAS in their water, their air, or in the land their children play on," Regan said in a prepared statement. "This comprehensive, national PFAS strategy will deliver protections to people who are hurting, by advancing bold and concrete actions that address the full lifecycle of these chemicals."

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

The roadmap commits the EPA to quickly setting enforceable drinking water limits for PFAS, as well as giving stronger tools to communities to protect people's health and the environment.

The strategic roadmap lays out:

- Aggressive timelines to set enforceable drinking water limits under the Safe Drinking Water Act to ensure that water is safe to drink in every community
- A hazardous substance designation under the Comprehensive Environmental Response, Compensation and Liability Act, also known as Superfund, to strengthen the ability to hold polluters financially accountable
- Timelines for action on Effluent Guideline Limitations under the Clean Water Act for nine industrial categories
- A review of past actions on PFAS taken



under the Toxic Substances Control Act to address those that are insufficiently protective

- Increased monitoring, data collection and research so that the agency can identify what actions are needed and when to take them
- A final toxicity assessment for "<u>GenX</u> <u>chemicals</u>" that can be used to develop health advisories that will help communities make informed decisions to better protect human health and ecological wellness
- Continued efforts to build the technical foundation needed on PFAS air emissions to inform future actions under the Clean Air Act

The EPA also announced a new national testing strategy that requires PFAS manufacturers to provide toxicity data and information on categories of PFAS chemicals. The PFAS to be tested will be selected based on an approach that breaks the large number of PFAS today into smaller categories based on similar features and considers what existing data are available for each category.

The EPA reports that its initial set of test orders for PFAS, which are expected in a matter of months, will be strategically selected from more than 20 different categories of PFAS.

President Joe Biden has called for more than \$10 billion in funding to address PFAS contamination through his Build Back Better agenda and the Bipartisan Infrastructure Deal. The White House says these critical resources will enable the EPA and other federal agencies to scale up the research and work to meet the scale of the PFAS challenge.

Over the coming weeks, the EPA will be engaging with a wide range of stakeholders to continue to identify collaborative solutions to the PFAS challenge. The agency was scheduled to host two national webinars, on <u>Oct. 26</u> and <u>Nov. 2</u>.

There are currently no federal standards for PFAS contamination in drinking water, but Massachusetts has been working to regulate the chemicals statewide. A year ago, the Baker-Polito administration <u>announced final drinking water regulations</u> <u>establishing a maximum contaminant</u> <u>level</u> of 20 parts per trillion for the sum of six PFAS compounds. The regulations require public water suppliers to test for the six compounds, called PFAS6, and to take remedial actions when amounts exceed the limit.

The Massachusetts Department of Environmental Protection maintains an interactive <u>web portal</u> that tracks PFAS testing results, remedial actions taken by public water suppliers, and funding opportunities for both testing and treatment.

MassDEP also maintains a <u>comprehensive</u> <u>webpage</u> that covers other efforts to manage PFAS in the environment, including: requirements related to waste site cleanup; testing for PFAS in wastewater; a study of the presence of PFAS in Massachusetts rivers; and information about PFAS detected in the packaging for mosquito control pesticide products used by the state in aerial spraying.

In July, the MMA hosted a webinar on the PFAS issue. Attended by more than 175 municipal officials and employees, the webinar covered the human and environmental health implications of PFAS; the state's regulations regarding testing and detection in drinking water; treatment options and sources of funding; local case studies and experiences with PFAS contamination; and information about the Legislature's PFAS Interagency Task Force.

For more information on the EPA's strategic roadmap for PFAS, visit <u>www.epa.gov/</u> <u>pfas</u>. ●

34 recognized as Cyber Aware Communities

The Baker-Polito administration recognized 34 municipalities and public school districts from across the state as Cyber Aware Communities during a virtual event today featuring local and state cybersecurity leaders and hosted by the Executive Office of Technology Services and Security as part of National Cybersecurity Awareness Month.

Those recognized were the top performing participants in this year's round of the <u>Municipal Cybersecurity Awareness Grant</u> <u>Program</u>.

Cyberattacks on municipal government and education systems are on the rise nationwide as cyber threat actors are using common threat actions such as phishing, smishing, hacking, and ransomware attacks to gain access to an organization's IT networks and sensitive data, according to the EOTSS. Recent high-profile ransomware attacks and hacks have disrupted operations in both the public and private sector.

Employee cybersecurity awareness training, identified by the National Governors Association as "the single most effective factor in preventing security breaches and data losses," is a critical tool for organizations to prepare their workforce to best





Curt Wood

Edward Augustus Jr.

defend against potential cyber threats.

"Buy-in and awareness on cybersecurity from an organization's leadership team is critical to its success," said Gov. Charlie Baker. "Congratulations to each of the municipalities and public schools that have earned recognition as a Cyber Aware Community for their leadership in better securing their organization from potential threats."

Lt. Gov. Karyn Polito said the state's cybersecurity and IT grant programs are vital resources "to enhance a local government and community cybersecurity posture."

The Municipal Cybersecurity Awareness Grant Program is managed by EOTSS's Office of Municipal and School Technology and is supported by capital funding secured in <u>last year's general governmental bond bill</u>, intended to invest in the Commonwealth's cybersecurity posture and IT infrastructure modernization initiatives.

In the first two years, 62,000 municipal and public school employees have enrolled in the program, gaining access to critical end-user training, evaluations and threat simulations. Participating organizations include large cities, small towns, and school districts from across the Commonwealth, according to the EOTSS. Results have shown that participants receiving the cybersecurity awareness training on average saw a 6-point improvement on the final assessment of the training course.

"Threats posed by cyber-attacks are so great today that cybersecurity can no longer be viewed as a problem for the IT department alone," said Curt Wood, secretary of Technology Services and Security. "The municipalities and public schools being recognized today are stepping up to ensure that [employees are] properly trained to identify and avoid attempts by malicious actors to gain access to critical systems and data."

CYBER AWARE continued on 23

MassCyberCenter releases free online training for cities and towns

By Jennifer Kavanaugh

The MassCyberCenter has released new online training materials to help local leaders implement cybersecurity best practices and attain a "minimum baseline of cybersecurity" to protect digital assets and information against cyberattack threats.

The MassCyberCenter at the Massachusetts Technology Collaborative unveiled the <u>free, interactive training modules</u> on Oct. 7 during the first-ever Municipal Cybersecurity Summit, which was attended by about 300 government officials from around Massachusetts. MassCyberCenter Director Stephanie Helm said the summit reflected the state's partnership with federal and state agencies, organizations including the MMA, and with its regional Homeland Security councils.

"The launch of these online training modules builds on the work of the MassCyberCenter and our partners



New online training modules from the MassCyberCenter describe a cyberattack on the fictional community of "Massboro."

statewide, including the Cyber Resilient Massachusetts Working Group, to engage with municipalities directly about their cyber preparedness and to highlight the resources, grants and technical experts that can help them bolster their defenses," Helm said.

Municipalities across the country have increasingly been targeted with cyberattacks, exposing them to ransom demands, lost data and costly IT work to restore their networks and services to the public. The MassCyberCenter, established in 2017, seeks to "encourage municipalities to improve their ability to protect and defend themselves from a cyberattack, inspire collaboration and strengthen cybersecurity resilience across Massachusetts."

The MassCyberCenter's training seeks to establish a "minimum baseline" of cyber preparedness for municipalities, by relying on their people, processes and technology.

The MassCyberCenter has aimed the modules at achieving four goals:

- Reduce the number of cybersecurity incidents by having better-trained and more cyber-secure employees
- Encourage greater sharing of threat information and improving regional awareness

CYBER TRAINING continued on 26

MassDEP drafts rules for public notification of CSOs

By Ariela Lovett

The Department of Environmental Protection has released <u>draft regulations</u> to establish requirements and procedures for notifying the public of sewage discharges and overflows into surface waters of the Commonwealth.

MassDEP was tasked with developing the regulations under <u>legislation signed</u> <u>by Gov. Charlie Baker in mid-January</u>. To help protect public health and the environment, the law requires wastewater operators to notify the public when a sewer system discharges untreated wastewater into a local body of water.

The regulations would require permittees to issue public advisory notifications for the release of certain types of untreated or partially treated wastewater, including discharges that fall into the categories of combined sewer overflows (CSOs), sanitary sewer overflows, and blended wastewater.

Unlike modern systems that keep sewage separate from stormwater, combined sewer systems, many dating back more than a century, combine wastewater and stormwater. High stormwater volumes caused by heavy rain events can overwhelm combined systems, causing them to discharge into rivers.

As of 2018, Massachusetts had 19 CSO

permittees responsible for more than 100 separate outfall locations.

The draft regulations include the following:

- Description of types of discharge events requiring public notification
- Requirement that notifications be issued within two hours of their discovery to specific local, state and federal government agencies, as well as to any individual who has subscribed to receive such notifications
- Requirement that notifications be sent to news organizations that report on local news in nearby communities and be published on permittees' websites
- Requirement that follow-up reporting be provided to MassDEP on a monthly basis
- Requirement that CSO permittees maintain signage at CSO outfall locations
- Requirement that municipal boards of health or health departments issue public health warnings under certain circumstances

In line with its obligations under Executive Order 145, the MassDEP assessed the municipal impact of the proposed regulations. The department stated that it "does not anticipate that the regulation



Draft regulations would establish rules for notifying the public of sewage discharges and overflows into surface waters.

will require municipalities to significantly expand existing services, employ additional personnel, realign organizational structures, or limit discretion exercised by local officials."

The MassDEP stated, however, that it "anticipates that the requirements of the Act and the regulation will significantly alter administrative and work procedures for municipal entities subject to the new requirements ... and that municipalities will need to increase disbursements which are not reimbursed by the federal or state government."

The MassDEP held <u>two public hearings</u> on the proposed regulations, on Oct. 27, and the department will accept written comments through Nov. 8 at 5 p.m.

Human services group discusses dealing with difficult people

By Isabelle Nichols

Dealing with difficult people was the focus of the <u>MMA Human Services</u> <u>Council's final meeting of the year, held</u> <u>virtually on Oct. 20</u>.

Daphney Valcinor, an organizational development training specialist with AllOne Health, led an interactive training to help members enhance their interpersonal skills to more effectively manage difficult situations at work.

Valcinor began with an acknowledgement of the challenging and unique time we are living and working in, and the impact that it has had on the mental and emotional well-being of many people. While it is important to recognize and understand the context of the times in difficult interactions, she emphasized that the pandemic should not be used as an excuse for bad behavior.



Daphney Valcinor, an organizational development training specialist with AllOne Health, leads an interactive training for the MMA Human Services Council on Oct. 20.

Valcinor asked attendees to share examples of difficult interactions that they have encountered at work. She then provided practical strategies that can be employed when dealing with difficult people, including taking time to physically calm your own emotions, closely

examining the facts of the situation and the roles played by each party, using high-road communication without judgement or anger, and relying on objective measures to track performance when dealing with a difficult employee.

When dealing with difficult people, she said, it's important to remember that we can only control ourselves. We never really know what is going on with someone else, and it's important to remain professional and avoid behaving in a defensive manner.

The training concluded with an examination of different types of difficult people that might be encountered at work, and specific strategies for communicating with each type. Valcinor encouraged attendees to make use of their employee assistance program when additional support is needed for handling difficult situations.

New solid waste plan emphasizes waste reduction

By Ariela Lovett

On Oct. 18, the Massachusetts Department of Environmental Protection published the Commonwealth's policy framework for reducing and managing solid waste that is generated, reused, recycled or disposed of by residents and businesses over the next decade.

The <u>2030 Solid Waste Master Plan:</u>

Working Together Toward Zero Waste sets a waste reduction target of 30% by 2030 and 90% by 2050. Using a 2018 baseline of 5.7 million tons, the plan calls for reducing waste to 4 million tons per year by 2030. (MassDEP's previous Solid Waste Master Plan, for 2010 through 2020, also targeted a 30% reduction over the decade, but data indicate that the actual reduction was about 16%.)

At the plan's unveiling, Gov. Charlie Baker said it "will significantly improve the Commonwealth's waste management system and provide important environmental, climate and economic benefits." He noted that the plan sets "new, aggressive state-level waste reduction goals that align with our carbon emission reduction programs, invest in innovation, and enhance ongoing engagement with communities across the Commonwealth."

The plan outlines several strategies to achieve its waste reduction goals, including diverting more food waste (the largest single source of divertable waste) and reducing or phasing out materials that are difficult to recycle, such as single-use plastics and packaging.

The plan sets a secondary goal of reducing the toxicity of the waste stream by improving the availability of household hazardous waste collection programs and implementing producer responsibility approaches for targeted materials.

The plan notes that reducing waste can lead to a significant reduction in greenhouse gas emissions. Achieving the 2030 waste reduction goal could prevent more than 1.7 million metric tons of carbon dioxide from entering the atmosphere, based on a model from the U.S. Environmental Protection Agency.

By reducing the disposal of plastics, MassDEP aims to achieve a reduction of 300,000 metric tons of CO2-equivalent emissions annually from municipal waste combustors. This goal helps to align the 2030 Solid Waste Master Plan with the Baker-Polito administration's 2030 Clean Energy and Climate Plan and 2050 Decarbonization Roadmap, as well as with the emissions reduction requirements in climate legislation enacted in March.

A "major new and expanded initiative"



Among other priorities, the new Massachusetts 2030 Solid Waste Master Plan emphasizes the importance of reusing goods and materials. Numerous Massachusetts libraries now offer a "Library of Things," such as this one at the Peabody Institute Library in Danvers, where patrons can check out objects. (Photo courtesy MassDEP)

identified by MassDEP in the master plan is its commitment to work with the Legislature and its Zero Waste Caucus and other stakeholders to develop an effective approach to reducing single-use packaging; advance extended producer responsibility (EPR) systems for paint, mattresses, electronics and other products and packaging; and continue to administer and enhance existing EPR programs (such as for certain beverage containers and mercury products).

In <u>testimony to the Joint Committee on</u> <u>Environment, Natural Resources and</u> <u>Agriculture in June</u>, the MMA endorsed EPR legislation for a range of products and for packaging.

In December 2019, the MMA <u>submit-</u> <u>ted written comments</u> on a draft of the Solid Waste Master Plan. MassDEP reopened the public comment period between July and September 2020 to encourage additional feedback on issues of environmental justice, climate change, and the impacts of the COVID-19 pandemic on solid waste management in Massachusetts.

MassDEP plans to conduct a mid-course program and policy assessment by 2025, which will report on the progress in implementing the programs and policies identified in the plan.

MassDEP is also promulgating regulations to expand its current waste disposal bans for commercial organic/ food waste, mattresses and textiles. Amendments to 310 CMR 19.000: Solid Waste Management Facility Regulations will lower the commercial food waste ban threshold from one ton to one-half ton of generation per week and add mattresses and textiles to the list of materials banned from disposal or transport for disposal in Massachusetts. These amended regulations are due to go into effect in November 2022.

In response to MassDEP's initial proposal to implement a disposal ban for mattresses and textiles, the MMA <u>submitted written comments</u> last December expressing support for the intentions but concern about whether there is sufficient recycling infrastructure in place statewide to support municipalities in diverting these materials from landfills.

In testimony to the Environment

<u>Committee</u> in June, the MMA expressed support for passing extended producer responsibility legislation for mattresses this legislative session in advance of a full waste ban. The legislation would expand mattress recycling infrastructure and shift the cost and materials management burden for these bulky items from municipalities to manufacturers.

New Massachusetts Municipal Directory now available

By Jennifer Kavanaugh

On Oct. 13, the MMA published its 2021-2022 Massachusetts Municipal Directory, a comprehensive resource for municipal officials that helps them connect with colleagues, as an online PDF.

MMA members and those who pre-ordered the 2021-2022 directory received emails with login information and instructions for accessing the document. Members and those who have purchased the directory can also <u>click here</u> and log in to view it.

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

The guide 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.

All recipients of The Beacon receive access to the directory. For members, the cost is covered by their MMA dues. Other readers interested in receiving access to the Massachusetts Municipal Directory <u>can order it online</u>.

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.



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

Governor signs scaled-back FY21 closeout budget

By Jackie Lavender Bird

On Oct. 21, Gov. Charlie Baker signed a \$333 million supplemental budget bill to officially close the books on fiscal 2021.

The scaled-back spending bill delays decisions on how to spend much of a \$5 billion state surplus. In announcing the compromise bill on Oct. 13, House Ways and Means Chair Aaron Michlewitz and Senate Ways and Means Chair Michael Rodrigues referred to it as a "bill-paying" budget and said unobligated fiscal 2021 surplus funds would be considered "later in the fall."

Comptroller William McNamara can now close the books on fiscal 2021 in advance of an end-of-October reporting deadline.

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. Subsequently, state revenues far exceeded expectations, leading to a higher-than-usual budget surplus.

The surplus is enabling the state to avoid a \$1.1 billion withdrawal from the state's stabilization account that had originally been anticipated as necessary 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 stood at a record \$4.63 billion, according to the administration. In August, <u>Baker filed a year-end spending</u> <u>proposal</u> that would have used \$1 billion

of the surplus to bolster the state's Unemployment Trust Fund and \$568 million for relief programs, mostly targeted at housing insecurity and human services.

Legislative leaders did not address the governor's proposal or any new spending of the surplus, instead opting to place the surplus in a special fund for further deliberation.

An outside section of the budget bill increases the allowable number of hours a retired public employee can work per calendar year from 960 to 1200, a provision for which the MMA

has advocated.

Management Association holds 'boot camp'

Four veteran town managers — Southborough Town Administrator Mark Purple (top left), retired town manager John Petrin (top right), Brookline Deputy Town Administrator Melissa Goff (bottom right) and Brookline Town Administrator Mel Kleckner — discuss the importance of relationships between town managers and assistant town managers during the Massachusetts Municipal Management Association's annual boot camp for new town managers on Oct. 14. The half-day session also covered developing relationships with elected officials, managing staff, community participation, and establishing work-life balance. More than 100 attended the meeting, which included a discussion with three communications directors/public information officers and a Finance 101 session.

MassWorks and One Stop grants announced

Gov. Charlie Baker, Lt. Gov. Karyn Polito and Housing and Economic Development Secretary Mike Kennealy joined state and local officials from Lowell on Oct. 25 to announce \$66.5 million in 2021 MassWorks awards to 50 communities.

The administration also kicked off the first series of grant awards made through the <u>Community One Stop for</u> <u>Growth</u> program, which total a combined \$88.7 million for projects in 122 communities across the Commonwealth, including the MassWorks awards. First announced at the MMA Annual Meeting in January, Community One Stop for Growth is a single application portal and streamlined, collaborative review process that replaced multiple application processes for separate grant programs that support local economic development initiatives.

The administration also announced \$1 million for 16 communities through the Department of Housing and Community Development's Community Planning Grant Program, one of the many programs available through One Stop.

In One Stop's inaugural round, the Executive Office of Housing and Economic Development received 267 Expressions of Interest from 178 communities. Nearly one-third of the grant awards are in rural or small towns, half are in a Housing Choice Community; and onethird are in a Gateway City.

"MassWorks and the programs accessed through One Stop support local infrastructure projects that spur housing, workforce development and private investment," Baker said.

Polito said One Stop "has transformed the Commonwealth's role from simply a patchwork of funding sources into a true partnership that puts the economic and community development goals for more cities and towns within reach." She added that the program "allows us to bring a heightened sense of urgency to our efforts to rebuild the economy."

One Stop's collaborative review process involves multiple agencies and direct referrals to programs across a number of agencies, all in an effort to get more communities closer to their economic development goals, faster. The Expressions of Interest, Kennealy said, "open up a dialog allowing communities to work with members of our team to refine and improve upon their ideas."

The largest program among the One Stop portfolio, the competitive MassWorks Infrastructure Program, now six years old, offers cities and towns flexible capital funding to support and accelerate housing production and

job growth. This year, the administration is awarding 56 MassWorks grants to 50 communities, the largest number of awards in a single year. Fourteen communities are receiving their first-ever MassWorks award.

This year's MassWorks projects include 29 to reactivate underutilized sites, 27 to support transit-oriented developments, and 29 with a mixed-use component.

See the list of this year's MassWorks grant recipients.

The administration has now awarded 326 MassWorks grants to 181 communities, investing more than \$608 million in public infrastructure projects throughout Massachusetts. The administration reports that these grants have directly supported the creation of 21,000 new housing units and tens of thousands of construction and new permanent jobs, while leveraging more than \$13 billion in private investment.

The city of Lowell is getting a \$1.72 million MassWorks Infrastructure Program grant to support the design and construction of sidewalks, lighting and landscaping that will improve vehicular and pedestrian travel in the area adjacent to a private, mixed-use development known as Acre Crossing. The project includes 32 condominiums



Gov. Charlie Baker announces the first rounds of the 2021 Mass-Works and Community Planning Grant program awards in Lowell on Oct. 25. Pictured behind him are Lowell City Manager Ellen Donoghue (left) and Lt. Gov. Karyn Polito. (Photo courtesy Joshua Qualls/Governor's Press Office)

for sale to first-time homebuyers with household incomes ranging from 70% to 100% of the area median income.

"We are confident that the Acre Crossing project will mark a continuation of the high-quality development that has been supported in Lowell through MassWorks," said City Manager Eileen Donoghue.

Lowell was also awarded two grants through the One Stop process. As a <u>Housing Choice community</u>, Lowell was awarded a \$250,000 grant to update its 2012 Master Plan to address housing affordability issues and assess how new policies can be aligned with sustainable growth.

Lowell also received a \$75,000 Community Planning Grant, a One Stop program that provides technical assistance for activities related to land use, including assisting communities in the development of a master plan, housing production plan, zoning review and updates, urban renewal plan, land use plan, downtown plan, parking management plan, feasibility study, or other strategic plan. Lowell's grant will assist in the creation of a new transit-oriented development district for the area surrounding the Gallagher Terminal.

See the list of Community Planning Grant Program awards. •

WEMO conference discusses resilient communities

By Meredith Gabrilska

Women Elected Municipal Officials gathered virtually on Oct. 15 for their third annual Leadership Conference, which focused on the crucial role that women leaders play in recovery efforts to establish strong, healthy communities.

"Women Leading Resilient Communities" kicked off with a keynote address from Lt. Gov Karyn Polito, who thanked attendees for their dedication to serving their communities and welcomed those who are newly elected.

"There is no better time for women's active participation than the present in public service," Polito said. "The time and effort you put into bettering your communities and the value you bring to your local constituents is critical, especially now."

Polito discussed the important partnership between the administration and municipalities across the state and its key role in the ongoing COVID-19 response and recovery efforts. She highlighted the administration's "Future of Work" report, published in July, as a marker for how COVID-19 is changing work habits and will drive the state's housing, transportation and workforce efforts.

"Massachusetts is well-positioned as we emerge from the pandemic," she said, "and the report provides a roadmap forward."

Polito also discussed the <u>administra-</u> <u>tion's plan to invest \$2.8 billion in</u> <u>federal COVID-19 funding</u> to support economic recovery and communities hit hardest by the pandemic, including investments in housing and homeownership, economic development, job training and workforce development, and infrastructure.

Following Polito's address, members of the WEMO Steering Committee, chaired by Newburyport Mayor Donna Holaday, led a discussion of recovery efforts in attendees' communities. Attendees discussed initiatives and efforts by municipal staff, boards and committees to best serve communities during the pandemic, including hosting outdoor events in downtown areas to help bring traffic to small businesses, artists and other vendors, and increasing commu-



Karyn Polito

"We had to zig and zag as elected

nity outreach

and inclusive

use of social

newsletters,

apps.

and engagement

through effective

media, websites,

livestreams and

community-based

officials," said Easton Select Board Member Dottie Fulginiti, who described the creation of a volunteer phone bank to reach seniors in her town.

There was a consensus that the pandemic exacerbated some challenges that communities are continuing to work on, including housing instability, supporting local businesses and workforce needs, and addressing public health concerns. A common theme was workforce-related concerns, both within municipal government and in downtown businesses.

"We are all seeing this," said Holaday. "There is not a business in town without a help wanted sign. Everyone is burnt out. We are trying to reach out to regional stakeholders to see how we can provide relief or support."

Salem Mayor Kim Driscoll described a successful <u>partnership the city built</u> <u>with the MassHire North Shore Career</u> <u>Center</u> to provide up to \$800 in Visa gift cards for eligible employees who fill openings with qualified Salem businesses.

"We had 36 applicants in just 48 hours," Driscoll said.

Lexington Select Board Member Jill Hai highlighted the need for more affordable housing and reliable regional transportation in communities that have a seasonal workforce, where housing can often be out of reach for workers.

Cohasset Select Board Member Diane Kennedy said her town is facing staffing challenges.

"We don't have enough staff or committee members," she said. "It's a lot of work to apply for grants and prioritize grant programs and execute, and manage all the CARES and ARPA funding that continues to be a challenge."

One of two breakout sessions focused

on boosting diversity, equity and inclusion in local government. Debra Roberts, vice chair of the Stoughton Select Board, discussed her community's efforts to increase diversity on local boards and committees to better match the demographics of the town, including voter outreach.

"Progress has been made, but there is still more to improve," Roberts said.

Stoughton is one of only six municipalities in New England to receive a Racial Equity Municipal Action Plan program grant, which it used to help address hiring and retention practices.

Methuen Councillor Eunice Zeigler said developing a strong strategy and structure is key to building a sustainable initiative, which includes ensuring there is buy-in and understanding within the community. She gave examples: reaching out to the younger population, making information and meeting schedules readily available on websites and social media, creating public forums, and coordinating with community partners.

"By having more diverse voices at the table, you are able to promote policies that are more beneficial to your community and more encompassing of your entire population," Zeigler said.

It's important to make it easier for residents to engage with the community and local government, she said, through public forums, public art and cultural events, which provide the opportunity for interaction about why the work of local government matters and conversations about similarities and differences. Investing in these events can also help drive economic development.

Attendees discussed best practices for holding and moderating public forums on diversity, equity and inclusion efforts, how to best report about such efforts, grant opportunities, and when to work with outside consultants.

The overarching theme of the other breakout discussion, on climate adaptation and resilience, was the value of regional collaboration.

Mayor Holaday kicked off the conversation by discussing issues facing her community, in particular with Plum Island and the Merrimack River, which include

.....

WEMO continued on 26

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Auditor calls for 'Rural Rescue Plan,' boost for Ch. 90

A study published on Oct. 5 by State Auditor Suzanne Bump concludes that communities in Western Massachusetts have been left without the tools necessary to maintain or develop public roadways, buildings and broadband as a result of a declining population, geographic challenges, and a lack of overall resources.

The study results have led the auditor to call for a Rural Rescue Plan that would increase funding for the Chapter 90 local road and bridge program by 50%, to \$300 million annually; create a public infrastructure agency; and continue investments in expanding access to broadband internet.

"As billions of dollars flow from federal relief funding provided by the CARES Act and the American Rescue Plan, now is the time for the Commonwealth to develop a Rural Rescue Plan to create a new future for these cash-strapped communities," Bump said. "Addressing these public infrastructure challenges now, specifically for transportation, municipal buildings and broadband, will go a long way in terms of enhancing equitable planning and development for generations to come."

The study, <u>Public Infrastructure in Western Massachusetts: A Critical Need for</u> <u>Regional Investment and Revitalization</u>, produced by the Division of Local Mandates, examined three aspects of public infrastructure in Western Massachusetts: roadways, culverts and bridges; municipal buildings such as town halls, police stations and public works buildings; and broadband internet.

Through a survey of municipal officials in the state's four western-most counties – Berkshire, Franklin, Hampden and Hampshire – the study contends that the region has suffered from an overall state government policy focus on more urban areas.

Roadways, bridges and culverts

The report finds that the maintenance of roads, bridges and culverts is a significant issue facing Western Massachusetts, where much of this infrastructure is in a state of disrepair. The recommendations include an endorsement of the MMA's long-standing request to increase annual Chapter 90 funding to at least \$300 million. The auditor's office also calls for a revision to the distribu-



A July 2021 storm caused significant damage to Route 78 in Warwick, in Franklin County. (Photo courtesy Sen. Jo Comerford's office)

tion formula, which, the report asserts, favors more populated areas of the state, a disparity that has led to crumbling roadways and development challenges in Western Massachusetts.

Additionally, the auditor argues that the state's Small Town Road Assistance Program, part of the MassWorks Infrastructure Program, should be restructured to better support the state's smaller towns. In fiscal 2020, communities in Western Massachusetts accounted for 65% of the STRAP applications, but only five projects ended up receiving awards.

Public buildings

For years, many Western Massachusetts communities have had to deal with inadequate and dilapidated municipal buildings due to a lack of resources. The study estimates that it could cost as much as \$40.7 million annually to maintain or renovate the region's public safety facilities alone, and approximately \$30.3 million in annual expenditures for repair and renovation of public works facilities throughout Western Massachusetts.

The study notes that many smaller towns do not have the staff to draw up the proposals and submit applications for funding from competitive grant programs, which "severely restricts" the ability of Western Massachusetts municipalities to invest in and develop public infrastructure.

To lessen this burden, the study recommends that the Legislature establish an agency with a dedicated source of revenue that is devoted to the creation and reparation of public infrastructure in underserved areas, modeled after the Massachusetts School Building

Authority. This agency would also have a department that provides planners and engineers to local communities to assist in the design of projects and application for funding for critical infrastructure needs.

Broadband internet

Lack of reliable access to broadband internet and generally slower internet speeds have severely disadvantaged communities, businesses and residents throughout Western Massachusetts, the report finds. The Commonwealth's average advertised internet download speed is 191.2mbps, but the speeds are significantly slower among Western Massachusetts communities. In Franklin County, for example, the average speed is only 109.7, well below the statewide average.

The state's initiative through the Massachusetts Broadband Institute has made progress, the report states, but there is still a long way to go in ensuring that all communities have equal access to reliable internet. The study calls on the state to continue its collaborative work with networks to bring broadband to areas that don't already have access and to lower costs for customers.

"This study from the Auditor's Office draws attention to significant and time-sensitive challenges for many small towns in western Massachusetts," said Charlemont Town Administrator Sarah Reynolds in a prepared statement. "Due to the lack of resources, communities here have to choose which public infrastructure problem to address based on available funding, or lack thereof. The recommendations and next steps laid out in [the] study would give municipalities a better means to help get much-needed infrastructure projects done without being financially underwater."

In addition to responding to requests from local governments about potential unfunded mandates, the Division of Local Mandates also produces Municipal Impact Studies, such as this one, that provide an analysis of aspects of state law that have significant fiscal impacts on municipalities.

MassDOT launches Local Bottleneck Reduction Program

The Massachusetts Department of Transportation has launched a Local Bottleneck Reduction competitive grant program to fund innovative solutions to address local congestion bottlenecks at intersections.

Every municipality in Massachusetts is eligible for the program, and applications are being accepted through Nov. 15. While there are no maximum grant limits for this program, the Department of Transportation anticipates that project grants for fiscal 2022 will range between \$50,000 and \$200,000.

The Local Bottleneck Reduction Program, authorized by the 2021 transportation bond bill, will target individual signalized intersections or small corridors with multiple signalized intersections that contribute to travel delays.

During fiscal 2022, program funding will be used to address operational delays that are created by poor traffic signal timing, outdated equipment, or the lack of adequate vehicle detection to promote efficient movement of traffic for all approaches. In future years, eligible bottleneck reduction strategies will be expanded to include larger efforts, such as intersection reconstruction.

Typical eligible project types for fiscal 2022 include:

- Traffic signal retiming
- Traffic signal controller and cabinet upgrades
- Traffic signal priority equipment (with endorsement from transit agency)
- Vehicle detection installation, repairs,



Every municipality in the state is eligible to seek grants through the Local Bottleneck Reduction program, which has a Nov. 15 application deadline.

or replacement

Coordination of multiple traffic signals

Municipalities do not need to apply for specific project types if they are not sure of the best solution for improving a particular bottleneck. Municipalities may simply propose a location for funding if they believe it can be improved with an eligible project type.

For selected projects, the MassDOT will develop a project scope within the parameters of the program based on information provided in the application, as well as additional coordination with the community.

Project locations are proposed by municipalities. A single application may propose improvements at multiple intersections in the same corridor. Only signalized intersections owned and operated entirely by a municipality may be considered.

Selection is based primarily on con-

gestion and delay metrics. Additional evaluation criteria include:

- Project proximity to the state highway network
- Whether the project is located within an Environmental Justice Community
- Whether the project is located within one mile of a school
- Whether the project is located on a fixed transit route

Applications are being accepted online through MassDOT's Massachusetts Project Intake Tool (MaPIT).

Only municipal officials may submit applications. Applications that are selected after an initial screening will be followed by a site visit to confirm the work to be conducted. If a project is advanced to implementation, the MassDOT will oversee the work.

For details on how to apply, visit <u>www.</u> mass.gov/info-details/how-to-apply-tothe-local-bottleneck-reduction-program.

The Local Bottleneck Reduction Program was authorized in the 2021 transportation bond bill for \$50 million over five years. Through the MassDOT's Capital Investment Plan, \$2.5 million has been allocated for the program in fiscal 2022.

For more information about the Local Bottleneck Reduction Program, visit: <u>www.mass.gov/local-bottleneck-reduc-</u> <u>tion-program</u>. For more information about other MassDOT grant programs, visit geodot-local-massdot.hub.arcgis. <u>com/pages/grants</u>. ●

ATFC publishes updated Finance Committee Handbook

A new edition of the Association of Town Finance Committees' Finance Committee Handbook is now available.

Published in October in a PDF format, the handbook includes general updates to all chapters. Its co-editors are Arlington Finance Committee Member Allan Tosti and Mansfield Industrial and Development Commission Member Melinda Tarsi, both of whom are ATFC Governing Board members.

The handbook contains chapters on budgeting, capital planning, borrowing, contracting and procurement, general government and accounting operations, IT, establishing fees, employee benefits (including other post-employment benefits, or OPEB), revenue and expenditure forecasting, banking, and Proposition 2½.

The handbook is a member benefit provided to all finance committee members of dues-paying ATFC communities. These members may receive access to the handbook by emailing Jessica Obasohan at jobasohan@mma.org at the MMA.

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



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Serving Massachusetts' communities since 1982

Technology tools can help manage property risk

By Stephen Batchelder

MIIA was an early adopter of technology tools that help members reduce risk and manage their properties to prevent losses. The avoided losses resulting from investments in these technologies can be in the hundreds to thousands of dollars.

One of MIIA's more popular technology offerings is the Hartford Sensor Program, which includes a suite of internet-connected devices that send alerts about a range of potential problems, including water leaks, frozen pipes, refrigeration temperature changes, and increases in humidity.

Pipe bursts resulting from freeze-ups can create serious problems, often requiring the replacement of ceilings, walls and floors. They can also lead to costly mold-mitigation measures and the need to replace furniture and expensive computer equipment that have sustained water damage. Monitoring sensors that immediately alert staff to a problem make a lot of sense when buildings are closed on weekends, during school vacations, or during extended forced shutdowns.



A Betterview image shows minor areas of rust (orange) and staining (green) on a roof that received a score of 73 out of 100 and is considered healthy.

Betterview, a software platform that uses satellite and aerial imagery to analyze the status of a roof, is one of the more-recent technologies that MIIA is using in its efforts to manage losses. The tool evaluates a range of roof condition indicators, including ponding, missing or damaged shingles, rust and tree overhang. It also looks at the physical characteristics of the property, the building footprint, and risks that are common to the region, such as weather-related events like hurricanes, tornados, blizzards and bomb cyclones.



A Betterview image shows a roof that is in imminent danger of failure — rated only 3 out of 100 — with prevalent staining (green) and moderate ponding (yellow).

After conducting an analysis of the data gathered, Betterview provides a detailed report and a score, like a credit rating, on the predicted probability of loss over time. A roof that scores in the 1-9 range is in "imminent danger of failure"; 10-49 is intermediate, and 50-100 reflects a roof without significant issues.

The reports generated by Betterview are comprehensive and include color-coded images that show where problems are (if any) and the types of issues present.

■ MIIA continued on 25

Winter building maintenance tips

As temperatures drop, the following are some important strategies to help reduce losses at municipal properties this winter:

- Keep thermostats set to 60 degrees or higher.
- Use thermographic imaging cameras to identify areas of inadequate insulation, cold spots, and other causes of pipe vulnerability.
- Consider adding antifreeze to heating lines (natural/biodegradable antifreeze solutions are available).
- Check univents to ensure that outside dampers are fully closed.

- Keep heaters and vents clear to allow for greater circulation of warm air.
- Set circulator pumps to run continuously.
- Consider installing low-temperature sensors/alarms for immediate alerts of potential freezing.
- Have someone inspect buildings daily and during building closures for potential problems including freezeups and vandalism.
- Ensure that pipes and walls are insulated.
- Visually inspect flat roof surfaces and remove as much snow as possible.

Take precautions not to damage the roof surface, especially rubber membrane roof surfaces.

- Inspect and clear all drains to allow for proper run-off of water, which will lessen the weight of the snow load.
- Check inside buildings for any indication of roof weakness (settling of ceilings, broken structural elements, leaks, etc.).
- If you suspect a problem, contact your building inspector for assistance.

Recover. Renew. Reimagine.



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MMA ANNUAL MEETING AND TRADE SHOW January 21 and 22, 2022 | Hynes Convention Center, Boston

NETWORKING

The MMA Annual Meeting provides countless opportunities to discuss the challenges you face and to learn what your peers are doing to move their communities forward.

Networking activities include receptions and business meetings specifically for mayors, councillors, select board members, and town managers and administrators.



TRADE SHOW

The MMA's Trade Show is a great opportunity to find out what's new in the municipal marketplace! More than 200 exhibitors will be showcasing the latest in products and services tailored to Massachusetts cities and towns.

The Trade Show also features a series of 8 Learning Lab workshops.

WORKSHOPS

18 Annual Meeting workshops will cover the latest developments affecting local government:

- Diversity in Public Safety
- Climate Change Adaptation and Resilience
- Community Engagement
- Cybersecurity
- Municipal Law
- State and Local Fiscal Outlook
- **Board Relations**
- Economic Development: Placemaking
- Energy
- Housing
- Labor Law
- Wellness: Energize 2021
- Adult-Use Marijuana
- Economic Development: Community One Stop
- Future of Work
- Police Reform
- Recycling
- Transportation



For the latest and most complete MMA Annual Meeting information, visit www.mma.org and follow #MassMuni22 on Twitter and massmunicipal on Facebook.



Join more than 1,200 local leaders at this inspiring, can't-miss event devoted to learning, problem solving and idea sharing!

SPEAKERS



Keynote: Eric Termuende

A globally recognized speaker, author and podcaster on the future of work, Termuende knows what it takes to build incredible teams that are resilient, innovative and ready for tomorrow.



WEMO: Jane Swift

The only woman to have served as governor of the Commonwealth, Swift is an accomplished leader in both the public and private sectors and a national voice on education policy, women's leadership, and work/family integration.



Closing Session: Clarence Anthony

A former mayor of a small Florida community who quickly emerged as a leading voice for local government, National League of Cities Executive Director Anthony will address the importance of cities and towns engaging in racial equity work.



Friday Dinner: Anthony Everett

Longtime "Chronicle" host Everett, known for his "Main Streets and Back Roads" segments, will share stories of some of the hidden and not-so-hidden gems of the Bay State.

COVID Precautions

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. Precautions will include a mask requirement and proof of vaccination status. Those claiming a vaccine exemption based on their physician's advice or religious beliefs must document a negative result of a COVID-19 test administered within 72 hours. On each morning of the meeting, attendees and vendors must attest that they have no COVID symptoms.

Registrants and vendors 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.

Make the most of your MMA Annual Meeting experience with our official app. Find out how to get it in the December Beacon.

Around the Commonwealth

Avon, Brockton, Easton, Stoughton

Municipal apps promote business recovery

To help businesses recover from the pandemic, four communities south of Boston are unveiling digital apps to highlight local services, restaurants and activities for residents and visitors.

Avon, Brockton, Easton and Stoughton have been working with the Old Colony Planning Council this year to develop apps promoting local businesses. Old Colony, which includes 17 communities, secured a \$71,000 grant through the Massachusetts Office of Business Development's Local Pilot Project to pay for the development of the four apps, the first-year subscription costs and marketing.

Local officials see the project as a technology-based tool for pandemic recovery. To promote its new <u>Discover Avon MA app</u>, Avon has been hanging "Avon is Open for Business" banners around town, and plans to give businesses flyers to distribute, said Town Administrator Gregory Enos.

"We felt that it was a great opportunity to expand on some of our recent social media presence while assisting our struggling local businesses that may not have much online presence," Enos said. "Being such a small town, it is also harder to put some of these items together due to staffing levels. [The app] pulls community events, meetings, business specials all in one place with little effort."

The app project has been spearheaded by Dottie Fulginiti, who is Easton's Select Board chair and Old Colony's economic recovery planner. She applied for the grant, and worked with the four communities and Texas software developer Tyler Technologies to build the apps.

"We're getting a lot of great feedback as it's being rolled out in the different communities," Fulginiti said.

Easton's app, called <u>Discover Easton MA</u>, launched in August. Fulginiti recently helped promote it at a harvest festival, with a banner and QR code for downloading. The app received 60 to 70 downloads from that event alone, she said.



Easton is one of four communities south of Boston that have developed apps to promote local businesses and activities.

"If you're new to the community, and if you're looking for child care, or what bank to use, or for a house of worship — it has really everything you can imagine about your town or your city," Fulginiti said.

While the apps include basic listings, business owners can create logins to "claim" their businesses and personalize listings by updating hours, or by adding photos, logos and announcements about specials.

The city of Brockton launched its <u>Brockton</u> <u>MA City of Champions app</u> in September, and has been promoting it on its website and social media platforms, and by hanging banners, dispersing lawn signs and distributing flyers. The city views the app as the first technological tool in its ongoing <u>Brockton Open for Business Initiative</u> to support businesses.

Mayor Robert Sullivan said he believes Brockton's app will help businesses market themselves; give people more exposure to the city's events calendar; and help the city communicate with the public, alerting them to downed wires, or helping them prepare for storms.

"By the end of this year-long grant, we hope that business owners and residents are actively using this app to stay abreast of everything the City of Champions has to offer," Sullivan said. "We also hope it becomes a permanent part of the city's efforts to support and promote local businesses."

The apps allow the communities to collect data on usage, so they can decide whether to continue the apps after the grant ends and they have to pay the annual subscription fees themselves. The annual subscription cost would range from \$4,000 to \$7,500, depending on the community's size.

Fulginiti said she hopes the apps help strengthen relationships with businesses, and that the data collected will help inform grant writing and other economic development work.

The town of Stoughton plans to release its Discover Stoughton MA app before the end of 2021, said Pamela McCarthy, Stoughton's economic development director.

"This app will allow the community to be better connected to town government," McCarthy said. "One of the most challenging aspects of working for local government is public outreach. This tool will allow businesses and residents to connect simply by picking up their phone and clicking on the app."

– Jennifer Kavanaugh

Burlington

New complex houses DPW, parks and recreation under one roof

The town of Burlington recently opened a new complex to house its public works and parks and recreation maintenance operations, the first building in a twophase project aimed at creating greater efficiency, better environmental practices, and improved employee workspaces.

In late July, Burlington officially opened phase one of its \$32 million project, a 28,500-square-foot facility shared by public works and parks and recreation employees. The project's second phase, now underway and expected to be completed by late 2022, involves building a second facility on the same road, for the highway and water and sewer departments.

According to the town, the project reflects years of planning, careful logistics work to ensure continuity of services, and a collaborative culture.

"I think it speaks to the willingness of the different departments to team up and not be so much in a silo," said Brendan Egan, the town's parks and recreation director.

An in-depth assessment of facility needs brought the two departments together.

Around the Commonwealth



The first facility in Burlington's twophase public works and recreation building project opened up over the summer. This building houses the town's DPW central maintenance and recreation maintenance operations. (Photo courtesy Terri Keene/Burlington Department of Public Works)

Both had aging, cramped facilities that lacked proper lighting and climate control. Wildlife had taken up residence inside the parks and recreation facility, Egan said.

The town decided on a two-site, two-phase approach, with the first building going on property the town bought from a moving company. The second facility is replacing the building previously used by the Public Works Department. The town saved money by bidding both phases as one project, and broke ground on phase one in December 2019.

Though his department had been eyeing a new facility since at least 2007, Public Works Director John Sanchez said he didn't mind sharing space.

"When we in DPW started to push for the project, from day one, we always thought we should be looking at what the town needs, and not what the DPW needs, as we are one town," Sanchez said.

In the new facility, four DPW workers repair and maintain the town's vehicle fleet, while nine parks and recreation employees repair and maintain equipment including lawn mowers and weed wackers, as well as signs, picnic tables and park benches.

The new facility has 10,000 square feet for vehicle storage, storage space for parts and equipment, administrative areas, a vehicle wash bay, and five vehicle repair bays. It also has vehicle lifts, including one for vehicles up to 77,000 pounds, including fire engines. (The Fire Department has its own mechanic.) Parks and recreation also has a garage for its small-engine work, a lift to repair large-area mowers and other equipment, and a carpentry shop.

"We couldn't be more happy with the building," said Assistant Town Administrator John Danizio. "It is going to be a great asset for generations."

The facility will make vehicle maintenance and repair safer and more efficient, officials said. In the old, 8,400-square-foot facility, employees had only two vehicle bays, and would have to move unrepaired vehicles to accommodate more urgent jobs, meaning some vehicles had to be worked on outdoors. Employees would have to climb underneath vehicles, working in the dark and on the ground.

Burlington also now has indoor storage for all vehicles and equipment, which will extend their life and ultimately save money, Sanchez said.

In addition, the project includes energy efficiency and environmental upgrades. The building has radiant floor-heating systems, and translucent panels maximize use of natural light and reduce artificial lighting. Water from the wash bay gets treated before going into a sanitary sewer. And there are mechanisms to secure fuel and hazardous materials, exhaust systems to control fumes, and a dust collection system for sanding equipment.

Town officials said the project will improve water treatment and runoff control, reduce paved areas and expand green space, and better protect wetlands.

– Jennifer Kavanaugh

Holyoke

City offers live translation of full council meetings

In August, the city of Holyoke began providing a live Spanish translation of its televised full City Council meetings.

Councillor and Acting Mayor Terence Murphy said he filed an order seeking interpretation services about a year ago, and the City Council worked with then-Mayor Alex Morse to work out the funding, which was provided through Holyoke Media, which in turn is funded through the local cable franchise. During the process, the council worked through concerns about how accurate the live translation would be. Final approval for the service came in the spring.

"I represent Ward 2, which is about 60% Spanish speaking or at least bilingual," Murphy said. "We had no access other than the English channel."

The city is using the services of TransFluenci, an East Longmeadow translation and interpretation services company. The company provides two translators for each meeting, which have been running three to four hours. The translators have access to the meeting agenda ahead of time, work in a separate room adjoining the meeting where they translate in real time, and the company compares the translation to the English transcript.

Viewers wishing to access the meeting translation change the audio setting on their television. Recordings of the meetings are also provided in both languages.

"The first time we did it, we only had 80 viewers, but it has grown since then," Murphy said. "Meetings are carried live and provided on tape, and we have added more people that way. There are several hundred now."

The city is hoping to expand to offering live translation for committee meetings soon, and to potentially use the translation services for documents and other areas of the city website.

"It's helpful to have everyone understand what is going on in a comfortable setting," Murphy said. "We want everyone to be a full participant in understanding the issues and giving their thoughts."

Murphy believes Holyoke is one of the first in the region to provide the service, but he expects more communities with Spanish-speaking populations to follow suit.

"Trust that you're getting a good interpreting service and that the message will be conveyed the way it should be, without political slants," Murphy said. "If we can unite the community, everyone in the community wins."

– Meredith Gabrilska

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.

Women Leading Government holding career webinar

Women Leading Government will hold the virtual webinar "Recruitment Practices and Strategies for Advancing Your Career," on Friday, Nov. 5, from 10 a.m to noon.

The first of two sessions will focus on what public sector recruiters are looking for in candidates, from the town manager position to department heads. They'll offer advice on basics like writing resumes and cover letters, as well as interviewing techniques. There will also be a broader discussion on identifying positions and organizations where you will thrive.



Dori Vecchio

include UMass Collins Center Senior Associate Mary Aicardi and Blackstone Town Administrator Dori Vecchio, formerly the human resources director in Worcester.

The second

Speakers will

women in the municipal management profession.

The free webinar is open to any staff person in local government, though it is targeted to women. <u>Click here for Zoom</u> <u>registration</u>.

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

DLS unit renamed as Financial Management Resource Bureau

The Division of Local Services has changed the name of its Technical Assistance Bureau to the Financial Management Resource Bureau.

According to the DLS, the change was made to clarify the nature of the bureau's services and to better reflect its mission to provide an array of projects, tools and instruction to communities across the Commonwealth seeking to improve their financial management practices.

For more than 30 years, the bureau has worked closely with cities and towns to increase operational effectiveness by

promoting best practices related to longterm fiscal planning, budgeting, policies, internal controls, and technology. The bureau's comprehensive Financial Management Reviews analyze local finance office functions, as well as overall administrative, budgetary and governance concerns, to provide communities with practical guidance and specific recommendations for improvements.

session will focus on self-promotion and

how women can be their own best ad-

vocate. A panel of speakers will feature

The bureau also offers trainings, handson tools, and other resources to assist municipal personnel in executing their day-to-day procedures. Strategic planning, benchmarking and financial analyses direct attention to opportunities for strengthening municipal financial operations.

According to the DLS, all of the bureau's project reports, publications, analyses, tools and trainings are informed by widely recognized professional standards along with the collective wisdom gained from engaging with nearly every community across Massachusetts.

For more information, <u>visit the bureau's</u> <u>website</u> or contact Zack Blake at blakez@dor.state.ma.us. ●

Citizen Planner Training Collaborative to hold webinar series

The Citizen Planner Training Collaborative's Webinar Series 2021, designed for citizen and professional planners in Massachusetts, will run from Nov. 10 through Dec. 16.

Registration is open for the 10 workshops, which range from "Roles and Responsibilities of Planning Boards and Boards of Appeals" to more specialized information such as fair housing laws. Each workshop is sponsored by a regional planning agency, and anyone may attend.

The workshop schedule is as follows:

- Fair Housing Laws: Nov. 10
- Fair, Defensible Land Use Decisions: Nov. 15



- Adopting and Revising Rules and Regulations: Nov. 17
- Drafting Zoning Amendments: Nov. 18
- Adopting and Revising Rules and Regulations: Nov. 23
- Introduction to Subdivision Control Law/ANR: Nov. 29

- Fair, Defensible Land Use Decisions: Dec. 2
- Roles and Responsibilities of Planning and Zoning Boards: Dec. 7
- Special Permits and Variances: Dec. 15
- Use of Design Review: Dec. 16

The fee is \$20 per workshop, which can be paid online (preferred) or by check. All workshops include a PDF handout and slides. Registration closes two days prior to each workshop. <u>Visit the regis-</u> <u>tration page for more information</u>.

ATFC elects new officers, begins its Annual Meeting

By Denise Baker

The Association of Town Finance Committees held the first session of its three-part Annual Meeting on Oct. 21.

The webinar opened with the association's business meeting and election. After serving for two years as president, Bolton Advisory Board Member Brian Boyle will be replaced by Pelham Finance Committee Chair John Trickey, who had been serving as first vice president.

The other incoming ATFC officers and directors are:

- First vice president: Melinda Tarsi of Mansfield
- Second vice president: Kevin Sullivan of Hanson
- Treasurer: Allan Tosti of Arlington
- Directors: Bernard Pigeon of Wareham; Mary Ellen Fletcher of Swampscott; Jonathan Harris of Weston; Jeremy Marsette of Medfield; and Mary McBride of Billerica.

There is still one vacancy on the board. Anyone is interested in serving should

ANNUAL MEETING

Continued from page 3

from public health officials. Precautions will include a mask requirement and proof of vaccination status. Those claiming a vaccine exemption based on their physician's advice or religious beliefs must document a negative result of a COVID-19 test administered within 72 hours. On each morning of the meeting, attendees must attest that they have no COVID symptoms.

Registrants and vendors 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 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.

The MMA will provide updated safety

contact Denise Baker at dbaker@mma. org.

The featured speaker was MMA Legislative Director Dave Koffman, who gave an overview of the work of the MMA Legislative team and updates on important state and federal budget and legislative issues.

Members were most interested in learning more about the American Rescue Plan Act, and Koffman gave an overview, highlighting the four eligible uses for funding: addressing the public health emergency and/or the negative impacts of the pandemic; revenue loss replacement; premium pay for essential workers; and investments in water, sewer and broadband infrastructure.

Members were interested in discussing the role of finance committees with making decisions on ARPA spending. Since most communities are in the process of determining how to spend their funds, this is an opportunity for finance and capital committees to explore using funding for capital projects. An example given was to use funding for water and



Brian Boyle, outgoing president of the Association of Town Finance Committees, speaks during the first session of the group's three-part Annual Meeting on Oct. 21.

sewer expansion on new building or renovation projects. The ATFC and the MMA are keeping an eye on how towns are using ARPA funds and will continue to share this information.

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 <u>www.</u> <u>mma.org/register</u>, and the early rate is \$195 for members. Reservations will also be accepted for the Women Elected Municipal Officials Leadership Luncheon on Friday, Jan. 21, which costs \$45, and the Friday evening dinner and entertainment, 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 <u>register</u> <u>online using a special MMA link</u>.

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.

MMA and Suffolk launch 6th finance seminar

On Oct. 22, the MMA and Suffolk University launched their sixth Municipal Finance Management Seminar. At the completion of the five-week program, more than 150 local officials will have graduated from the program.

The MMA and Suffolk University will offer three Municipal Finance Management Seminar programs in 2022, adding a session due to an overwhelming response from cities and towns. The 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 Massachusetts, including the operational aspects of finance structure, systems and processes in Massachusetts cities and towns. Topics include budgeting, financial reporting, treasury functions, property assessment,

The Massachusetts Municipal Councillors' Association, a member group of the

MMA, is seeking councillors for its Board of Directors. Any councillor in Massachusetts may complete the online pomination form and

complete the <u>online nomination form</u> and submit his or her name for consideration. The form must be completed by Nov. 12.

Nominations are being sought for three officer positions on the MMCA Board of Directors: MMCA president, first vice president and second vice president. Officers serve a one-year term. and costing out contracts.

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 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 period for the winter session



The MMA and Suffolk University launched their sixth Municipal Finance Management Seminar on Oct. 22, with 23 students participating in the program this fall.

has passed. The application deadline for the spring session is Jan. 15.

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

MMCA seeks nominations for its Board of Directors

Board responsibilities include attendance at MMCA and MMA Board meetings. The MMA Board meets on the second Tuesday of most months, typically in Boston from 10 a.m. to 2 p.m. MMCA Board responsibilities also include participation at regional and statewide meetings for councillors.

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

In performing its responsibilities for identifying, recruiting and recommending candidates to the MMCA Board, the Nominating Committee is committed to including qualified candidates who reflect diverse backgrounds.

For more information about the MMCA, visit <u>www.mma.org/members/</u> <u>councillors</u>. ●

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 <u>online nomination</u> 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, in Boston.

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

MMCA to hold training session for newly elected councillors on Dec. 4

The Massachusetts Municipal Councillors' Association will hold its third biennial training session for newly elected councillors on Saturday, Dec. 4, from 9 a.m. to 3 p.m.

The free meeting will be held at the Courtyard by Marriott in Marlborough.

The program will begin with a panel titled "You've Been Elected — Now What? Navigating Your Role as a Councillor." Experienced councillors will share guidance on a variety of topics, from constituent services to working with department staff to all other aspects of their new role.

Sean Cronin, senior deputy commissioner at the Division of Local Services, will give a state budget and finance overview. A



representative from the Executive Office for Administration and Finance's Federal Funds Office will give an overview of the American Rescue Plan Act and discuss how some communities are using the

Sean Cronin

funds.

Other sessions will cover budgeting and department head relationships. There will also be a dedicated networking session.

The meeting is targeted to newly elected officials, but all city and town councillors

are invited. An invitation and registration information will be sent to all councillors and will be available on <u>www.mma.org</u>.

The MMA is taking precautions in order to host a safe, in-person event. At registration, attendees must show proof of vaccination status (card or picture on phone), and those claiming a medical exemption based on their physician's advice or a religious exemption must document a negative result of a COVID-19 test administered within 72 hours. On the day of the meeting, attendees must attest that they have no COVID symptoms and must wear a mask except when eating or drinking.

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

MMHR to hold annual holiday meeting on Dec. 2

Massachusetts Municipal Human Resources will hold its annual holiday meeting in-person on Dec. 2 in Salem.

The meeting will focus on a topic within the broader theme of personal health and well-being, providing an opportunity to slow down and take time for selfcare after another very challenging year.

The meeting will also include some holiday fun, and provide a chance to reconnect with colleagues after an extended time apart.

Details about the specific topics and speakers will be shared in the coming

weeks.

Registration and networking will begin at 9 a.m. The program will start at 9:30 a.m. and conclude at 1 p.m. Individual boxed lunches will be served.

The meeting will be held at the Hawthorne Hotel at 18 Washington Square West in Salem.

The registration fee is \$45 for members and \$55 for nonmembers. <u>Click here to register</u>.

The MMA is taking precautions in order to host a safe, in-person event. At registration, attendees must show proof of vaccination status (card or picture on phone), and those claiming a medical exemption based on their physician's advice or a religious exemption must document a negative result of a COVID-19 test administered within 72 hours. On the day of the meeting, attendees must attest that they have no COVID symptoms and must wear a mask except when eating or drinking.

Contact: MMA Senior Member Services Coordinator Isabelle Nichols at inichols@mma.org or 617-426-7272, ext. 104

CYBER AWARE

Continued from page 7

Worcester City Manager Edward Augustus Jr. said the Municipal Cybersecurity Awareness Grant Program "has been an invaluable tool in helping to raise the awareness of our employees to the dangers of cyberattacks, and equipping them to identify and help prevent them."

COVID-19 has amplified cybersecurity challenges for all organizations, according to the EOTSS. As cyber threat actors take advantage of an increasingly remote and hybrid workforce, the number of threats and scams has increased.

"The 34 communities being honored today are true leaders, and they should be applauded for their hard work, dedication and long-term commitment to building resilient and cyber-secure cities and towns," said MMA Executive Director Geoff Beckwith. "Local leaders know that protecting our public IT infrastructure and sensitive data from sophisticated cyberattacks requires a powerful state-local partnership, and we are deeply grateful to the Baker-Polito administration and the Massachusetts Legislature for providing critical support, resources and assets through the Cybersecurity Awareness Grant Program, which is a model for the rest of the nation."

Recognized as a Cyber Aware Community were the cities of Gloucester and Worcester, the towns of Acushnet, Blandford, Concord, Dennis, Dover, Dracut, Dudley, East Bridgewater, Edgartown, Foxborough, Medway, Nantucket, Norfolk, Orleans, Provincetown, Scituate, Sutton, Truro, Wareham and Wilmington, the school departments of Maynard, Natick, New Bedford, Rockland, Sandwich and Wellesley, the Barnstable Police Department, Bristol County Agricultural High School, Freetown-Lakeville Regional School District, Southwick Public Safety, the South Shore Regional Vocational Technical School District, and the Southwick-Tolland-Granville Regional School District.

The application period for the 2022 Municipal Cybersecurity Awareness Grant Program will open on Oct. 29.

For information on additional cybersecurity and IT resources available to municipalities and public schools, visit www.mass.gov/orgs/office-ofmunicipal-and-school-technology.

People

A new leadership team has been taking shape at Natick Town Hall over the past few months, with the appointments of a new town administrator and deputy administrator.

In August, **Jamie Errickson** became Natick's new permanent town administrator, his contract retroactively dated to July 1. He filled the role left vacant by the resignation of **Melissa** Malone last December. And on Nov.



10. Jon Marshall will become the new deputy town administrator for operations, which had been Errickson's previous position.

Errickson has been

with the town of

Natick since June

Jon Marshall

2020, when he took on the deputy administrator role. He had also briefly served as acting town administrator immediately after Malone's departure, and then again briefly this summer. (In between, **Robert Rooney** served as acting administrator for the first half of the vear.)

Errickson had previously worked for the town as the director of community and economic development from 2015 to 2019. Errickson's previous positions include senior vice president for development and planning for MassDevelopment, from 2019 to 2020; executive director for Everett's Department of Planning and Development, from 2012 to 2015; and urban renewal project manager for the city of Lowell, from 2005 to 2012. He earned a bachelor's degree in American studies from Marist College and a master's degree in regional planning from UMass Amherst.

For Marshall, his new position represents a homecoming in more than one way. Natick is his hometown, and he previously served as the recreation and parks director, from 2012 to 2016, and as a program director in that department from 2004 to 2012.

Marshall has been Belmont's assistant

town administrator since January 2019. Previously, he served as Arlington's recreation director from 2016 to 2019. and as a mental health counselor at MetroWest Medical Center from 2002 to 2004. He has also served terms as president and as legislative chair for the Massachusetts Recreation and Park Association. He earned a bachelor's degree in social work from Salve Regina University and a master's degree in public administration from Suffolk University. He also completed the MMA-Suffolk Certificate in Local Government Leadership and Management program, as a member of the first class, held 10 years ago in Natick.



Last month. Springfield Mayor **Domenic Sarno** received the 2021 Municipal Official of the Year award from the Providers' Council. an association representing more than 220 community-based

Domenic Sarno

human services agencies around the state.

Sarno, who received the honor during the organization's 46th annual convention held from Oct. 19 to Oct. 21, was recognized for his commitment to human services. The longest-serving mayor in Springfield's history, Sarno was first elected in 2007 and is now in his fifth term. He previously served four terms on the Springfield City Council.

Steven Seddon was sworn in as the newest member of the Sandisfield Select Board on Sept. 25, the same day he won a special election to fill a vacant seat on the three-person board. Seddon replaces Mark Newman, who resigned in July.

Terrence Reidy became the state's new secretary of Public Safety and Security on Oct. 4, after having served as acting secretary since July.



Terrence Reidy

Previously, Reidy had been serving as the undersecretary for law enforcement since 2019, and had served as a member of the Governor's Task Force on Hate Crimes. While working for the administration, Reidy oversaw the

creation of a hate crime resource guide for Massachusetts schools and worked to ensure that every Massachusetts police department has a trained, dedicated civil rights officer.

Before serving in the administration, Reidy was an assistant attorney general in the Massachusetts Attorney General's Office and an assistant district attorney in Worcester and Suffolk counties.

Reidy replaces **Thomas Turco III**, who retired this summer after almost three years as secretary and more than three decades in public service. Turco's previous roles include chief probation officer at Worcester Superior Court, undersecretary of criminal justice, and commissioner of the Massachusetts Department of Correction.



Charles V. Ryan

Charles V. Ryan, who had served as mayor of Springfield in the 1960s and again in the early 2000s, died on Oct. 18 at age 94.

Ryan served as mayor from 1962 until 1967 and from 2004 to 2008.

In the mid-1970s, he became president of Springfield Central Inc., and worked with the city to encourage development in downtown Springfield. A graduate of Georgetown University and Boston College Law School, he also practiced law.

Ryan, whose wife, Joan, died in 2015, leaves behind 11 children.

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People



Francis "Frank" Abbondanzio

On Oct. 2, the town of Montague rededicated a park in memory of **Francis "Frank" Abbondanzio**, a long-time town administrator and the longestserving municipal administrator in Franklin County as of the time of his retirement in 2016.

Abbondanzio began working for the town of Montague in 1980 as administrative assistant, and later served as its executive assistant after the position was upgraded in 1986. After a five-year period as town administrator in Lee, Abbondanzio returned to Montague in 1997 and served another 19 years as its town administrator. He was also a U.S. Air Force veteran. Abbondanzio died on May 9, 2018, at the age of 70.

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.



Mass. managers discuss 'Pandemic Snow Brigade'

During the International City/County Management Association Annual Conference last month, Lexington Town Manager Jim Malloy (far left), Needham Town Manager Kate Fitzpatrick (second from left), Arlington Town Manager Adam Chapdelaine (second from right), and Danvers Town Manager Steve Bartha discuss their ""Pandemic Snow Brigade," a nine-member group text about snow closure policies that later developed into a support network during the COVID-19 pandemic. Malloy, who had served as ICMA's president from October 2020 until last month, led the President's Colloquium during the conference in Portland, Oregon. He now serves as the ICMA past president.

MIIA

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MIIA's pilot with Betterview involved analyzing 1,000 roofs, age 20 years or older. The roofs were equally distributed across Massachusetts. The good news is that less than 1% of the roofs analyzed were rated in imminent danger of failure. To confirm the validity of the results, MIIA inspectors are going out to conduct in-person assessments.

MIIA is still in the process of validating the results, but the pilot looks promising. MIIA is now planning to use Betterview to look at another 1,500 properties, which would bring the total analyzed to about 25% of the more than 10,000 properties that MIIA insures.

In addition to helping building owners understand the status of their property's roof, the data provided can also help with capital campaign planning. It can also help the insurer demonstrate to its reinsurers the true condition of its properties, which can help ensure fair and reasonable rates for members of the group.

Sensors and satellite imagery are just two

of the many technical property management options available to all cities and towns.

As communities move toward being Smart Cities – those that use sensors for water and sewer systems, advanced electric grid technologies to monitor power lines and energy consumption, and data management systems for property management – we can expect to see less risk and fewer claims.

Stephen Batchelder is MIIA's Vice President of Claims Operations and Risk Management.

EVERETT

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appreciated the charms of Massachusetts as a student at Tufts University. But his broadcasting career first took him on a detour through two other states. In 1984, he started out as a sports reporter and anchor at KSPN-TV in Aspen, Colorado, ultimately becoming the station's news director before leaving in 1987. He then spent a few years as a general assignment reporter and weekday anchor on the evening and nighttime newscasts at WVIT-TV, the NBC affiliate in Hartford, Connecticut.

Everett joined WCVB's NewsCenter 5 in 1990 as a general assignment reporter. Over the years, he has co-anchored midday, evening and 11 p.m. newscasts, served as WCVB's senior correspondent for national events and breaking news, and regularly contributed to special news reports.

He has won multiple Emmy Awards, including for his work on "Chronicle," for reporting on subjects including education, Alzheimer's disease and the recycling industry, and for hosting special programs, including one for the 125th anniversary of the Boston Pops. Everett's reporting has also earned him National Headliner Awards, an Associated Press Award for Investigative Reporting and Documentary Reporting in 2012, and helped WCVB win an Edward Murrow Award for News Series and News Documentary in 2013.

The modules introduce trainees to the

which experiences a cyberattack after

an employee clicks on a malicious link

and accidentally downloads ransomware

onto a municipal computer. As a result,

Massboro loses access to everything

from tax records to birth certificates,

change alone," Driscoll said. "We need

partnerships. We need people holding

us accountable, and being willing to

show up when we talk about things."

Malden Councillor Amanda Linehan

discussed a project to make the Malden

River more vibrant and accessible to the

community, and some of the challenges

the project has faced in its early phases,

including outreach in diverse languages,

getting community youth involved, and

the need for flexible and careful design,

ment of Public Works yard on the river's

including a reworking of the Depart-

fictional community of "Massboro,"

Everett also devotes time to charitable causes, including as a volunteer and board member for the National Multiple Sclerosis Society, for which he received a 1992 Public Education Award and a 2006 Partners in Progress Award. He has been involved with Habitat for Humanity, the Muscular Dystrophy Association, Boston Healthcare for the Homeless, the Boston Ballet, the Atlantic Symphony Orchestra, the Home for Little Wanderers, and Derby Academy.

Everett has taught journalism and been a guest lecturer at Tufts, and has lectured at Boston College, Harvard Business School, the Greater Boston Chamber of Commerce, and other educational and community groups throughout New England.

CYBER TRAINING

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- Improve cyber incident response planning by creating an effective strategy for handling cyber incidents
- Implement best practices to create a more secure technology environment

WEMO

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erosion, wave damage, dune loss, and lack of protection for water and sewer infrastructure. She said working with other communities along the river and other groups has been incredibly helpful.

Mayor Driscoll discussed the decision by her city and its neighbor, Beverly, to work together on resiliency issues in a way that expands available resources. She also emphasized the value of having buy-in within the community.

"City halls are not going to solve climate

LABOR RELATIONS

Continued from page 5

U.S. Equal Employment Opportunity Commission related to remote work, the extension and expansion of <u>COVID-19</u> <u>emergency paid sick leave</u>, and employer vaccine and mask mandates. She also discussed a recent Commonwealth Employee Relations Board finding that municipalities must "impact bargain" with unions on assessment tests for fire

chiefs.

edge.

The Labor Relations series will continue on Nov. 4, with 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, and Chrystal LaPine, program manager with the Region 5 Health and Medical Coordinating Coalition, will cover mental health and wellness for as all of its records are encrypted over a ransom demand. The training walks people through the hypothetical scenario, the effects it would have on municipal services, and the steps municipalities can take now to avoid a similar fate.

Attendees discussed collaborative resiliency efforts across the state over the past 10 years, state and federal grant and support resources, working with local businesses, PFAS contamination issues, and strategies for community outreach and engagement beyond boards and committees.

"We all have a tremendous amount of work ahead of us, as we move out of the immediate impact of the pandemic," Holaday said. "We have to be able to continue to share information about best practices and how to lead and support our communities." ●

public safety personnel.

More than 120 human resources professionals and members of the labor community are registered for the Labor Relations series. The registration fee includes access to the webinar recordings and any followup materials. The recordings are available only to those who paid for the meeting.

DIRECTOR'S REPORT

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Yet the beat is still off, for sure. Supply chains are still disrupted, inflation has popped into the picture, and partisan and polarized politics (especially at the national level) have not eased. These are the more visible signs that things are still askew.

Less tangible, but more insidious, is the growing sign that the uncertainty, angst, isolation and distancing of the past 20 months has emboldened a small but growing number of individuals to become more disruptive and confrontational, and less civil and tolerant in their interactions with public officials, businesses, co-workers, neighbors and strangers.

I'm sure that everyone reading this column has directly observed examples of this rising incivility. Local officials on select boards, city and town councils, and school committees all know of colleagues who have been yelled at, interrupted and insulted — all because they were simply trying to make their best decisions on very difficult and charged issues.

We know the hot-button issues: masks in schools or in public places, the potential of vaccine and/or testing requirements for employees or vendors or visitors, and whether to hold remote or in-person meetings, to name a few. Most see these as health measures to protect the public, and some see these as issues of individual liberty. It is the latter perspective that seems to trigger the greatest rise in confrontation and lack of civility. This makes sense, because if someone feels a lack of control or loss of power, they are more likely to engage in outbursts because they do not feel heard and do not trust that their viewpoints will be listened to.

A new study published by Lauren Park and Larry Martinez of Portland State University, "An 'I' for an 'I': A systematic review and meta-analysis of instigated and reciprocal incivility," published in the Journal of Occupational Health Psychology, offers good insights on how the pandemic has ramped up rude behavior in the workplace, and that insight translates well to the public sphere.

The authors assert that the pandemic has reduced face-to-face personal interaction, and people are out of practice in handling difficult situations or conversations. It is easier to ignore or dismiss others when there is no direct accountability, and these habits can spread to others, spiraling a workplace into a hotbed of tension and unhappiness.

In particular, Park and Martinez note that while those with less authority are more likely to act out, this makes it critically important for those in authority to model respectful behavior, and to support those who have been the target of incivility, as the failure to do so allows the behavior to spread and deepens a vicious circle that becomes harder and harder to unwind.

This is good advice for employers. Workplace policies setting expectations for respectful interaction and engagement can help. Training on facilitating disagreements and difficult discussions, on how to actively listen and understand another's point of view even when it differs from your own, on how to deescalate charged situations, and on how to support those who have been the subject of abuse and insults are all helpful.

But taking these steps in the workplace is child's play when compared to taking action in a public setting, without a previously set shared behavioral covenant that binds all participants, with a camera lens aimed at you and people tweeting and live-stream-commenting from a distance.

The first step is for local leaders to model civility in all their interactions, to do their best to not respond in kind to personal insults, to voice support for colleagues who have been the targets of rude or disruptive behavior, to actively listen to each other and to constituents during deliberations to understand everyone's perspective.

Civility does not mean unity. There will always be policy disagreements. Some will be small and nuanced, others will be larger and harder to reconcile. But that is the democratic process.

If local conversations can be framed with the understanding that everyone is trying to be their best selves and do what they believe is best for their community, then perhaps that will create a reinforcing loop for civility. And those who are compelled to stay outside that reinforcing loop will see their power to disrupt diminish. Rude behavior won't be eradicated, but it can be relocated to the margins instead of the main stage.

With a remarkable sense of vision and perhaps a premonition of things to come — in January 2020, the MMA Policy Committee on Personnel and Labor Relations, as part of MMA's annual Best Practices Series, issued a <u>Best Practice</u> <u>Recommendation for the Conduct and</u> <u>Civility of Public Officials</u>. Please take the time to read their excellent advice and the resources they suggest. It's a helpful summary and a great place to start.

Rising incivility is one of the many side effects of the pandemic. Unabated, it will spread (like a virus), and all of you reading this, as local leaders deeply committed to making your cities and towns true communities in the best sense of the word, may face stiffer headwinds and your work on pandemic recovery, equity and growth will become harder.

The good news is that you and your municipal colleagues are in the perfect position to shape local norms, to model best expectations, and to guide your neighbors in how to engage with respect and understanding. That work — fighting incivility and building inclusive communities — will make an outsized difference in the post-pandemic world. ●

TRADE SHOW

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someone who has tested positive. Companies, nonprofits and government agencies interested in exhibiting can find <u>Trade Show details on the MMA</u> <u>website</u>. If you know of a company or nonprofit that would benefit from exhibiting at the MMA Trade Show, contact Karen LaPointe at 617-426-7272, ext. 154. ●

EMPLOYMENT OPPORTUNITIES

Public Works Craftsperson/Laborer — Grade II

Town of Holbrook

The town of Holbrook seeks a skilled, reliable and coordinated individual for the full-time (40 hours/ week) Public Works Craftsperson/Laborer – Grade II Position. For information, visit <u>www.holbrookma. gov/sites/g/files/vyhlif3261/f/uploads/job</u> <u>posting - craftsperson laborer.pdf</u>.

Conservation Agent/Environmental Planner

Town of Acton

The town of Acton is seeking applicants for a full-time, benefitted Conservation Agent/Environmental Planner. The incumbent will assist with environmental efforts for the town, including the enforcement of the Massachusetts Wetlands Protection Act; will participate in creating plans for the town conservation and open space projects and working closely with the Acton Conservation Commission. The incumbent will work on special projects, obtaining permits, writing grants, and creating documentation for maps, education programs, and pamphlets for the town's conservation and environmental areas. For more information, visit <u>www.actonma.gov</u> and go to Human Resources for a full job description and to apply.

Water Foreman - DPW City of Easthampton

The city of Easthampton is seeking a Water Foreman. This position would be responsible for directing water distribution system construction and maintenance work crews, manual work, and operating equipment on projects. Full-time, unionized, and benefited position. Starting rate: \$30.94-\$35.88 per hour. Special Requirements: Massachusetts Class B Commercial Driver's License, Certified Massachusetts Drinking Water Supply Facilities Operator Grade 1T and D3 OSHA 10 Certification. To see the full posting and apply, please visit the City of Easthampton website at <u>ma-easthampton.civicplus.com/Jobs.aspx</u>.

City Tax Assessor

City of Woonsocket, Rhode Island The city of Woonsocket, Rhode Island (pop.

A3,240) seeks a qualified Tax Assessor to value real and personal property, maintain a computerized assessment database, create and certify a tax roll, and oversee an Assessor's Office. Candidates should have five years of Tax Assessor (or Deputy Assessor) experience in a municipality, or other equivalent assessing or valuation experience. Salary range \$70,000 to \$75,000 with competitive benefits. Apply by Nov. 12, but the position will remain open until filled. See complete job description and application at www.woonsocketri.org/personnel-department/ pages/employment-opportunities. EOE

General Manager

Merrimac Municipal Light Department Merrimac Municipal Light Department (MMLD) seeks a career-minded Manager with excellent leadership, business management and communication skills. Merrimac is a small, idyllic Massachusetts town located just 10 miles from the ocean and 34 miles northeast of Boston. MMLD is well positioned for the future with an "A-Stable" S&P credit rating and well maintained electric infrastructure. MMLD serves 3,000 customers with annual revenues of \$5,200,000. B.S in business or engineering required with a M.S. preferred. Please send your resume and salary history by Nov. 19 to MMLD, 10 W. Main St., Merrimac, MA 01860 Emails can be sent to commissioner1@ merrimaclight.com, commissioner2@merrimaclight. com and commissioner3@merrimaclight.com.

Operations Manager Dedham-Westwood Water District

The Dedham-Westwood Water District is seeking an Operations Manager, reporting directly to the Executive Director, primarily responsible for overseeing daily operations, short term and long-range infrastructure planning, and customer service related to infrastructure. The ideal candidate possesses a bachelor's degree in science or chemistry related field, and minimum of 10 years' experience within a public utility environment relating to government regulatory agencies and boards. Must possess Massachusetts Certified Operators' License T-3 and D-3 in full or in training. For more information, <u>click here</u>. Please submit a resume to dtremblay@insightperformance. com.

Project Manager

Town of Dover

The town of Dover seeks a Project Manager. This new role will be responsible for assisting in modernizing the town's service delivery. As a strategic problem solver, the PM will identify opportunities for improving municipal operations. This role also supports the dayto-day IT operations of the town and provides support to the Municipal Project Manager. Bachelor's degree in public administration, business administration, IT, computer science or a related field; one to three years of business analyst experience - municipal setting preferred; or an equivalent combination of education and experience. 35-hours a week, Grade 6, with a range of \$25.45-\$26.87/hr. Town of Dover employment applications are available on the town's website <u>www.</u> <u>doverma.gov</u> and must accompany each submission. Send a completed employment application, cover letter, and resume to Assistant Town Administrator Kate O'Brien kobrien@doverma.gov. Deadline: Nov. 12.

Community Engagement Specialist Town of Groton

The town of Groton is seeking an enthusiastic, highly motivated, self-starter who enjoys working in a collaborative workplace environment for a fulltime (40 hours per week) Community Engagement Specialist for the Groton Council on Aging. The successful candidate must have the ability to work independently and self-sufficiently, have an open attitude and eagerness to learn. As a staff member of the Council on Aging Department, you will join a talented team of individuals who strive to provide opportunities for all individuals as they age by leveraging resources, developing a sustainable future, and engaging in strong partnerships and collaborations. The Community Engagement Specialist supports the Director in the planning and management of all social, educational, recreational, fitness, and volunteer programs offered through the Groton Council on Aging. The Community Engagement Specialist's main responsibility is to develop new programming opportunities while maintaining existing ones by identifying and engaging community partners in line with the mission of the Council on Aging. This central and highly interactive role requires sound judgement, resourceful and organized approach, and provides a high standard for customer service. This position requires a bachelor's degree in health, social services or related field, with three to five years' experience, with developing programs, managing volunteers or working with community organizations, or any equivalent relevant combination of education and experience. Applicants must have excellent customer service skills and

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

December Beacon

Deadline: November 23 Publication: December 1

January Beacon

Deadline: December 28 Publication: January 5

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 <u>www.mma.org</u> for details.

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enjoy working in a public setting. Must exercise good judgment in a variety of situations. The hourly rate is between \$27.65 to \$34.31 per hour. This position offers full benefits. To apply, please send your resume and job application to the 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: Nov. 5. The town of Groton is an Equal Opportunity Employer.

Conservation Agent Town of Ashland

The town of Ashland seeks a full-time (40 hours) Conservation Agent. This position manages the technical, administrative and inspection work for the Conservation Commission and Conservation Division. Position requires a bachelor's degree in environmental science, biology, natural resource science, or related, and four years wetlands protection/conservation experience. Familiarity with the Massachusetts Wetlands Protection Act, and comprehension of local flora/fauna, landscaping practices, and natural resource protection strategies is preferred. Applicants must be able to perform site inspections, including reading site plans and evaluating projects. Salary is \$60,000-\$68,000 annually. For more information and to apply online visit <u>www.ashlandmass.com</u>.

Aerial Lift Operator Town of Duxbury

Seeking qualified and experienced candidates for our full-time, benefit eligible Aerial Lift Operator position within the Lands & Natural Resources Dept. Must have extensive tree and natural resources knowledge, physical ability, agility, tree climbing, rope use, chainsaw, in the tree and proper harness skills as well as prior and demonstrable ability to supervise others, as well as valid Driver's and CDL Class B licenses. Hydraulics 2B license and climbing and aerial lift certification preferred. View full job description and to apply go to townofduxburyjobs.easyapply.co.

Highway-Heavy Equipment Operator Town of Westford

The town of Westford's Parks and Grounds Department and Highway Department is seeking a qualified applicant to fill the full-time position of Heavy Equipment Operator. This seasonally shared position works under the Parks, Recreation & Cemetery Department from April-November and Highway Department from November-April. Duties include heavy labor, all aspects of landscaping, grounds care, field maintenance, the operation and repair of maintenance equipment, the use of hand / power tools, and all duties relative to the repair and maintenance of streets and sidewalks, including snow removal. Must be able to report to work within one hour of notice for emergencies including snowstorms, icy roads, and other conditions. Prior experience with equipment requiring a Hydraulic License and the ability to operate a front-end loader is required. Position will give preference to any prior landscaping experience. The following are required: valid Class B CDL driver's license with an Air Brake Endorsement, Massachusetts Department of Public Safety Hoisting License minimum of a Class 2B, a good driving record, and submittal of a MA RMV Driver's history report

with all applications. Salary range \$24.23-\$25.92 based on qualifications and licensures. For a full position description and application, please visit <u>www.</u> <u>westfordma.gov</u>. This position will remain open until filled. Please submit resume and cover letter to HR@westfordma.gov or send to Town of Westford, Pam Hicks, Director of Human Resources, 55 Main St., Westford, MA 01886. The town of Westford is an EEO/AA Employer.

Site Leader/Group Leader Town of Westford

The town of Westford Recreation Department is seeking a part-time Site Leader/Group Leader to assist in overall site operations, including the planning and implementation of activities offered for the Westford Partnership for Children Afterschool Program. Starting hourly rate \$15-\$17/hr. For a full position description please see www.westfordma.gov/Jobs. aspx. Please submit resume and cover letter to: HR@ westfordma.gov or send to Town of Westford, Pam Hicks, Director of Human Resources, 55 Main St., Westford. MA 01886.

Council on Aging Director Town of Adams

The town of Adams is seeking a self-motivated, energetic individual with a passion for working with seniors to lead our Council on Aging (COA)/Senior Center as its Director. The Director is a full-time (35 hrs./week) benefitted position responsible for the daily operations of the Senior Center/COA, including planning and implementing social, recreational, health and educational programs, providing resources and making referrals geared to the interest, needs and financial means of Adams's seniors. The Director is a department head level position responsible for the management of a multi-use facility, four to seven full- and part-time staff, department budget and serving as the town's liaison to a variety of related external programs. The next Director will have the unique opportunity of rebuilding/ relocating the Senior Center/COA Program into another facility. The Director will be an integral team player in discussions regarding shared services with our communities to enhance serving our seniors. The Director reports to the Town Administrator and receives programming guidance from the Council on Aging Board of Directors. Qualified candidates should be familiar and comfortable with an interdisciplinary approach to working with at-risk seniors, will have a bachelor's degree in social work, human services, sociology, psychology, or related field; three to five years of responsible experience in Senior Center/ COA work or related programming experience with Senior Citizens; or any equivalent combination of education and experience. Grant writing experience or demonstrated ability to learn is desired. Salary range: \$53,047-\$69,599. Full benefits. For a complete job description visit <u>www.town.adams.ma.us</u>. Qualified candidates should submit a cover letter, resume, and three professional references to the Town Administrator's Office, 8 Park St, Adams, MA 01220 or to employment@town.adams.ma.us. Review of applications will begin Oct. 27 and continue until the position is filled. The town of Adams is an EEO Employer.

Executive Director

Northern Middlesex Council of Governments The Northern Middlesex Council of Governments in Lowell is seeking an Executive Director. Formed in 1963 under Chapter 40B of the Massachusetts General Laws, NMCOG is one of 13 Regional Planning Agencies (RPAs) within the Commonwealth. NMCOG is a public agency governed by a policy board comprised of local elected officials from the city of Lowell, Massachusetts, and the eight surrounding towns of Billerica, Chelmsford, Dracut, Dunstable, Pepperell, Tewksbury, Tyngsborough, and Westford. The starting salary is \$120,00-\$150,000. For a full job description and to apply go to <u>www.nmcog.org/ employment-opportunities</u>.

Town Auditor

Town of Weymouth

The Town of Weymouth has a challenging opportunity for a Town Auditor. In this position, the selected individual will be responsible for the full audit and review of all town department receipts and expenditures. Responsible for formulating policies, plans and procedures for audit systems. Ensures the accuracy and efficiency of municipal accounting systems and subsystems. Assists the Town Council with financial measures as submitted by the Mayor, in addition to yearly budget review of all town departments. Plans, develops and reviews procedures for periodic field post-audits and special studies of financial transactions, accounts and accounting systems of all municipal departments. Directs investigations of irregularities in accounts or inadequacies in accounting systems of any municipal departments. Coordinates the selection of the town's outside auditing firm and acts as liaison for all audits. In order to be considered, candidates should possess a bachelor's degree in accounting, finance or related field, and audit/ accounting work experience. Municipal experience and CPA are preferred. The salary range is \$ 89,633-\$110,477. Interested candidates should forward a resume/application, inclusive of salary requirements, no later than Nov. 5 as follows: Town Hall, 75 Middle St., Weymouth, MA 02189, Attention: Diane Hachey, Assistant to the Council; or electronically to dhachey@weymouth. ma.us. Please visit <u>www.weymouth.ma.us</u> for the full job description. The town of Weymouth is an EEO/AA emplover.

Town Assessor

Town of Boxborough

The town of Boxborough (pop 6,250+/-) seeks qualified candidates for the position of Town Assessor to inspect and value real and personal property, maintain operation of the town-wide property appraisal system, and oversee the Assessor's Office. Successful candidate will have a bachelor's degree in business, finance, or a related field and five years of related experience, or the equivalent combination of education and experience, and excellent customer service skills. Salary \$70,860-\$97,681, range of employee benefits available. Open until filled, first review begins on Oct. 25. For more information and a complete job description, please visit: www. boxborough-ma.gov/DocumentCenter/View/801/ Town-Assessor-Job-Description-PDF. To apply, visit our website: www.boxborough-ma.gov/Jobs.aspx. AA/EOE

Chief Assessor

City of Chelsea The Chief Assessor serves as Chairman of Board Assessors and is responsible for establishing and

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maintaining assessments of real estate and personal property within the city. Assists the Board of Assessors in calculating the fiscal year tax rate and completion of the state's recap forms to generate city revenues in accordance with guidelines from the State Department of Revenue. Education and Experience: Bachelor's degree and five years of experience; or any equivalent combination of education, training and experience. Licensure by MA State Board of Real Estate Appraisers, IAAO or MAA designation is required. Appraisal experience preferred. www.chelseama.gov/humanresources/pages/assessor. EEO

Assistant Custodian

Framingham Public Schools

Framing ham Public Schools is seeking Custodians for our Building & Grounds Department to perform custodial services in District Schools and administration buildings. We are looking for Custodians to fill both 1:30-10 p.m. and 3:30-11:30 p.m. shifts. We will provide the latest training in process cleaning for a healthier school, no experience needed. A full job description and employment application can be found at <u>framingham.tedk12.</u> <u>com/hire/index.aspx</u>.

Truck Driver/Laborer Town of Hubbardston

Hubbardston DPW is looking for a qualified candidate for immediate hire for our Truck Driver/Laborer position. Minimum Class B license and a 2B Hydraulics license. Plowing experience is a plus. Anyone interested please fill out an application which you can get on the towns website then you can either email it to highway@hubbardstonma.us or drop it off in person from 6 a.m.-4 p.m., Monday-Thursday at the: Hubbardston DPW, 68 Worcester Road, Hubbardston, MA 01452.

Community Health Nurse/Substitute Town of Wayland

Department: Public Health Department. Hours: Per Diem. Union: Non-Union hourly, part-time professional. Salary Range: \$32.50 per hour, no benefits. Description of Position: Performs administrative and technical work in providing community health care to students in the Wayland public school system; provides a wide range of health services to students including routine and emergency care and medication administration: ensures that required standards for health examinations and immunizations are met; performs related community health services as assigned; performs all other related work as required. Recommended Minimum Qualifications: Education: Bachelor's degree in nursing from an accredited institution. Experience: Over two years of experience in school, pediatric, community health or comparable nursing experience. Substitution: Associate's degree in nursing and an additional two years of experience may be substituted for the bachelor's degree. License/Certificate: Registered professional nurse in the Commonwealth of Massachusetts. Current certification or obtaining certification within the probationary period in CPR and first aid. Must possess a valid driver's license. Date posted: Oct. 5. Closing date: Open until filled. Apply to: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The

town of Wayland is an Equal Opportunity Employer.

Desktop Support Analyst Town of Wayland

Department: Information Technology. Full-time/ hours: 35 hours per week. Union/Grade: Non-Union/N-7. Starting Salary Range: \$62,428-\$66,228. Salary Range: \$62,428-\$81,453. Deploys and maintains user workstations, printers, copiers, phones, tablets and AV equipment. Often deals with highly sensitive and valuable data including personnel, legal, health care and financial information. Has a duty to protect this data from loss or disclosure to unauthorized parties. Recommended Minimum Qualifications: Education: Associate's degree in computer science or a related field of endeavor. Experience: Over three years' experience working in an IT environment with direct responsibility for end user support. Substitution: An additional two years of relevant experience may be substituted for the degree requirement. Licenses/Certificates: Must possess a valid driver's license to operate a motor vehicle; A+ Certification is desirable. Date Reposted: Oct. 5. Closing date: Open until filled. To Apply: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Department Assistant for Council on Aging

Town of Wayland

Department: Council on Aging. Hours: 28 hours. Union/Grade: AFSCME 2/C-14. Salary Range: \$22.95/ hr.-\$24.35/hr. Description of Position: Complex administrative support, clerical, secretarial and record keeping of a varied nature. Office management work related to operation of the Council on Aging; all other related work, as required. Performs varied and responsible functions requiring a thorough knowledge of the Council on Aging operations and the exercise of judgment and initiative in responding to inquiries, particularly in situations not clearly defined by precedent or established procedures. Recommended Minimum Qualifications: Education: High school diploma; associate's degree in a related field of endeavor preferred. Experience: Over three years of office experience; experience in dealing with the public and in interacting with a senior population highly preferred; experience in the social service field highly desirable. Substitutions: Additional years of relevant education may be substituted for the experience requirement on a year for year basis. Date posted: Sept. 29. Closing date: Open until filled. Apply to: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wavland, MA 01778 or hr@wavland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Planning Director Town of Duxbury

The town of Duxbury seeks qualified Planning Director applicants (full-time and benefit eligible position) to manage, direct and administer municipal land use planning, zoning and subdivision control programs within the town of Duxbury as delineated by state statute, town bylaws and zoning bylaws. The Director recommends, prepares and implements policies, programs, plans and studies needed to guide shortrange and long-range planning and land use challenges and opportunities for the town. Oversees the day-today operations of the Planning Board and Planning

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Department, directly supervises department staff and contracted consultants. Qualifications: Master's degree in municipal planning, or a related field; five to seven years of municipal planning experience, two years of supervisory experience, comprehensive knowledge of the principles and practices of municipal planning, zoning, subdivision laws and regulations as well as Mass. open meeting law, procurement law, contract management or possess the ability to attain the same or any equivalent combination. Required: Valid Mass. Driver's License (will need to use personal vehicle) Professional certification from the American Institute of Certified Planners (AICP). Posting will remain open until filled. For a full job description and to apply go to: townofduxburyjobs.easyapply.co. EEO

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; mmacginc@gmail.com.

Municipal Accounting Services

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

Executive Recruiting, Management and Governance Consulting Services

Community Paradigm Associates provides comprehensive professional services to public sector,

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

Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

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

GIS Consulting Services

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

Town Counsel Services

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

General Consultant, Recruiting and Special Studies

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

Town Counsel/Legal Services

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

Organizational Development and Conflict Resolution

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

Town Counsel Services

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

Tax Title Legal Services

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

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

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

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Financial Management Services

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

Human Resources Consulting

Human Resources Services Inc. provides a full range of human resource management consulting services to Massachusetts' local governments and other public agencies. Specialization includes compensation/

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classification, performance appraisal, job analysis and evaluation, job descriptions, salary/benefits and total compensation surveys and analytics, personnel policies/handbooks, staffing and organizational management studies, HR audits and assessments, HR training services, recruitment and selection services, web-based HR services, and special projects. Please contact Sandy Stapczynski, President, Human Resources Services Inc., 9 Bartlet St., Suite 186, Andover, MA 01810; 978-474-0200; hrsconsulting@ comcast.net; or visit <u>www.hrsconsultinginc.com</u>. WBE certified.

Executive Recruitment and Municipal Management

Groux-White Consulting, LLC, is a full-service municipal management consulting firm specializing in executive recruitment, interim management,

ed partner for more than 20 years, is

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

For more information about MMA's

MunEnergy program, visit www.mma.

org/munenergy or contact Katie McCue at 617-426-7272, ext. 111, or kmccue@

MunEnergy can help communities with winter energy strategy

As the winter months approach and energy prices remain high, the MMA's MunEnergy program is available to help communities develop an energy strategy to manage cold-weather costs.

The team at Constellation, MMA's trust-

Get MMA.org updates in your mailbox

The MMA offers a free weekly email newsletter that provides a digest of all the updates posted each week on <u>www.</u> <u>mma.org</u>.

The MMA website is a great source for the latest information related to local government. The email newsletter ensures that subscribers won't miss a layered-energy strategy, implement sustainable energy plans, and stay informed on the latest weather patterns and how they impact energy use.

prepared to help cities and towns create

any website updates, with a summary arriving in their mailbox every Friday morning.

The newsletter includes news stories, MMA letters of testimony, guidance documents, and upcoming member group events and webinars. The email subject line is "MMA Weekly Review."

The MMA also offers a Breaking News email to provide up-to-the-minute news

To sign up for either or both newsletters, use the short form at <u>www.mma.</u> <u>org/about-mma/newsletter-sign-up</u>.

ARPA

Continued from page 1

the public health emergency.

Economic development

With \$777 million allocated for economic development, the House proposal includes a \$500 million investment in the Unemployment Trust Fund, aid for the recovery of the cultural sector of the economy through the Massachusetts Cultural Council, funding for the Youth-Works summer jobs program, tax relief for small businesses, and money to help close the digital divide and assist in the resettlement of Afghan refugees.

Workforce

The bill would focus \$750 million on workforce issues, including \$500 million for premium pay bonuses for essential workers who worked in-person during the state of emergency, as well as funds for the Workforce Competitive Trust Fund and career technical institutes and vocational schools. Health and human services

The bill targets relief for financially strained providers, such as hospital and nursing facilities, and investments in workforce initiatives, behavioral health programs, technical infrastructure for community health center improvements, prison reentry grants, and community-based violence prevention.

Education

The House proposal seeks to address disparities in public school facilities, including \$100 million for HVAC grants to be distributed through the Department of Elementary and Secondary Education under the guidance of the Racial Imbalance Advisory Council. Additional education investments include higher education capital projects, the endowment incentive program, special education needs, and pathways to educator licensure for Black, indigenous, and people of color.

Food insecurity

on major stories.

mma.org. 🔵

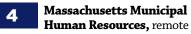
The bill includes \$78 million to address food insecurity, focusing on infrastructure grants.

In June, Gov. Charlie Baker <u>proposed</u> <u>his plan to spend roughly half of the</u> <u>Commonwealth's State and Local Coro-</u> <u>navirus Relief Funds</u>, and in August, the governor filed a <u>separate supplemental</u> <u>budget bill to spend a large portion of</u> <u>the fiscal 2021 state surplus</u>. The Legislature passed a <u>scaled-back supplemen-</u> <u>tal budget</u> — signed by the governor on Oct. 21 — that delayed decisions on how to spend much of the state surplus.

While the House and Senate may have to reconcile differing plans for ARPA and surplus spending, their leadership has agreed on two large items: a \$500 million deposit into the state's unemployment trust fund and \$500 million for one-time bonus payments to low-income essential workers who remained on the job in-person throughout the COVID-19 state of emergency.

Calendar

NOVEMBER



Labor Relations Seminar #2 of 2, 9-11:30 a.m. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

Association of Town Finance 4 **Committees**, Annual Meeting webinar series #3 of 3, 7-8:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

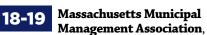
Women Leading Government,

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

Massachusetts Municipal 9 Councillors' Association,

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

- MMA Board of Directors, 9 remote board meeting, 10-11 a.m. Contact: MMA Executive Director's office
- Massachusetts Select Board 9 **Association**, remote board meeting, 2:15-3:30 p.m. Contact: MMA Senior Member Services Coordinator Isabelle Nichols
- Local Government Advisory 9 **Commission**, remote meeting, 2:30-3:30 p.m. Contact: MMA Executive Director's office



Fall Conference, Chatham Bars Inn. Chatham, Contact: MMA Senior Member Services Coordinator Denise Baker

DECEMBER

Massachusetts Municipal Human Resources, holiday

meeting, 9 a.m.-1 p.m., Hawthorne Hotel, Salem. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

For more information, visit <u>www.mma.org</u>.



Massachusetts Municipal Association 3 Center Plaza, Suite 610, Boston, MA 02108

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

Massachusetts Municipal 4 Councillors' Association, newly elected councillors training, 8 a.m.-3 p.m. Courtvard Marriott, Marlborough. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Mayors' 7-8 Association. conference. Contact: MMA Communications and Membership Director Candace Pierce

Massachusetts Municipal 9 Management Association, holiday meeting, 9 a.m.-1 p.m. Cyprian Keyes, Boylston. Contact: MMA Senior Member Services Coordinator Denise Baker

JANUARY

43rd MMA Annual 21-22 Meeting & Trade Show, Hynes Convention Center and Sheraton

Hotel, Boston. Contact: MMA Conference and Meeting Planner Timmery Kuck

FEBRUARY

Massachusetts Municipal 8 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

MMA Board of Directors. 8

board meeting, 10-11 a.m. MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Executive Director's office

Massachusetts Select Board 8 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

Online registration is available for most of these events.

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

MARCH

Women Leading Government, 3 conference, Courtyard Marriott, Marlborough. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Select 4 Board Association, webinar. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

Massachusetts Municipal 9 Councillors Association, dinner. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Municipal 10 Human Resources Association, webinar, Contact: MMA Senior Member Services Coordinator Isabelle Nichols

Massachusetts Municipal 18 Management Association, meeting, Lake Pearl, Wrentham. Contact: MMA Senior Member Services Coordinator Denise Baker

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

