

# The Beacon

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December 2021

## House, Senate announce COVID bill deal

By Jackie Lavender Bird

Late on Nov. 30, House Ways and Means Chair Aaron Michlewitz and Senate Ways and Means Chair Michael Rodrigues issued a joint statement announcing that the House and Senate negotiators had reached agreement on a \$4 billion COVID recovery spending bill.

The House and Senate chairs, who led the negotiations, said the agreement still needed to be finalized, and no further details were immediately available.

“Once the agreement is finalized, the conference report will be filed,” the statement said. “We look forward to discussing the details of the agreement publicly then.”

The House and Senate adjourned their final formal sessions of the calendar year on Nov. 17 without a compromise on a nearly \$4 billion spending package funded by the fiscal 2021 state surplus



Michael Rodrigues



Aaron Michlewitz

and state allocations under the American Rescue Plan Act.

Under the Legislature’s rules, no formal legislative sessions can be held until the beginning of January. During an informal session, a vote on any bill can be blocked by a single legislator.

On Nov. 30, House Speaker Ron Mariano told the State House News Service that he did not anticipate any trouble in passing a compromise bill during infor-

mal sessions in December if a deal could be struck. He added that his preference would be not to wait until January.

For months now, the MMA and municipalities have been expressing their desire for the administration and Legislature to act with urgency on plans for the state’s portion of ARPA funds, in order for municipalities to maximize their own ARPA allocations.

[The House passed its \\$3.82 billion bill](#) to spend a significant portion of the state’s multi-billion dollar fiscal 2021 surplus and its allocation from the ARPA State and Local Coronavirus Relief Fund on Oct. 29. [The Senate passed its plan, with the same \\$3.82 billion bottom line, on Nov. 10.](#)

Both the House and Senate bills included major investments in housing, water and sewer infrastructure, environmental

■ ARPA continued on 17

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## State tax collections for FY22 continue to exceed expectations

By Jackie Lavender Bird

Approaching the midpoint of fiscal 2022, the state is in a strong fiscal position thanks to tax collections far exceeding expectations.

In early November, the Department of Revenue announced that tax collections for the first five months of the fiscal year totaled \$11.1 billion, nearly 20% percent above collections through the same period of fiscal 2021. Thus far, fiscal 2022 collections have surpassed the forecast set in the state budget by \$723 million, or 6.9%.

Meanwhile, initial work will soon begin on the fiscal 2023 state budget, with an annual consensus revenue hearing due to be convened by the governor’s budget team and the House and Senate Ways and Means committees sometime in December. At the hearing, the Department of



Michael Heffernan

Revenue and other fiscal experts and economists typically discuss the prospects for the economy and state revenues over the second half of fiscal 2022 and for fiscal 2023.

Following the hearing, legislative leaders and the administration are expected to reach agreement on a tax revenue forecast for fiscal 2023 that would be used in the governor’s budget recommendation, due to be filed in January, and the House and Senate budget plans that are customarily released in April and May, respectively. ●

## 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

## Perseverance and resilience help local leaders endure

In 1862, French journalist and novelist Jean-Baptiste Alphonse Karr wrote, "Plus ça change, plus c'est la même chose," popularly translated as, "The more things change, the more they stay the same." Alphonse Karr was applying his acerbic wit to the political and social forces around him, penning a phrase that has remained remarkably relevant for more than 150 years.

*The more things change, the more they stay the same.* Unfortunately, it's also an apt expression to describe the roller-coaster ride that cities and towns have been on during the COVID-19 pandemic, with news of the Omicron variant providing another round of widespread concern and uncertainty.

We've seen a huge amount of change since that fateful day when Gov. Charlie Baker declared the COVID state of emergency on March 10, 2020. In the past 630-plus days, local, state, and federal officials have engaged in a full-on, nonstop battle against the most deadly and crippling pandemic of our lifetimes.

As an unabashed admirer of government and public service, I've often chafed at the portrayal of local and state government as slow and reluctant to embrace change or innovation. Much of the caution that municipal leaders display is a respectful reflection of the public's own ambivalence to sharp-angled change. When it's



By **Geoffrey Beckwith**

necessary, however, local officials can pivot, make swift decisions, and innovate at a scale that matches the vision and determination of our most intrepid entrepreneurs.

It's breathtaking to think about how much has happened here since the pandemic became an official event, more than 90 weeks ago. Unprecedented testing and

contact tracing capacities were implemented. Universal masking and social distancing protocols were created and enforced. Emergency measures were established to ensure life-saving medical treatment for the very ill during surge and overflow conditions. Rules were created to continue essential public and private services and programs. Temporary quarantine quarters were established for first responders and the homeless. Public education went from in-person to remote to hybrid to in-person again. Massive protections were put in place for those facing housing and food insecurity. Unemployment benefits were expanded for displaced workers. Municipal workforces went from in-office to all-remote to hybrid to in-person again. The economy was shut down and restarted in phases while maintaining a laser-like focus on preserving public health and implementing flexible and innovative frameworks to support local businesses. Vaccine clinics and delivery systems were created

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



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We encourage readers to send comments, story ideas, news items, and events notices to [editor@mma.org](mailto:editor@mma.org).

# Register today for MMA Annual Meeting & Trade Show

By John Ouellette

There are just about six weeks left to [register](#) for the in-person 43rd [MMA Annual Meeting & Trade Show](#) at the special early rate.

The dynamic, timely and engaging conference, to be held on Jan. 21 and 22, 2022, at the Hynes Convention Center and Sheraton Hotel in Boston, features:

- [Information-packed workshops on pertinent municipal issues](#)
- [Compelling and inspiring speakers](#)
- [Member business meetings](#) and important policy discussions
- A robust [Trade Show](#) featuring the latest services and solutions for cities and towns
- Countless networking opportunities

The MMA Annual Meeting is a forum for learning and a celebration of the innovations and best practices in community governance.

“Learning about new and interesting solutions from colleagues across the state motivates me and reinvigorates me every

year,” says Acton Town Manager John Mangiaratti. “Networking with municipal and state officials and meeting with exhibitors in person leads to new collaborations and connections that benefit my community throughout the year.”

The [MMA Annual Meeting website](#) has all the latest information about the largest conference for municipal officials in the state. A record 1,300 local leaders and 225 exhibitors took part in the last in-person event, held in January 2020. The 2022 MMA Annual Meeting theme is “Recover. Renew. Reimagine.”

First-time Annual Meeting attendees will get a special welcome during an



Attendees gather during the 2020 MMA Annual Meeting & Trade Show.

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.

## Speakers

The [speaker](#) lineup includes:

■ **ANNUAL MEETING** *continued on 30*

## Annual Meeting to feature 18 timely, informative workshops

By Jennifer Kavanaugh

Those attending workshops at the MMA Annual Meeting & Trade Show in January can learn how to fend off cyberattackers more effectively, better prepare their communities for climate change, and manage the changing municipal workplace, among other timely topics.

The MMA will offer 18 workshops at the Hynes Convention Center on Jan. 21 and Jan. 22. Attendees will gain insights from experts on a range of topics and hear from fellow members who have developed best practices in their communities.

The following are the Annual Meeting workshops for 2022:

### Friday, First Session, 2-3:15 p.m.

- Advancing Diversity in Public Safety\*
- Building a Culture of Cybersecurity: Minimum Baseline for Municipalities\*
- Fiscal Outlook
- Municipal Law Update\*
- Municipal Strategies for Online and

In-Person Engagement

Municipal Vulnerability Preparedness: Tools and Tales\*

### Friday, Second Session, 3:30-4:45 p.m.

Building for a Clean and Resilient Energy Future\*

Creative Placemaking in Your Community

Cultivating Board-Manager Relations\*

Labor Law Update: New Laws, Recent Cases and Agency Decisions\*

Overview of Draft Zoning Rules for MBTA Communities

Re-entering a New Work World: Energizing Your Workforce\*

### Saturday Session, 1:15-2:30 p.m.

- Best Practices in Police Reform\*
- Community One Stop: One Year Later
- The Future of Work: 8 Key Insights and Collaborative Solutions
- Marijuana: New Regulations and Best



Workshops will cover a range of pertinent topics during the 2022 MMA Annual Meeting & Trade Show.

Practices\*

Paving the Way for Success in Municipal Public Works\*

The State of Waste and Recycling

*Workshops with an asterisk are eligible for MIIA Rewards.*

*[Full workshop descriptions and panelists are available on the MMA website](#) and will be available in the MMA's Annual Meeting app.*

# DHCD drafting guidance for MBTA communities

By John Ouellette

The Department of Housing and Community Development has announced that draft guidelines for a new multifamily zoning requirement for “MBTA communities” are expected to be available for review and public comment by mid-December.

New Section 3A of Chapter 40A (the Zoning Act), which was part of the [2021 economic development bill](#), requires the 175 MBTA communities to have a zoning ordinance or bylaw that provides for at least one district of reasonable size in which multifamily housing is permitted as of right.

The law also provides that the DHCD, in consultation with the Massachusetts Bay Transportation Authority and the Massachusetts Department of Transportation, must promulgate guidelines to determine if an MBTA community is in compliance with Section 3A.

The mid-December release will include draft compliance criteria, guidance relative to the upcoming [Community One Stop for Growth](#) application process, and other supplemental information. In the interim,

the DHCD offers [preliminary guidance](#) and additional background on the law.

The DHCD intends to conduct a public engagement process in early 2022 to gather input and feedback from interested parties, including MBTA communities, developers, planners and other interested stakeholders. The draft guidelines may be modified as appropriate based on this additional public input.

Section 3A of the Zoning Act requires an MBTA community to have at least one zoning district of reasonable size in which multifamily housing is permitted as of right, with the district meeting the following criteria:

- Minimum gross density of 15 units per acre
- Not more than one-half mile from a commuter rail station, subway station, ferry terminal or bus station, if applicable
- No age restrictions
- Suitable for families with children

MBTA communities that fail to create a



Draft multifamily zoning guidelines, to be released this month, would apply to 175 MBTA communities in the state.

zoning district that complies with Section 3A would be ineligible for funds from the MassWorks Program, the Housing Choice Initiative, and the state’s Local Capital Projects Fund.

Housing and Economic Development Secretary Michael Kennealy, Massachusetts Housing Partnership Executive Director Clark Ziegler, and Chris Kluchman, deputy director of the DHCD’s Community Services Division, will discuss [compliance with Section 3A of the Zoning Act](#) during an MMA Annual Meeting workshop on Jan. 21. ●

## Applications sought for Municipal Cybersecurity Awareness Grant

Applications are now being accepted for the [Municipal Cybersecurity Awareness Grant Program](#), which promotes overall cybersecurity posture through end-user training, evaluation and threat simulation.

The application period opened on Oct. 29 and will close on Dec. 17 or when all available seats are taken, whichever occurs first. The Executive Office of Technology Services and Security will announce grants in mid-December.

The program is open to municipalities and public school districts with government-issued email addresses. The Executive Office of Technology Services and Security manages the program, including procurement and coordination.

Participating communities must demonstrate leadership buy-in, have a commitment of staff to successfully complete the program, and be willing to collaborate with EOTSS in the administration of the program (approximately two hours per week).

Feedback about the program has re-



Applications for the Municipal Cybersecurity Awareness Grant Program are due on Dec. 17.

sulted in some additional options, with the goal of offering tracks to best serve participating organizations.

- Year-Long Training: This has been the staple training track, and will run from January through December 2022.
- Set-Your-Timeline Training: This track delivers all of the content at once, so the organization can set the timeline for users to complete training.
- Abbreviated Training: This shortened version of the Year-Long Training will

take place from January through May, which may make it the best option for schools.

Participating organizations must identify a local coordinator to work in partnership with their staff and the Commonwealth and to coordinate necessary interaction with a local IT resource when needed.

Organizations without government-issued email addresses that are interested in obtaining a dot.gov domain may contact EOTSS at [omst@mass.gov](mailto:omst@mass.gov).

On Oct. 26, the [EOTSS recognized 34 Cyber Aware Communities](#) that participated in this year’s Cybersecurity Awareness Training Program. ([View the recognition ceremony](#), MC’d by Secretary Curtis Wood.)

Also in October, the [MassCyberCenter 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. ●

# U.S. House passes Build Back Better infrastructure bill

By Jackie Lavender Bird

Following months of negotiations, President Joe Biden's nearly \$2 trillion Build Back Better infrastructure plan passed the House of Representatives on Nov. 19.

The narrow House vote, 220-213, comes on the heels of [Biden signing the first of two major infrastructure bills this week](#), the \$1 trillion Infrastructure Investment and Jobs Act.

Of note to municipalities, the \$1.75 trillion Build Back Better spending package (H.R. 5376) includes investments in workforce development, climate change mitigation and resilience funding, and affordable housing initiatives. The plan also has 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 in the Senate, but they will need support from every Democratic senator, which has resulted in lengthy negotiations over what the final bill will include, as well as the final price tag. Should the Senate make changes to the bill the House passed today, it would need to return to the House for another vote.



Among other initiatives, the federal Build Back Better plan includes significant funding for affordable housing.

Senate Majority Leader Chuck Schumer has said he believes the Senate will vote on the bill before the Christmas holiday. ●

## President Biden signs \$1.2 trillion infrastructure bill

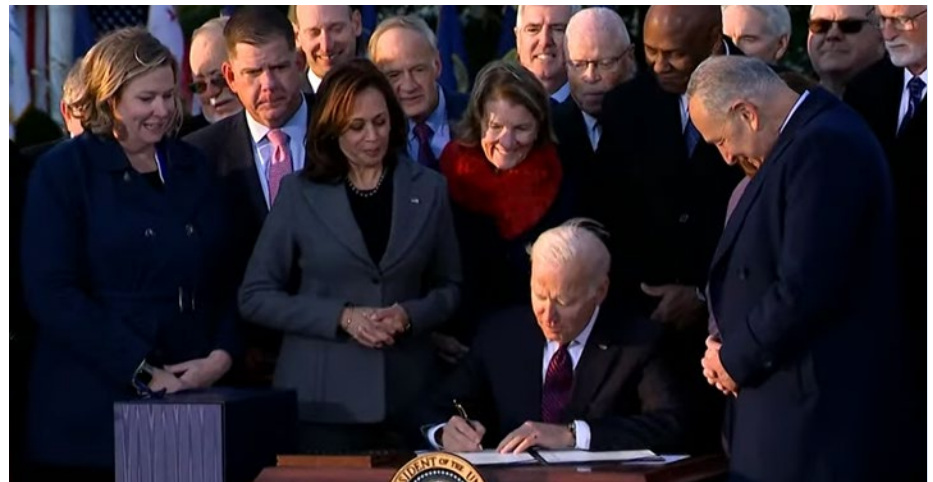
By Jackie Lavender Bird

On Nov. 15, President Joe Biden signed a much-anticipated \$1.2 trillion infrastructure package to make new federal investments in a wide range of public systems over five years.

The Senate passed the bipartisan Infrastructure Investment and Jobs Act in August, and, after weeks of negotiations, the House endorsed the package on Nov. 5.

The law 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 law provides infrastructure support to municipalities in the form of direct grants as well as funds that would pass through existing state programs. New programs that will 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



President Joe Biden signs the Infrastructure Investment and Jobs Act outside the White House on Nov. 15.

large projects that would otherwise be too expensive.

Two existing formula programs, the Clean Water and Drinking Water State Revolving Funds, will each receive \$11.7 billion over five years (49% for principal forgiveness and grants, 51% for loans).

[A White House fact sheet explains what the law will mean for Massachusetts.](#)

The Infrastructure Investment and Jobs Act is one of two major infrastructure bills before Congress this fall. The second is a \$1.85 trillion spending package known as [Build Back Better, which has been passed by the House.](#) ●

# MMA to present fiscal resolution at business meeting

By John Ouellette

Local leaders from across Massachusetts will consider a resolution on the state-local fiscal partnership during the MMA's Annual Business Meeting on Jan. 22 in Boston.

The proposed "[Resolution Supporting an Enduring Fiscal Partnership Between Cities and Towns and the Commonwealth in Fiscal 2023 and Beyond](#)" was drafted by the MMA Fiscal Policy Committee this fall and approved by the MMA Board of Directors on Nov. 9.

The resolution lays the groundwork for an effective revenue-sharing program, identifying municipal needs in areas such as unrestricted aid, education and charter schools finance, employee benefits liabilities, capital needs such as road maintenance and municipal and school facilities, water and wastewater systems, climate resilience, broadband and cyber preparedness.

The Fiscal Policy Committee is welcoming member comments through Dec. 27 so that committee members will be able to review any input before the Annual Business Meeting. Municipal officials



Karen Ribeiro, a former Pelham Select Board member, speaks during the 2020 MMA Annual Business Meeting.

may submit any comments to the MMA's Legislative Division at 3 Center Plaza, Suite 610, Boston, MA 02108 or [achampion@mma.org](mailto:achampion@mma.org).

The MMA's Annual Business Meeting is a key component of the MMA Annual Meeting & Trade Show, which is held each January in Boston.

Official notification of the MMA Annual Business Meeting, including the agenda and background material on the proposed resolution, will be sent next month to all Annual Meeting registrants as well as the chief municipal official in each city and town.

## Voting at the business meeting

Voting at the Annual Business Meeting is open to all municipal members of the MMA through voting delegates as defined by the MMA's bylaws.

Individuals eligible to vote at the meeting are:

- In the case of a city, its chief executive or a councillor designated in writing by the chief executive
- In the case of a town, the chair of the select board or town council, or another select board member or councillor designated in writing by the chair, or the manager designated in writing by such chair

In early January, the MMA will be sending a letter about voting procedures to chief municipal officials in each community.

Those who will be voting on behalf of their community should visit the credentials table outside of the business meeting between 9 and 10 a.m. Only one voting card will be issued per member community. ●

## Proposed Resolution Supporting an Enduring Fiscal Partnership Between Cities and Towns and the Commonwealth in Fiscal 2023 and Beyond (2022)

Whereas, the well-being and success of the residents and businesses of the Commonwealth depends on the fiscal health of cities and towns and the ability of local government to provide efficient and progressive public services and adequately invest in reliable and resilient public infrastructure;

Whereas, cities and towns are highly reliant on the tightly capped property tax to fund local budgets and capital programs, and this heavy reliance on the property tax severely limits the ability of cities and towns to respond to new challenges and opportunities, or implement necessary investments to benefit the public;

Whereas, adequate and sustained state support for local public schools is essential to student success and the health of the Massachusetts economy;

Whereas, the state's charter school finance statute imposes significant financial and program challenges for public school districts, particularly in regions where there is a large concentration of charters; and

Whereas, to avoid becoming overly reliant on the property tax and to ensure that municipalities have the fiscal capacity to deliver the high-quality municipal and school services that are essential to support local economies and families in every corner of the Commonwealth, it is imperative that cities and towns receive an adequate share of state revenues, have an effective and fair municipal tax system, have the tools necessary to plan for and fund long-term liabilities and make investments in people and capital, and receive

full funding for any new or existing state mandates;

**Therefore, it is hereby resolved that the members of the Massachusetts Municipal Association support the following essential policy positions to ensure a strong partnership between cities and towns and the Commonwealth in fiscal 2023 and beyond:**

### In the Area of Municipal and School Aid

- In fiscal 2023, unrestricted municipal aid should grow by at least the same rate as the growth in state tax collections, and be distributed without earmarks, conditions or restrictions to all cities and towns, so that local officials and residents can adequately fund public safety, public works and all basic municipal and school services while avoiding overreliance on the property tax;
- The full share of Lottery and gaming revenue dedicated to help pay for municipal services should be used to help fund unrestricted municipal aid;
- Chapter 70 school aid should be increased in fiscal 2023 consistent with the Commonwealth's constitutional obligation to ensure adequate funding in all schools, at a minimum following the updated spending standard and original phase-in schedule adopted in the 2019 Student Opportunity Act, with each city, town and school district receiving a minimum increase of \$100 per student;
- The governor and the Legislature should review the calculation of the required local contribution under Chapter 70, including the "target local share," and adopt changes

to mitigate reliance on the property tax to fund local schools, and should review and address fiscal challenges facing rural schools;

- The governor and the Legislature should amend charter school finance law, consistent with MMA legislation, to bring transparency and accountability to the law by limiting charter school tuition assessments placed on local government and providing a means for direct state appropriation of additional tuition payments to charter schools, funded in the state budget;
- Pending passage of charter school finance reform legislation, the full amount of the schedule in the Student Opportunity Act to fund charter school mitigation payments should be appropriated for fiscal 2023 so that each district is reimbursed in full according to the schedule in the Student Opportunity Act;
- Full funding of the Commonwealth's commitments to the Special Education Circuit Breaker Program, as provided by state law, should be appropriated, adhering to the funding timeline outlined in the Student Opportunity Act;
- Full funding of the Commonwealth's obligations to the program for payments-in-lieu-of-taxes for state-owned land, as provided by state law and including a hold-harmless provision, should be included in the fiscal 2023 budget;
- Full funding of the Commonwealth's obligations to reimburse the costs of regional school transportation, regular

■ **RESOLUTION** *continued on 7*

## RESOLUTION

Continued from page 6

school transportation, out-of-district vocational education and the transportation of homeless students under the McKinney-Vento unfunded mandate should be included in the fiscal 2023 budget;

- Full funding of the Commonwealth's obligations and commitments to Chapter 40S "smart growth" reimbursements, regional and municipal libraries, anti-gang grants, innovation and regionalization grants, and other effective municipal and school aid programs should be included in the fiscal 2023 budget; and

### In the Area of Timely Notice of Local Aid for Good Planning and Implementation

- To ensure orderly and efficient financial planning at the local level and implementation of balanced and adequate local operating and capital budgets, the governor and the Legislature should reach early agreement on unrestricted municipal aid and Chapter 70 school aid and local contribution amounts so that a consensus local aid resolution can be approved and reliable Cherry Sheets can be released by March 1; and

### In the Area of Local Taxing Authority and Other Revenues

- Cities and towns should be granted new local-option flexibility to adopt local taxes and other revenues to help pay for municipal and school services and the construction and maintenance of local capital projects; and

### In the Area of Long-Term Liabilities and Sustainability

- In order to allow cities and towns to manage current costs and ensure fiscal sustainability over the long term, the Legislature, the governor and state agencies should determine, report and review the actuarial liability of

post-employment benefits for public employees and undertake a comprehensive reform of the laws and practices related to post-employment benefits for public employees, with an immediate focus on Other Post-Employment Benefit (OPEB) liabilities related to health insurance for retired public employees. Reform should include ways to manage liabilities and finance benefits, and should not impose any new unfunded mandates or preempt any existing decision-making authority that cities and towns currently use to manage their OPEB liability;

- The governor and the Legislature should determine and report the long-term cost to cities and towns as part of the evaluation of all legislative proposals to amend public employee benefit programs, and no legislation to expand benefits should be acted upon until this cost analysis is complete and made public; and

### In the Area of Capital Budgeting

- The governor and the Legislature should work together early in 2022 to ensure enactment of a multiyear transportation bond bill that provides at least \$300 million annually for local road projects, including notice of allocations for fiscal 2023 by March 1, 2022, and includes separate allocations for the Complete Streets and small municipal bridge programs;

- The governor and the Legislature should strengthen the Massachusetts School Building Authority by adjusting reimbursements to reflect the actual costs of construction;

- The state's fiscal 2023 capital plan should include funding for the MassWorks program to help pay for local economic development projects, including housing, development and road safety programs;

- The state's fiscal 2023 capital plan should include additional funding for water infrastructure projects, including basic drinking water capital and water contamination mitigation (PFAS), wastewater capital and Combined Sewer

Overflow mitigation, and stormwater management;

- The governor and the Legislature should support programs in the fiscal 2023 state budget and capital plan to help cities and towns assess and respond to challenges related to climate change, including the Municipal Vulnerability Preparedness program, Coastal Resilience Grant Program, Green Communities Program, GreenWorks, and others;

- The governor and the Legislature should continue to make the installation of high-speed internet access in unserved and under-served cities and towns a high priority;

- The governor and the Legislature should deploy federal American Rescue Plan Act funding for water, sewer, environmental, broadband, and housing infrastructure in a timely manner so that communities can leverage these funds to address critical local needs;

- The governor and the Legislature should work with cities and towns to identify the scope of investment needed to ensure that municipal information technology systems are modernized and resilient from cyberattacks, and enact a state funding mechanism and program to provide the resources needed to implement these investments across the state;

- The governor and the Legislature should work with cities and towns to identify the scope of investment needed to ensure that municipal buildings critical to the delivery of essential public services are safe and modern, and enact a state funding mechanism and program to provide the resources needed to implement these improvements across the state; and

**It is further resolved that a copy of this resolution shall be provided to the Governor and Members of the General Court of the Commonwealth. ●**

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

The Massachusetts Municipal Councilors' 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 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. Brendan Sweeney, assistant director for federal funds – municipal, at the Executive Office for Administration and Finance, will give an overview of the American Rescue Plan Act and discuss how some communities are using the funds.

Arlington Deputy Town Manager Sandy Pooler and Agawam Treasurer/Collector Melissa Zawadzki, a former councillor,



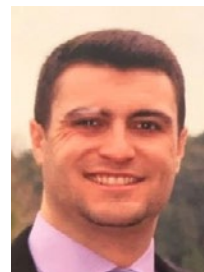
Sean Cronin



Sandy Pooler



Melissa Zawadzki



Brendan Sweeney

will review the budget process and the role and impact of councillors on it. There will also be a dedicated networking session.

The meeting is targeted to newly elected officials, but all city and town councillors are invited. The free meeting will be held at the Courtyard by Marriott in Marlborough. [Further details and registration are available online.](#)

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](mailto:dbaker@mma.org)

# Report examines climate resilience of cities, towns

A new report by a team of researchers from the University of Massachusetts provides insights into the climate resilience approaches being undertaken by municipalities across Massachusetts.

Responses to a survey of Massachusetts municipal administrators shed new light on numerous climate change-related issues facing the Bay State's cities and towns, including:

- The hazards and impacts experienced in coastal and inland municipalities and the resilience strategies adopted to address these challenges
- The barriers encountered during the design and implementation of resilience strategies
- The data needs of communities and planning agencies to aid implementation of resilience strategies

Representatives from 111 municipalities and 10 planning agencies responded to a UMass survey between Aug. 9 and Oct. 1. The MMA assisted researchers with the survey.

The following are some key findings in the 84-page report, "[Climate Resilience: A Survey of Massachusetts Municipalities](#)," published on Nov. 4:

- Nearly 90% of municipalities indicate that climate adaptation and resilience planning are a priority in their planning documents, and 80% have already completed a vulnerability/risk assessment.
- Climate-related migratory flows seem to have been emerging from coastal to inland municipalities. In coastal municipalities, the most frequently reported strong economic impacts include additional costs related to disaster response, decreases in housing availability, and difficulty obtaining home and business insurance. More than 10% of respondents reported that their community is already strongly affected by an increase in housing insecurity and outmigration of residents, and respondents in inland municipalities are more likely to anticipate future economic impacts from the in-migration of residents.
- More than 75% of respondents identified elderly residents, people with disabilities, and low-income residents as groups vulnerable to climate change.

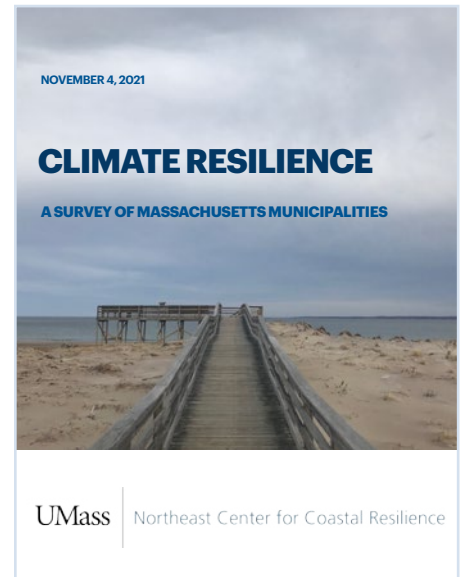
These groups are also more likely to be the focus of targeted municipal resilience programs. Veterans, people of color and immigrants are also identified as vulnerable groups by about 30% of respondents.

- Negative impacts on coastal infrastructure, such as shoreline retreat and impacts to ports, and on the blue economy (e.g., commercial fisheries) seem to have noticeable economic ramifications also in inland municipalities.
- Strategies that municipalities most frequently report not having adopted and wanting to adopt in the future include:
  - Creation of post-disaster redevelopment plans; the development of adaptive management capacity
  - Changes to building, plumbing, septic and electrical codes
  - Changes to municipal zoning or planning practices
  - Increasing the climate resilience of telecommunication networks
  - Weatherization and retrofitting of buildings
  - Improvement or expansion of storm-water drainage systems
  - Increasing the resilience of power stations

Limited staffing capacity is the most frequently reported barrier to the implementation of climate change resilience plans. Other frequently reported barriers include a lack of municipal expertise to address complex climate change issues, insufficient resources to mobilize broad community support, difficulties changing regulations and bylaws, the need for more intra-municipal and regional cooperation, and a lack of regulatory authority to support enforcement of strategies.

The results of the survey will be used to refine the mission of the [Northeast Center for Coastal Resilience](#), a knowledge hub involving all campuses of the UMass system.

"We will continue monitoring the resilience indicators collected in this baseline study in subsequent studies and expand our analysis to include additional stakeholders," said research team leader



[Marta Vicarelli](#), assistant professor of economics and public policy at UMass Amherst. "Our goal is to align NCCR's research with the actual regional needs, by developing collaborative partnerships throughout the region with municipalities, planning agencies, public agencies, nonprofit organizations, businesses, and other local stakeholders."

Report co-author [Robert Darst](#), associate professor of political science at UMass Dartmouth, said the project "demonstrates that the impacts of climate change are of great concern to Massachusetts towns and cities, and that action to mitigate these impacts is already underway."

He said the report "also indicates that effective climate action at the municipal level will require more extensive regional coordination and technical assistance to identify and assess the economic costs and benefits of available options."

Another co-author, [Rob DeConto](#), professor of geosciences and co-director of the [School of Earth and Sustainability](#) at UMass Amherst, said physical scientists, engineers and social scientists "must work together in a truly integrated way to tackle the complex issues emerging on our coastlines" as a result of climate change.

"It is also paramount that we tailor research to meet the needs of our communities and decision-makers," he

■ CLIMATE *continued on 23*



# Cities, towns urged to sign on to opioids agreement

Attorney General Maura Healey is reminding every city and town in Massachusetts that they are eligible to sign on to an agreement that will fund work to address the opioid crisis.

In July, [Healey announced a resolution](#) with three opioid distributors — Cardinal, McKesson and Amerisource Bergen — and opioid-maker Johnson & Johnson that will provide up to \$537 million in “abatement funds” to the Commonwealth and its cities and towns over 18 years to fund additional prevention, harm reduction, treatment and recovery efforts across Massachusetts.

All Massachusetts cities and towns are eligible to receive a portion of the settlement funds directly, regardless of their size or whether they filed a lawsuit, so long as they sign up and agree to use the payments to abate the opioid crisis in their communities. Healey and [lawyers representing thousands of municipalities](#) in the national opioid litigation [strongly encourage municipalities to join](#).



is no need for subdivisions to be represented by an attorney or to have filed a lawsuit to participate in the Settlements.”

According to the Attorney General’s Office, municipalities that join will receive direct annual payments to expend on municipal abatement strategies developed with input from public health experts, municipal leaders, and families affected by the crisis.

Settlement funds that are not distributed directly to municipalities will go to the recently created [statewide Opioid Recovery and Remediation Fund](#) to fund additional

Municipalities received a notice regarding the national opioids settlement in September. The notice, sent by National Opioids Settlement, states, “Please note that there

prevention, harm reduction, treatment and recovery programs throughout Massachusetts. Healey said her office has already directed more than \$11 million to the fund this year, [which is already being put to work](#), with input from nonprofit leaders, physicians, professors, and public officials from 10 municipalities (Amherst, Boston, Brockton, Falmouth, Framingham, Lynn, New Bedford, Pittsfield, Springfield, and Worcester).

The [Attorney General’s Office website provides answers to frequently asked questions](#) about the settlements, including how to sign up.

Municipalities should return their Subdivision Settlement Participation Forms by Jan. 2, 2022. Municipalities that anticipate joining but will not be able to submit a participation form by Jan. 2 should notify the Attorney General’s Office by email (MAOpioidSettlements@mass.gov) as soon as possible. ●

## Voters elect 34 mayors across Massachusetts on Nov. 2

By John Ouellette

On Nov. 2, voters elected mayors in 34 cities across the state, with 11 new mayors, including the first woman and Asian elected mayor of Boston.

The following mayors were elected (\* denotes incumbent):

Agawam: William Sapelli\*  
Amesbury: Cassandra Gove\*  
Attleboro: Paul Heroux\*  
Beverly: Michael Cahill\*  
Boston: Michelle Wu  
Brockton: Robert Sullivan\*  
Chicopee: John Vieau\*  
Easthampton: Nicole LaChapelle\*  
Everett: Carlo DeMaria Jr.\*  
Fall River: Paul Coogan\*  
Fitchburg: Stephen DiNatale\*  
Framingham: Charlie Sisitsky  
Gardner: Michael Nicholson\*  
Gloucester: Greg Verga  
Haverhill: James Fiorentini\*  
Holyoke: Joshua Garcia  
Lawrence: Brian DePeña  
Leominster: Dean Mazzarella\*  
Lynn: Jared Nicholson  
Marlborough: Arthur Vigeant\*  
Medford: Breanna Lungo-Koehn\*

Methuen: Neil Perry\*  
Newburyport: Sean Reardon  
Newton: Ruthanne Fuller\*  
North Adams: Jennifer Macksey  
Northampton: Gina-Louise Sciarra  
Peabody: Ted Bettencourt\*  
Salem: Kim Driscoll\*  
Somerville: Katjana Ballantyne  
Taunton: Shaunna O’Connell\*  
Westfield: Michael McCabe  
West Springfield: William Reichelt\*  
Woburn: Scott Galvin\*  
Worcester: Joseph Petty\*

Because they are in the middle of four-year terms, mayors were not on the ballot in Braintree (Charles Kokoros), Greenfield (Roxann Wedegartner), Malden (Gary Christenson), Melrose (Paul Brodeur), New Bedford (Jon Mitchell), Pittsfield (Linda Tyer), Quincy (Thomas Koch), Revere (Brian Arrigo), Springfield (Domenic Sarno), Waltham (Jeannette McCarthy), and Weymouth (Robert Hedlund).

The mayors of Cambridge and Lowell will be chosen from their respective city councils in January.

Newly elected mayors in Boston, Holy-



Michelle Wu

oke and Lawrence were sworn in in mid-November to replace acting mayors. The remaining mayors elected on Nov. 2 will officially begin their terms in early January.

Eleven communities with a city form of government have

councils but do not have mayors. They are: Amherst, Barnstable, Bridgewater, Chelsea, East Longmeadow, Franklin, North Attleborough, Palmer, Randolph, Southbridge, Watertown and Winthrop. Of this group, Bridgewater, East Longmeadow, North Attleborough, Palmer and Southbridge did not vote on Nov. 2, as they hold their elections each spring.

A regular municipal election was also held in the town of Saugus, which follows a city election schedule, where voters elected selectmen, town meeting members and other town officials. ●

# 268 municipalities awarded \$3.1M to support recycling

To mark America Recycles Day, the Baker-Polito administration on Nov. 15 announced \$3.1 million in grant funding to 268 municipalities and regional solid waste districts to help them maximize recycling, composting and waste reduction programs.

The grants are made available through the Sustainable Materials Recovery Program, which was created by the Green Communities Act of 2008 and has provided more than \$46 million to recycling programs since 2010.

At the announcement, Gov. Charlie Baker said the new round of grant funding will aid municipal efforts “to implement innovative programs and policies” to maximize the reuse of materials, boost recycling, and reduce waste. Lt. Gov. Karyn Polito said the program helps municipalities and solid waste districts expand recycling and composting, while targeting new materials to remove from the waste stream.

Two hundred and twenty-six communities qualified for the Recycling Dividends Program and will receive payments ranging from \$2,100 to \$97,500 for a total of \$3,120,300.

The Recycling Dividends Program recognizes municipalities that have implemented policies and programs proven to maximize the reuse and recycling of materials, as well as waste reduction. Communities that earn RDP payments must reinvest the funds in their recycling programs for things such as new recycling bins or carts, public education and outreach campaigns, collection of hard-to-recycle items, and the establishment of recycling programs in schools, municipal buildings, and other

public spaces.

Nine municipalities will receive payments of at least \$50,000: Boston, Brockton, Cambridge, Chicopee, Lowell, New Bedford, Newton, Springfield and Worcester. Six municipalities are first-time recipients of Recycling Dividends Program funds, including the town of Swampscott, which adopted a Pay-As-You-Throw trash reduction program in the last year.

As part of this SMRP grant round, 42 municipalities that did not apply for or qualify for an RDP payment will be awarded a total of \$46,250 for a Small-Scale Initiatives Grant. These population-based grants range from \$500 to \$2,000 each and help communities purchase modest but important recycling materials and outreach tools needed to sustain their existing recycling program or to facilitate new, low-cost initiatives. Each of these SMRP programs are administered by the Massachusetts Department of Environmental Protection.

[See list of the 268 RDP and Small-Scale grant awards.](#)

Energy and Environmental Affairs Secretary Kathleen Theoharides said recycling programs “play a vital role in limiting our dependence on landfills and incinerators, reducing greenhouse gas emissions, and supporting economic activity across the Commonwealth.” MassDEP Commissioner Martin Suuberg noted that the recently released 2030 Solid Waste Master Plan and expanded material waste ban regulations “have established aggressive goals to reduce our waste disposal and increase recycling.”



Last month, 268 municipalities and regional solid waste districts received grants to help them maximize recycling, composting and waste reduction programs.

The RDP launched in 2014 under the Sustainable Materials Recovery Program. The Green Communities Act requires that a portion of the proceeds from the sale of Waste Energy Certificates be directed to recycling programs approved by MassDEP. The Waste Energy Certificates payments received by MassDEP are deposited into the SMRP Expendable Trust, which is used to fund grants, technical assistance and education to help communities, businesses and institutions increase recycling and reduce waste.

In addition to the waste-reduction goals in the 2030 [Solid Waste Master Plan](#), the Baker-Polito administration has issued [regulations](#) requiring the recycling of textiles and mattresses and increasing the requirements to divert food and organic materials. The Master Plan sets a goal to reduce disposal by 30% by 2030 and 90% by 2050. ●

## Updated Finance Committee Handbook available

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](mailto:jobasohan@mma.org) at the MMA.

Contact: MMA Senior Member Services Coordinator Denise Baker at [dbaker@mma.org](mailto:dbaker@mma.org)



# Trade Show to feature 8 Learning Lab workshops

By Karen LaPointe

Trade Show exhibitors 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 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.

One Trade Show highlight is the series of educational Learning Labs held in the exhibit hall on Saturday, Jan. 22. These 30-minute sessions provide opportunities to hear from experts on a variety of topics.

The following are the eight Learning Labs for 2022:

- Controlling Health Care Costs for MIIA Health Benefits Trust Cities, Towns and Public Entities — presented by Abacus Health Solutions
- Investing of Municipal Funds — presented by Bartholomew & Company
- Navigating the Changes to the GFOA's Distinguished Budget Presentation Award Criteria — presented by ClearGov

- Successfully Undergrounding Utilities: A Case Study in Weston — presented by Nitsch Engineering
- How to Spend It: How Leading Cities are Preparing to Track and Spend ARPA Funds — presented by OpenGov
- Real-World Lessons: What Should You Know About Remote Software Implementations? — presented by Tyler Technologies
- New Approaches to Addressing Unfunded Liabilities — presented by Public Agency Retirement Services (PARS)
- How Municipalities Can Better Understand and Manage Their Utility Costs More Easily — presented by Constellation

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 [MMA Annual Meeting website](#) for details.) By signing the MMA Contract for Exhibit Space, exhibitors agree that they will



A panelist leads a Learning Lab in the Exhibit Hall during the 2020 MMA Annual Meeting & Trade Show. This year's Trade Show will feature eight Learning Labs.

not attend should they have COVID-19, any symptoms of COVID-19, or recent contact with someone who has tested positive.

Companies, nonprofits and government agencies interested in exhibiting can find [Trade Show details on the MMA website](#). 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, or [klapointe@mma.org](mailto:klapointe@mma.org).

## Going to the MMA Annual Meeting? There's an app for that

Attendees of the MMA Annual Meeting & Trade Show in January can use the event's free mobile app to get the most out of the conference.

Now in its fifth iteration, this year's app helps mark the return to an in-person event and is the primary source for planning and navigating the Annual Meeting. Users will find schedule details, workshop listings, speaker profiles, exhibitor information, an interactive map of the Trade Show floor, and much more.

Attendees can use the app to personalize their meeting schedule, network with other attendees, and receive up-to-the-minute social media posts, updates and alerts.

The app is available for all smartphone

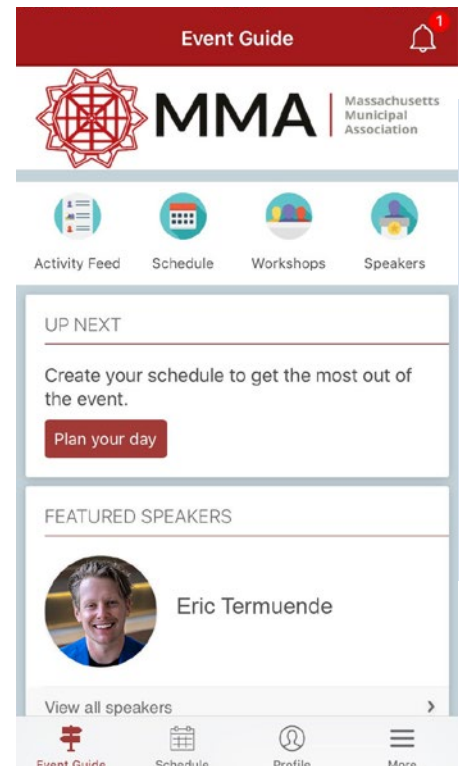
and tablet devices.

A guide about how to access the app will be emailed to registrants in the weeks before Annual Meeting. The app features a two-step login process.

Advance registration for Annual Meeting is advised so attendees have time to explore the app and take advantage of its many features.

Assistance will be available at the Annual Meeting to answer any questions and help on-site registrants.

— Meredith Gabriliska



## At Annual Meeting, MIIA to celebrate its partnerships

By Anne Carlson

At the MMA Annual Meeting & Trade Show, to be held in person on Jan. 21-22 in Boston, the theme for MIIA is "Stability, Innovation, Growth: Celebrating Our Trusted Partnerships."

MIIA will celebrate its enduring relationships with longtime vendors that help MIIA manage risk and control costs for members. Two of MIIA's most valued partnerships are with Cabot Risk of Woburn and Blue Cross Blue Shield of Massachusetts.

Cabot Risk has been a MIIA partner since 2006, functioning as the administrator by providing risk management, training sessions, claims management, and regulatory compliance to 400 public entities.

"Cabot provides unparalleled, profes-

sional service to MIIA's members," said MIIA Executive Vice President Stan Corcoran. "Their expertise and guidance has saved Massachusetts communities hundreds of thousands of dollars every year in premiums, claims and through value of service.

He said the ability of Cabot and MIIA to partner with their members to create these savings is the key to the program's success.

"Everything MIIA does is geared to deliver quality products and services and add value," said Joe Callahan, president and CEO of Cabot Risk Strategies. "We are always asking, 'How can we help local officials be more of service to their communities instead of bogging them down with insurance paperwork?'"

Working directly with cities and towns

helps MIIA manage costs for its members. While the rest of the country has experienced double-digit rate increases in fiscal 2022 — for the first time in 30 years — MIIA's risk management programs and resources are making a difference on balance sheets, Callahan said. MIIA's average rate hike for property and casualty (P&C) insurance is below 5%.

"MIIA has been steady and consistent in being responsive to the needs of our members," Callahan said.

He estimates that fiscal 2023 will bring more stabilization in the property and liability marketplace, and that rate increases shouldn't be significant, except perhaps for cybersecurity coverage.

The team of MIIA and Blue Cross Blue

■ MIIA continued on 21

## Following winter safety tips can prevent accidents, injuries

By Kathy Geller Myers

Winter ushers in additional safety concerns for municipal employees such as slippery roads and exposure to cold. But according to David Bastien, MIIA's defensive driving instructor, distracted driving remains the primary cause of accidents in Massachusetts cities and towns.

Activities such as eating, texting, talking on the phone or changing music selections reduce a driver's perception and reaction time. Simply put, you need time to react to what's coming.

"Human error combined with bad weather can be quite a catalyst," Bastien said. "Many people have a very casual, hands-free attitude about driving," especially in the winter, Bastien noted, when drivers should be more alert than ever.

We've all seen the snow-covered SUV or truck on the road with one little circle cleared on the driver's side windshield.

"What's your visibility? Can you see the road?" Bastien asked. "Drivers are required by law to clean their windshields and windows from frost. You shouldn't be driving if you don't have visibility."

Loss of control on a slippery road can often be prevented by not speeding up too quickly.

"Slow acceleration in snowy conditions is the key to avoiding fish-tailing," Bastien said.

Other common seasonal hazards include solar glare and black ice. Recognizing these potential hazards is key to defensive driving.

"If there are brake lights in front of you, slow down," Bastien said. "You need time to react. I tell the snowplow drivers when I'm training them, 'You know other drivers are going to speed up to get around you, so expect it.'"

Being groggy behind the wheel is dan-



Snow plow drivers must guard against fatigue and other dangers during the plowing season.

gerous for everyone on the road. Adults need seven to nine hours of sleep each night in order to regenerate, according to the National Sleep Foundation.

"I tell the DPW drivers who might be on

■ WINTER SAFETY continued on 21

## Malden uses data to prioritize removal of lead pipes

By Meredith Gabrilka

With the development of a new data-driven prioritization process and an infusion of federal aid, the city of Malden is ramping up efforts to remove all lead-lined service pipes to residences.

A new tool, developed by data scientist and Conservation Commission Chair Isaac Slavitt, takes information provided by the city's schools that identifies streets where students live and, combined with lead pipe location data from the city's GIS and Engineering Departments, creates an application to identify the lead pipes that serve the most children, helping the city to evaluate and prioritize pipes for replacement based on the increased risk that lead exposure has on the young.

A special website, [www.maldenlead-lines.org](http://www.maldenlead-lines.org), explains the application and the methodology for the complicated project, providing an elevated level of transparency.

Service lines connect homes to the water main running down their street. These lines are owned by the city up to the property line, where responsibility transfers to the property owner.

In 2016, the Massachusetts Water Resource Authority found that Malden had the highest percentage of lead-lined service pipes in the state — about 47% of the city's 11,682 service lines at the time. The following year, the Massachusetts Department of Environmental Protection issued a consent order requiring the city to complete at least 150 full lead-lined replacements per year. Since then, the city has been steadily working to replace those lines, including 273 last year.

"In 2018, we met with the engineering team and asked how do you decide which pipes to replace," said City Councillor Steve Winslow. "The strategy at the time was to focus on water pressure and maintaining lines, which meant the major lines that were wider than four inches in diameter that can be cleaned and lined, and not digging up streets and getting to the smaller lines.

"One of the challenges is it's not really clear from an engineering standpoint which replacement is better than another," Slavitt said. "So it ends up being random. ... What ways might we triage that? We know lead affects young children disproportionately, so I asked if we had tried to use school enrollment data to determine where children might be living."

In response, the mayor's office reached out to the public schools to obtain non-sensitive data on what streets schoolchildren were known to be living on.

"We worked together with the data personnel on the school side," said Mayor Gary Christenson. "They were very helpful with that information, as well as reaching out to families with information in multiple languages about the dangers of having lead in water, so everyone knew what was going on."

Christenson recently approved a request to use \$2.75 million of the city's American Rescue Plan Act distribution to expedite the replacement process in 2022. Those funds marked a large increase from the \$655,000 dedicated this year.

"We were thinking, prior to this infusion, that we would replace it all in 10 to 15 years, but now we think we might be able to do it within the next five," Christenson said. "We've been averaging 200-250 replacements a year. This now could double and triple per year."

Winslow noted that one of the biggest restraints on the city side has been the money needed to repair and repave streets following service line replacement. Of the \$2.75 million, about \$2 million will go toward replacing the high-risk lead pipes and repairing streets. The remaining \$750,000 will go toward replacing pipes on streets that are scheduled to be repaved.

Another challenge has been how to handle the replacement of the portion of lead-lined service pipes on private property, which are the responsibility of the property owner.

"We've done several public forums, and



Malden is using American Rescue Plan Act funds to speed up the removal of lead pipe service lines and has developed a new tool to identify lines in areas that serve children. (Photo courtesy city of Malden)

we've been working hand-in-hand with the Clean Water Action Fund to help us with outreach to the community, walking different neighborhoods with information and helping with forums," said Maria Luise, special assistant to the mayor. "This becomes a social justice issue because it affects populations that can't afford [it]."

The city passed an [ordinance requiring private water service pipes to be certified as lead-free](#) before a property can be sold, set up similarly to requirements for smoke detectors. If there is a lead service pipe on the private side, the property owner is responsible for replacement.

The city is also expecting to receive earmarked funds from the recently signed Infrastructure Investment and Jobs Act specifically for this program, thanks to efforts by Rep. Katherine Clark. Christenson said these funds will be used to assist residents with replacements.

The mayor highlighted the value of collaboration across departments that has allowed the city to make progress and improve the process going forward.

"We have found over the years that for everything you want to do right, you need to work together," Christenson said. "It's the water department. It's the city council. It's the engineering department."

■ INNOVATIONS *continued on 20*

# Recover. Renew. Reimagine.



## 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:

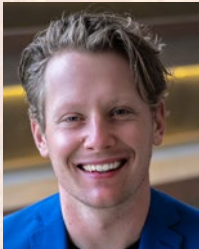
- Advancing Diversity in Public Safety
- Best Practices in Police Reform
- Building a Culture of Cybersecurity: Minimum Baseline for Municipalities
- Building for a Clean and Resilient Energy Future
- Community One Stop: One Year Later
- Creative Placemaking in Your Community
- Cultivating Board-Manager Relations
- Fiscal Outlook
- The Future of Work: 8 Key Insights and Collaborative Solutions
- Labor Law Update: New Laws, Recent Cases and Agency Decisions
- Marijuana: New Regulations and Best Practices
- Municipal Law Update
- Municipal Strategies for Online and In-Person Engagement
- Municipal Vulnerability Preparedness: Tools and Tales
- Overview of Draft Zoning Rules for MBTA Communities
- Paving the Way for Success in Municipal Public Works
- Re-entering a New Work World: Energizing Your Workforce
- The State of Waste and Recycling



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

For the latest and most complete MMA Annual Meeting information, visit [www.mma.org](http://www.mma.org) and follow [#MassMuni22](https://twitter.com/MassMuni22) on Twitter and [massmunicipal](https://www.facebook.com/massmunicipal) on Facebook.

## SPEAKERS



### Keynote: Eric Termuende

A globally recognized speaker, author and podcaster on the future of work, **Eric 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, **Jane 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 **Clarence Anthony** will address the importance of cities and towns engaging in racial equity work.



### Friday Dinner: Anthony Everett

Longtime "Chronicle" host **Anthony 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.



### Governor Charlie Baker

*Invited*



### Lt. Governor Karyn Polito

*Invited*

## 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.

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

# MMHR discusses transitioning to supervisor

By Isabelle Nichols

The Massachusetts Municipal Human Resources association's two-part Labor Relations webinar series continued on Nov. 4 with back-to-back workshops on topics in labor and employment.

Rockie Blunt, president of Blunt Consulting Group, opened the webinar with a workshop about making the transition to supervisor. Blunt discussed the stages of the transition process, and the four stages of competence that people move through when transitioning from an individual contributor to a supervisory role. He also discussed the types of skills and competencies that supervisors need to be successful.

Blunt presented a framework that can be used by supervisors to decide who does what in a department, and an overview of effective delegation skills. He also discussed how to navigate supervising former coworkers.

The second workshop of the series, covering mental health and critical incident stress management for public safety,

was led by Chrystal LaPine, program manager for the Region 5 Health and Medical Coordinating Coalition.

LaPine reviewed some of the specific challenges that first responders face that can affect their mental well-being and why the topic is important for municipal employers.

Critical incidents, she said, are situations faced by first responders that are abnormal even for experienced personnel. These incidents can trigger post-traumatic stress. LaPine reviewed the symptoms of post-traumatic stress disorder, and discussed the stigma that is often attached to discussing these symptoms in the public safety arena.

The workshop concluded with a discussion about resources available to support first responders experiencing post-traumatic stress and other mental health concerns. LaPine emphasized the importance of using professionals who are experienced in working with first responders.

More than 100 human resources pro-



Blunt Consulting Group President Rockie Blunt discusses the process of transitioning to a supervisory role during a webinar hosted by Massachusetts Municipal Human Resources on Nov. 4 as part of the association's Labor Relations Seminar.

fessionals and members of the labor community registered for the two-part MMHR Labor Relations series, held on Oct. 22 and Nov. 4. The registration fee included access to the webinar recordings and any followup materials. The recordings are available only to those who paid for the meetings. ●

## MassDEP opens Recycling and Reuse Business Development Grant

The Massachusetts Department of Environmental Protection is now accepting applications for the [Recycling and Reuse Business Development Grant Program](#).

The program is intended to help Massachusetts recycling processors and manufacturers create sustainable markets for eligible materials, and to add value to

municipal and business recycling efforts.

Selected applicants will receive grant awards of between \$50,000 and \$400,000.

Targeted materials for the 2021 grants are container glass, furniture, construction and demolition materials, textiles, food materials, and mattresses.

Eligible grant-funded activities include processing activities, manufacturing activities, and reuse activities.

Applications are due by 5 p.m. on April 8, 2022. ●

## Photos sought for opening session slideshow

The MMA is inviting communities to share photos from the past year for a chance to be featured in the slideshow that will kick off the MMA Annual Meeting's Opening Session on Jan 21.

Please share your photos from the past year, especially those that highlight your community's elected officials and staff, by emailing them to Kate Evarts at [kevarts@mma.org](mailto:kevarts@mma.org). ●



## Sandwich, Chatham provide COVID testing to managers

Sandwich Fire Chief John Burke speaks during the Massachusetts Municipal Management Association's Fall Conference, held on Nov. 18 and Nov. 19 in Chatham. Using Sandwich's mobile COVID testing unit, the Sandwich and Chatham fire departments provided onsite rapid testing for attendees. They also coordinated with Sterilis Solutions, which provided the tests and a full-size trailer testing unit onsite, which sped up the process.



# All-America City award applications sought

The National Civic League is accepting applications for the 2022 [All-America City awards](#) through March 1.

The theme for 2022 is “Housing as a Platform for Early School Success and Equitable Learning Recovery.”

During the past 18 months, the closure of schools, early childhood programs and child care centers in response to COVID-19 was a significant setback for all children’s early school success. Public housing and affordable housing programs are high-potential platforms for regaining momentum for early school success

and for accelerating equitable learning recovery.

Award finalists will be announced in early May and be invited to assemble a community team to present at the virtual All-America City event in July. Teams of residents; nonprofit, business and government leaders; and young people from communities across the country will share insights with peers, learn from national thought leaders, and present the story of their work to a jury of nationally recognized civic leaders.

Since 1949, the National Civic League

has designated more than 500 communities as All-America Cities for their outstanding civic accomplishments. The award celebrates the best in local innovation, civic engagement and cross-sector collaboration, a reminder of the potential within every community to tackle tough issues and create real change.

The application fee is \$250 for all communities, but there is a \$100 discount for submitting a [letter of intent](#) by Jan. 10. ●

## Let us know about your local news

Every day across the Commonwealth, municipal leaders are figuring out ways to deliver services more efficiently, save taxpayers money, engage more citizens in the vital work of local government, and improve the effectiveness of the layer of government that has the most

direct impact on people’s lives. The MMA wants to recognize and help spread the word about these local creative solutions.

If your community has launched a new program or initiative, or has found a unique solution to a common problem,

please let us know by filling out our new Local News Tips form on the MMA website. ●

### ARPA

*Continued from page 1*

infrastructure, economic development, workforce, and health and human services.

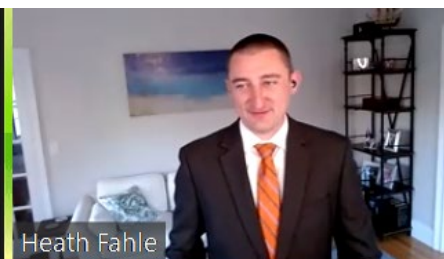
The MMA sent a letter to House-Senate Conference Committee members on Nov. 15 [outlining support for municipal priorities in the bills](#).

Gov. Charlie Baker [proposed his plan to spend roughly half of the Commonwealth’s State and Local Coronavirus Relief Funds](#) in June. And in August, the governor filed a [separate supplemental budget bill to spend a large portion of the fiscal 2021 state surplus](#).

The Legislature passed a [scaled-back supplemental budget in October](#), but decided at that time to delay decisions on spending much of the state surplus, preferring to work on a combined ARPA/surplus bill. ●



Secretary Heffernan



Heath Fahle



Adam Chapdelaine



B. Ellen Holmes - MASC

## LGAC discusses federal funds

During the Nov. 9 virtual meeting of the Local Government Advisory Commission, Heath Fahle, the state’s director of federal funds (top right), said the number of federal coronavirus relief and other funding programs, and their overlapping nature, require great attention to compliance and funding oversight. “There’s going to be an awful lot of administrative work done at city and town halls all across the Commonwealth to make sure we’re using those funds appropriately, getting the most bang for the buck, but also doing it within the confines of federal rules and regulations,” he said. Also pictured (clockwise from the bottom right) are B. Ellen Holmes, president of the Massachusetts Association of School Committees; MMA President and Arlington Town Manager Adam Chapdelaine; and Michael Heffernan, secretary of the Executive Office for Administration and Finance.

# Around the Commonwealth

## Pittsfield

### City taps ARPA money to expand home-renovation program

Building on the foundation of a popular initiative, Pittsfield is using federal COVID-19 recovery funds to expand access to an exterior home-renovation program that helps to boost neighborhood property values and quality of life.

In April, the city launched At-Home in Pittsfield, a loan program giving residents up to \$25,000 apiece to repair their homes' exteriors. Pittsfield used \$500,000 from the city's economic development fund to cover the loans, and by the fall, it had used almost \$421,000 to help 19 homeowners. Officials are now preparing to add another \$500,000 with funds from the American Rescue Plan Act.

"We feel very strongly that this is absolutely part of a comprehensive strategy to build an economy," said Mayor Linda Tyer. "When you have neighborhoods filled with houses that have value, that's good for the economy."

The At-Home program helps fund various home exterior projects, including roof replacements, new windows and doors, porch repairs, chimney repairs, and siding replacement, said Deanna Ruffer, Pittsfield's community development director. Loans average about \$20,000.

The city will forgive loans for people who remain in their homes for at least seven years afterward, while those who move earlier must pay back loans on a prorated basis. Pittsfield is working with several local banks to provide the loans.

Pittsfield also provides recipients with a list of qualified contractors, from which homeowners must get three quotes. The city had engaged several of the contractors in training to qualify them for aspects of the work, including deleading.

To qualify, homeowners must occupy their houses and must have owned them for at least two years. The homes cannot have more than two units. The city is targeting 60% of the funds for two urban neighborhoods, Ruffer said. Program materials and applications are made available in English and Spanish.



Officials provide an update about the At-Home in Pittsfield program on Oct. 27. Pictured (l-r) are Rehabilitation Specialist John Carchedi; resident Barbara Skalski, a program recipient; Housing Specialist Henide Harvender; and Mayor Linda Tyer. (Photo courtesy city of Pittsfield)

Of the 19 homeowners approved so far, Ruffer said, four were elderly, 12 were female-headed households, and 21% were Hispanic or Black. According to Tyer, the program helps people who don't have access to banks or financial planning.

"This is a way to improve quality of life in the neighborhoods and to help some of our low-to-moderate income residents build equity, and close that wealth gap that some of our residents are currently experiencing," Tyer said.

To include more moderate-income homeowners, Pittsfield set the income limit at 120% of area median income, unlike other programs with lower limits, Tyer said.

Housing Specialist Henide Harvender and Rehabilitation Specialist John Carchedi have helped homeowners navigate the process — from understanding application requirements and project eligibility to analyzing contractors' bids.

"It was really beneficial to the homeowners for our rehab specialists to spend as much time as they have with each homeowner," Ruffer said.

The staff has also sought alternatives for applicants who didn't qualify for the program. In several cases, the city directed homeowners to programs such as Community Development Block Grants. In addition, homeowners could explore whether home equity loans or refinancing could help pay for their renovations.

Demand for the program has outpaced availability, with the city having received more than 80 applications in a few months. For that reason, Pittsfield plans to use \$500,000 from its first round of ARPA funding for the At-Home program, and then another \$500,000 when it receives its second round.

Through this program, Ruffer said, Pittsfield developed new paperwork that could be helpful for other communities. Tyer said she hopes Pittsfield's model will inspire the state to devote funding for similar efforts, so other communities can benefit from this type of investment.

— Jennifer Kavanaugh

## Brockton

### City issues pension obligation bonds to reduce liability

The city of Brockton recently issued \$300 million in pension obligation bonds in an effort to resolve its unfunded pension liability and save taxpayers money in the process.

In early October, the state approved Brockton's request to issue \$301,835,000 in bonds, \$300 million of which would go toward the city's pension fund, with the remainder covering bond costs. Over a period of 15 years, the city hopes to fully fund its pension liability, repay the bonds and save \$90 million, according to Troy Clarkson, Brockton's chief financial officer.

To realize savings, Brockton seeks to capitalize on the difference in the interest rates between the money it borrows and the money it invests. The city will have a 2.62% interest rate on its bond payments, Clarkson said, and hopes to get at least a 6.75% rate of return from the \$300 million that the Brockton Retirement Board invests.

"This is part of an overall plan to really set the city up for a more stable financial future," Clarkson said.

Pension obligation bonds have their critics, however. In 2015, a Government Finance Officers Association advisory warned state and local governments against issuing the bonds, citing market volatility, among other risks. The current

# Around the Commonwealth

low interest rates, however, have renewed interest in the bonds.

Brockton has issued pension obligation bonds previously, and has learned from the experience, Clarkson said. It issued such bonds in 2005, a few years before the financial crisis of 2008. Ultimately, the overall investment performed well over the long term, Clarkson said, but the downturn had an impact.

“The most important lesson we learned from that is, you just never know what’s going to happen,” Clarkson said. “So build in those safety valves to prevent that sort of catastrophic impact to the initiative.”

Starting in late 2020, a team of Brockton officials and outside experts, some of whom were involved in the 2005 process, met weekly for almost a year to plan for the bonds and prepare their proposal to the City Council, which approved the

loan order in August.

To protect the pension fund, Clarkson said, Brockton has established a contingency reserve fund, which it didn’t have for the 2005 bond. It plans to pay \$20 million into the fund the first year, and then \$5 million annually until the fund reaches \$40 million. In addition, Brockton’s bond payments will be lower than the pension payments it otherwise would have been making, giving the city a budgetary cushion, he said.

The city settled on borrowing \$300 million, less than its \$350 million unfunded liability, to avoid overborrowing and paying back additional principal and interest, Clarkson said. Instead, he said, Brockton hopes the investments perform well enough to help close the remaining gap. The city expects to fund its liability several years ahead of the 2040 deadline for municipalities to do so.

“We played out dozens of risk scenarios and looked at how much we should borrow, what the impact would be on a change in interest rates, what the volatility of the market might be,” Clarkson said.

Brockton’s bond team also presented its plan to the Executive Office for Administration and Finance, and the city promised to give the state annual updates about its contingency reserve fund, Clarkson said.

In a letter dated Oct. 4, Administration and Finance Secretary Michael Heffernan approved the city’s request to issue the bonds. But he noted, “As you are aware, the use of POBs may increase the potential losses associated with pension fund investments.” He added that municipalities, and not the state, are responsible for any losses associated with the issuance of the bonds or deficient investment returns.

– Jennifer Kavanaugh

*This monthly column features regional and local news briefs related to local government in Massachusetts. To suggest a news item for this column, email [editor@mma.org](mailto:editor@mma.org).*



## Polito supports state, local coordination in COVID recovery

During the Nov. 9 virtual meeting of the Local Government Advisory Commission, Lt. Gov. Karyn Polito provides updates about various grant programs for local governments and stresses the importance of coordination among state and local leaders over the use of federal COVID recovery funds. She urged local officials to “think strategically and smart about how we can double up on our efforts and get to those projects around housing, infrastructure, broadband, that are really critical to the future success of your communities and your downtowns, as well as the future success of our Commonwealth.” Also pictured (clockwise from bottom right) are Matthew Moran, assistant secretary and chief engagement officer at the Executive Office of Technology Services and Security; B. Ellen Holmes, president of the Massachusetts Association of School Committees; and MMA President and Arlington Town Manager Adam Chapdelaine.



## Easton combines voting, vaccines

During its Nov. 8 special Town Meeting, the town of Easton held a clinic to administer vaccine shots to attendees who needed them. By the time the clinic ended, officials said, the town had given about 50 flu shots and 15 COVID-19 booster shots.

# Get MMA.org updates in your mailbox

The MMA's weekly email newsletter provides a digest of all the updates posted each week on [www.mma.org](http://www.mma.org).

The MMA website is a great source for all the latest developments related to local government in Massachusetts.

The email newsletter ensures that subscribers won't miss any website updates, with a summary arriving in their mailbox every Friday morning. The newsletter includes a listing of all the latest news stories, MMA testimony to the Legislature, guidance documents, upcoming member group events and

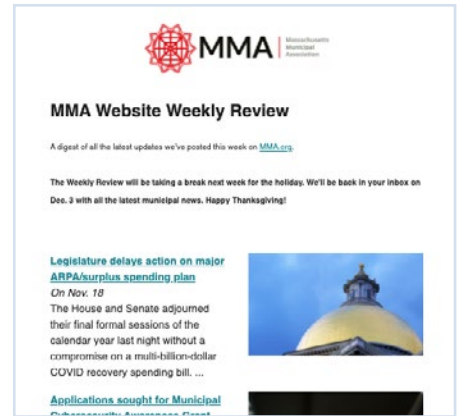
webinars, the newest resources in the website's extensive Resource Library, and additions to the classified ads board.

The email subject line is "MMA Weekly Review."

The MMA also offers a Breaking News email option to provide up-to-the-minute news on major stories.

To sign up for either or both newsletters, use the short and simple form at [www.mma.org/about-mma/newsletter-sign-up](http://www.mma.org/about-mma/newsletter-sign-up).

— Meredith Gabriliska



## MMA's Handbook for Massachusetts Selectmen now available digitally

The MMA's Handbook for Massachusetts Selectmen, a 250-page comprehensive guide to the roles and responsibilities of select board members in Massachusetts, is available to all select board members for free in a digital format.

The 11-chapter searchable PDF covers subject areas such as administrative and regulatory responsibilities; financial management; human resources, personnel and labor relations; and land

use and community development. It covers topics such as complying with the open meeting and ethics laws, making appointments, holding public meetings and hearings, town meeting, Proposition 2½, insurance, tax rates, collective bargaining, legal representation, public safety, public works, and the role of a town manager or administrator.

The handbook is sent by email to all new select board members following town elections.

To order the PDF, send an email to Jessica Obasohan at the MMA at [jobasohan@mma.org](mailto:jobasohan@mma.org).

The handbook is also available as a hard copy, at a cost of \$25 for MMA member communities and \$49 for nonmembers. To order a hard copy of the handbook, visit the [publications page](#) of the MMA website. (There's an additional \$5 charge for postage.)

— MMA Senior Member Services Coordinator Isabelle Nichols

### INNOVATIONS

Continued from page 13

ment. I think that is how we've been able to get where we are."

Slavitt said that one of the motivations for creating a website for the project was "showing that this can be done in hopes that other municipalities can see that it's possible."

"This has no artificial intelligence or machine learning," Slavitt said. "It is just nuts-and-bolts data processing."

For more information, contact Mayor Gary Christenson at [gchristenson@cityofmaiden.org](mailto:gchristenson@cityofmaiden.org).

*This regular column highlights some of the innovative approaches and strategies Massachusetts municipalities are using to deliver services and solve problems. If you know of a Mass Innovation that could be featured in this column, send it to [innovations@mma.org](mailto:innovations@mma.org).*



Andrew Hogeland



Lt. Governor Karyn Polito



Adam Chapdelaine



Julie Jacobson

### Chapter 90 in forefront at LGAC meeting

During the Nov. 9 virtual meeting of the Local Government Advisory Commission, Williamstown Select Board Member Andrew Hogeland (top left) restates municipalities' request to increase the Chapter 90 local road and bridge program to \$300 million annually. He said federal COVID recovery funds should not be seen as a substitute for that program. "A lot of the new federal money is just not going to be available for these local road projects," he said. Also pictured (clockwise from the top right) are Lt. Gov. Karyn Polito, Auburn Town Manager Julie Jacobson, and MMA President and Arlington Town Manager Adam Chapdelaine.

# Massachusetts Municipal Directory available online

By Jennifer Kavanaugh

The 2021-2022 Massachusetts Municipal Directory, a comprehensive resource that helps municipal officials connect with colleagues, is available online as an easy-to-use PDF.

The MMA published the most recent edition on Oct. 13. 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 [log in here to view it](#).

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

The guide includes contact information for local officials and demographic and financial data for each Massachusetts city and town. 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. Others interested in gaining access to the Massachusetts Municipal Directory can [order it online](#).

For more information, contact Directory Editor Jennifer Kavanaugh or Database Administrator Ruby Sadoques at [directory@mma.org](mailto:directory@mma.org).



## MIIA

Continued from page 12

Shield of Massachusetts, meanwhile, have created some innovative and meaningful offerings for the municipal market, such as the Post 65 Retiree program.

Debra Williams, senior vice president, chief sales officer, said the enduring relationship is successful because it has continued to grow and evolve during one of the most challenging periods of health care, while keeping costs down

for members.

“We maintain our quality and affordability by paying attention to what our members need and delivering superior customer service,” Williams said.

Corcoran describes the longtime relationship between MIIA and BCBS as a solid team.

“It’s very stable, but we also work with them strategically,” he said, remembering when the insurer agreed to work with MIIA by consolidating member risk pools to manage costs for munici-

palities. “They’re at the table and have been at the table for a long time, and we resolve issues as good partners should.

“BCBS has always been interested in discussing long-term strategies for working with municipalities,” he said.

Staying on top of insurance trends is more important than ever.

*Anne Carlson is MIIA’s Director of Administration and Financial Controller.*

## WINTER SAFETY

Continued from page 12

a 15-hour shift during a snowstorm, ‘Pull over! Take a rest and re-energize on the side of the road,’” Bastien said. “How can you maintain the roads if your plow is out of service from a fatigue-related accident?”

Winter weather can expose outdoor workers to ailments such as frostbite, hypothermia and cold stress, all of which can be fatal, according to the Occupational Safety and Health Administration. It’s important to pay attention to the temperature and follow these guidelines in order to work safely in extreme temperatures:

- Dress properly. Wear at least three layers of loose-fitting clothing,

insulated gloves and boots — and cover your head.

- Stay dry and pack extra clothes; moisture can increase heat loss from the body.
- Monitor your physical condition and that of your coworkers.
- Know the symptoms of cold stress: reddening skin, tingling, pain, swelling, leg cramps, numbness and blisters.
- Take frequent breaks in warm, dry areas.
- Drink warm liquids.

In addition to road surfaces, employers should clear snow and ice from sidewalks

and distribute salt on walking surfaces as soon as possible after a storm.

According to OSHA’s winter safety tips fact sheet, if walking on snow or ice is unavoidable, workers should be trained to wear footwear that has good traction and insulation, and take short steps and walk at a slower pace in order to be able to react quickly to changes in traction.

*Kathy Geller Myers is a freelance writer.*

# MMA and Suffolk have robust program lineup in 2022

By Katie McCue

The MMA and Suffolk University will hold five programs in 2022, as well as the second year of the MMA-Suffolk Municipal Fellowship Program.

## Certificate program

In September 2022, the MMA and Suffolk University will launch the 19th and 20th Certificate in Local Government Leadership and Management programs.

The graduate-level academic program provides a solid grounding in municipal management, and covers topics such as human resources management, budgeting and financial management, and strategic leadership.

The program is held over the course of 25 Fridays from September through May. The MMA expects to be back in-person in September 2022.

The program application will launch on the [MMA website](#) on Feb. 1, and the deadline to apply is April 30.

Zoom information sessions will be held on March 9 at 10 a.m. and March 16 at 2 p.m. (Both will cover the same information.)

## Municipal Finance Management

The MMA and Suffolk University are offering three Municipal Finance Management Seminar programs in 2022.

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, and costing out



Twenty-two people graduated from the fall MMA-Suffolk Municipal Finance Management Seminar on Nov. 19. More than 150 people have graduated from the six finance management seminars held to date.

contracts.

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

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

seminar has closed. The application deadline for the spring seminar is Jan. 15.

## Municipal Fellowship

The MMA is partnering with Suffolk University for the second year of the Municipal Fellowship program, designed to offer exceptional municipal managers the opportunity to receive a scholarship of up to \$28,000 toward a master's degree in public administration at Suffolk University.

Candidates will partner with their community to continue their employment while completing their academic studies.

The fellowship application will be available on the [MMA website](#) on Feb. 1.

A Zoom information session will be held on Feb. 10 at 3 p.m.

For more information on any of the MMA-Suffolk programs, visit [mma.org/suffolk](http://mma.org/suffolk) or contact Katie McCue at 617-426-7272, ext. 111, or [kmcue@mma.org](mailto:kmcue@mma.org).



## MMMA discusses leadership at fall conference

Ron Holifield, CEO of Strategic Government Resources, speaks during the Massachusetts Municipal Management Association's Fall Conference, held on Nov. 18 and Nov. 19 in Chatham. On the first day of the conference, Holifield led a full-day seminar on "servant leadership" and the process of improving an organization's culture.

## DIRECTOR'S REPORT

Continued from page 2

and coordinated to make Massachusetts the national leader in vaccination rates for all age levels. Boosters are now being delivered to all adults.

Millions of people have perished across the globe and here at home, including 19,000 in Massachusetts alone. The scars of COVID-19 will be with us for generations, and we will always remember and treasure those whom we have lost.

At the same time, it is appropriate to recognize and applaud the efforts of public leaders at every level of government. You and your colleagues have saved countless lives, and the energy and effort you have given to this task has been simply extraordinary. Without municipal, state and national leadership and mobilization, millions more Americans would have lost their lives, and the added agony would be incalculable.

Communities have endured and even thrived during the deepest public health crisis of the past 100 years because of two remarkable traits that are on display in every one of our 351 cities and towns: **perseverance** and **resilience**.

**Perseverance** is the quality that allows someone to continue trying to do something even though it is difficult, especially if the outcome or timeline is uncertain.

## CLIMATE

Continued from page 8

said. "This survey report is a critical step toward that goal."

Support for the survey was provided by SES through the use of its center seed grant funds from UMass Amherst. The report, which builds upon important work to engage with regional coastal resilience leaders, was prepared by researchers at the University of Massachusetts' Amherst, Boston, Dartmouth and Lowell campuses with the support of the MMA.

The MMA facilitated the organization of focus groups during the survey's design and helped disseminate the survey online to leaders in all of Massachusetts' 351 municipalities. Nearly one-third of these leaders provided responses. ●

**Resilience** is the ability to become strong, healthy or successful again after something bad happens. It is the ability to absorb, adjust and rebound from hard times.

There are no better words to explain how local government officials have led the way for their residents during the past 20 months.

And still, the more things change, the more they stay the same.

Over the Thanksgiving break many families (including my own) were able to gather safely to celebrate the holiday for the first time since 2019, a hopeful moment across the nation. Yet hours later a "more they stay the same" reminder emerged in the form of the Omicron variant. Every news outlet responded in disproportionate fashion, stoking the fires of uncertainty and worry. The first few pages of the pandemic's Omicron chapter provide solid evidence that while things have changed so much over the past 20 months, the underlying story has mostly remained the same.

Over the next several weeks the key questions will be answered. Is Omicron more transmissible than Delta? Will this variant

create higher or lower illness severity? Will our vaccines provide adequate protection?

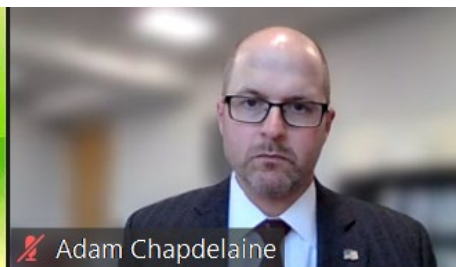
In the meantime, city and town leaders will continue to monitor community transmission rates, oversee health and safety protocols in schools and municipal buildings, work with stakeholders to plan for the worst and hope for the best, and — most importantly of all, according to all public health experts — strive to deliver vaccines and boosters to every eligible resident.

There is no doubt that municipal leaders are up for this latest challenge. Your perseverance and resilience will carry our communities, state and nation forward.

In a more recent turn on Alphonse Karr's quotation, Bon Jovi released "The more things change," as a new song on its 2010 Greatest Hits compilation album. The lyrics seem written for this precise moment in the pandemic (look for the subliminal vaccine message): "Even though this world is reeling, you're still you and I'm still me. I didn't mean to cause a scene, but I guess it's time to roll up our sleeves. The more things change, the more they stay the same." ●



Asst. Secretary Moran



Adam Chapdelaine



Lt. Governor Karyn Polito



B. Ellen Holmes - MASC

## Municipal cybersecurity resources discussed

Matthew Moran (top left), assistant secretary and chief engagement officer at the Executive Office of Technology Services and Security, gives an update on cybersecurity resources during the Nov. 9 virtual meeting of the Local Government Advisory Commission. Among other topics, he discussed the [Cybersecurity Health Check Program](#), which is free for local governments, and the [Municipal Cybersecurity Awareness Training Grant Program](#), for which the state is accepting applications through Dec. 17. Also pictured (clockwise from top right) are MMA President and Arlington Town Manager Adam Chapdelaine; B. Ellen Holmes, president of the Massachusetts Association of School Committees; and Lt. Gov. Karyn Polito.

# People



Charlie Seelig

After serving more than a quarter century in Halifax, **Charlie Seelig** became the new town administrator in East Bridgewater on Nov. 22.

Seelig had served in Halifax since January 1996, first as the executive administrator and then as the town administrator when his title changed in 2003. Previously, he had been the assistant town administrator in Weston, Connecticut, from 1991 to 1995, and the administrative assistant in Rowley from 1987 to 1991. From 1984 to 1987, he served as one of the Circuit Riders who provided municipal administrative services to rural communities during that period, working in Brimfield and Holland. He has a bachelor's degree in political science and a master's degree in public administration, both from Columbia University.

In East Bridgewater, Seelig replaces **Brian Noble**, who left the position in March. In June, Noble became the interim town administrator in Plainville.



Michael Lapinski

**Michael Lapinski** became Warren's first town administrator on Oct. 25.

Lapinski had served briefly as an assistant town administrator in Deerfield in 2019, and as assistant manager and

then manager of Upper Gwynedd Township in Pennsylvania from 2013 to 2018. He had also spent a dozen years in Princeton, New Jersey, serving first as a project manager and then later as a community development administrator. He has a master's degree in public administration from Villanova University and a bachelor's degree in criminology from Stonehill College.

**Michael Herman** joined the Orleans Select Board after winning a special election on Nov. 2. He filled the seat left vacant by **Cecil Newcomb's** resignation in June, and will serve until the term ends next spring.



Rebecca Townsend

Longmeadow Town Moderator **Rebecca Townsend** was elected president of the Massachusetts Moderators Association for 2021-22 during the group's annual meeting on Oct. 29.

Townsend is the first woman to serve as Longmeadow's town moderator, a role she has held since 2015. Before becoming moderator, she had served on the town's Community Preservation Committee, Bylaws Committee, Housing Authority and Charter Commission. In the moderators association, she chaired a special committee in May 2020 to develop a blueprint for holding town meetings safely during the pandemic. She is also an associate professor of communication at the University of Hartford.



Kent Healy

West Tisbury Select Board Member **Kent Healy** died on Oct. 31 at age 89.

Healy was first elected to the Select Board in 2017, and was re-elected in 2020. A civil engineer by profession, he lent his engineering skills and expertise to many town projects over the years, measured and documented water levels at a local pond and brook, and served as "Keeper of the Dam" at the town's Mill Pond for \$1 a year.



Francis McCauley

Former Quincy Mayor **Francis McCauley** died on Nov. 3, on the 40th anniversary of his first mayoral election win, at age 91. He spent 32 years in elected office in Quincy over a five-decade period and was the only person in the city's history to be elected to four different positions.

Born in Quincy, McCauley served in the U.S. Navy and then paid his way through school as a clam digger before going into banking and eventually becoming a bank president. He was first elected as a Ward 1 councillor in 1963, and served two terms. In the 1970s, he served on the School Committee before returning to the City Council, where he served two terms as a councillor at large.

McCauley was elected mayor in 1981 and led the city for eight years. He received the U.S. Conference of Mayors' Financial Leadership Award, and was later chosen to lead the conference's delegation on a 10-day trip to Taiwan.

Following his years as mayor, McCauley served a six-year term as executive director of the State Retirement Board under State Treasurer Joseph Malone. In 1996, he returned to the Quincy School Committee, and in 1997, he was re-elected to the City Council. He served as a councillor at-large until January 2006, and ended his political career as the council president.

After leaving politics, McCauley participated in local civic organizations and wrote a newspaper column on Quincy history. In 2019, he published an autobiography, "Frank: From Bootlegger to Bank President and Beyond." In April 2020, McCauley and his wife, Sandra, both contracted COVID-19. His wife died from the illness, but McCauley survived and then went on to survive a second bout of COVID before his death last month.



# People



Joseph Amaral

**Joseph Amaral**, a former Taunton mayor and lifelong city resident, died on Nov. 10 at age 88 after a long illness.

A U.S. Army veteran, he worked for almost two decades as a production control

supervisor at Texas Instruments Instruments in Attleboro. From 1976 to 1977, he served as chief administrative assistant to Taunton Mayor Benjamin Friedman and was elected mayor himself in 1977.

One of Amaral's first tasks was leading the city through the historic Blizzard of '78 in February of that year. During his four years as mayor, Amaral was known for his efforts to improve city finances and revitalize the downtown, among

other accomplishments.

After leaving office, Amaral became assistant to the president of Space Metal Buildings before his 1983 appointment as Bristol County Register of Deeds, a position to which he was re-elected for three additional terms. He served as president of the Massachusetts Register of Deeds Association, and dedicated time to numerous nonprofits and civic organizations.

In 2001, the City Council voted to name a city administrative building, which now houses the police department, after Amaral.



Leon Gaumond

Gaumond, who has worked in Weston since 2018, said he has attended nearly every Annual Meeting during his two decades of service in municipal government. "It is a great way to meet our colleagues and learn new things to

help our communities move forward," he said.

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*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](mailto:jkavanaugh@mma.org).*

## New councillors elected across Mass. on Nov. 2

The following are new city and town councillors elected on Nov. 2. This listing is meant to highlight first-time councillors, but it's possible that some are returning to their council after an absence.

- Agawam: Anthony Russo
- Amesbury: Roger Deschenes, Peter Frey, Jonathan Hickok
- Amherst: Ana Devlin Gauthier, Anika Lopes, Michele Miller, Pamela Rooney, Jennifer Taub, Elisha Walker
- Attleboro: Michael Angelo, Kelly Bennett
- Barnstable: Jeffrey Mendes
- Beverly: Hannah Bowen, Steven Crowley, Brendan Sweeney
- Boston: Tania Fernandes Anderson, Kendra Hicks, Ruthzee Louijeune, Erin Murphy, Brian Worrell
- Braintree: Elizabeth Maglio, Joseph Reynolds
- Brockton: David Teixeira
- Cambridge: Burhan Azeem, Paul Toner
- Chelsea: Norieliz DeJesus, Tanairi Garcia
- Chicopee: Delmarina Lopez, Mary-Elizabeth Pniak-Costello
- Easthampton: Koni Fay Denham, Brad Riley
- Everett: Irene Cardillo, Richard Dellisola Jr., Alfred Lattanzi, Vivian Nguyen, Stephanie

- Smith
- Fall River: Andrew Raposo
- Fitchburg: Sally Cragin, Derrick Cruz
- Framingham: Noval Alexander, Leora Mallach
- Franklin: Patrick Sheridan, Theodore Cormier-Leger
- Gardner: Dana Heath
- Gloucester: Tracy O'Neil
- Greenfield: Marianne Bullock, Jasper Lapienski, Derek Helie, Michael Terounzo
- Haverhill: Melissa Lewandowski, Catherine Rogers, Shaun Toohey
- Holyoke: Kocayne Givner, Kevin Jourdain, Tessa Murphy-Romboletti, Will Puello, Israel Rivera, Jenny Rivera, Jose Maldonado Velez
- Lawrence: Gregory Delrosario, Stephany Infante
- Leominster: William Brady, Todd Michael Deacon
- Lowell: Corey Robinson, Kim Scott, Paul-Ratha Yem
- Lynn: Coco Alinsug
- Malden: Karen Colon Hayes, Carey McDonald
- Marlborough: Teona Brown
- Medford: Kit Collins, Justin Tseng
- Medford: Kit Collins, Justin Tseng
- Melrose: Manjula Karamcheti, John Obremski, Ryan Williams
- New Bedford: Shane Burgo, Ryan Pereira
- Newburyport: Ed Cameron, Jennie Donahue,

- Connie Preston, Mark Wright
- North Adams: Jennifer Barbeau, Michael Obasohan, Ashley Shade
- Northampton: Marissa Elkins, Jamila Gore, Stanley Moulton, Garrick Perry
- Peabody: Julie Daigle, Stephanie Peach
- Pittsfield: James Conant, Karen Kalinowsky, Charles Kronick
- Revere: Anthony Cogliandro, Marc Silvestri
- Salem: Jeffrey Cohen, Leveille McClain, Alice Rose Merkl, Caroline Watson-Felt, Andrew Varela
- Springfield: Zaida Govan, Maria Perez
- Taunton: Kelly Dooner, Larry Quintal
- Waltham: Paul Katz, Colleen Bradley MacArthur
- Watertown: John Airasian, Nicole Gardner, Emily Izzo
- West Springfield: Michael LaFlamme, Jaime Smith
- Weymouth: John Abbott, Lisa Belmarsh, Gary MacDougall
- Winthrop: Joseph Aiello, Hannah Belcher, Richard Fucillo
- Woburn: Lou DiMambro, Charles Viola
- Worcester: Etel Haxhiaj, Thu Nguyen ●

# Classified Advertisements

## EMPLOYMENT OPPORTUNITIES

### Highway Superintendent Town of Westford

The town of Westford Department of Public Works is seeking applicants for the position of Highway Superintendent. Under the direction of the Director of Public Works, the Highway Superintendent is responsible for the management and operation of the town's Highway Department and related functions, including public way infrastructure and right-of-way maintenance and repair, snow and ice operations, drainage, and public shade trees; all other related work as required. Thorough knowledge of public works operations, construction practices and techniques, construction safety policies and regulations, and snow and ice removal practices required. Must have the ability to plan, assign, and supervise work. Must be available to respond to emergencies at all times. Applicants must have a bachelor's degree in a related field, eight to 10 years of experience in road construction and maintenance and public works, and three to five years of significant management/supervisory experience or any equivalent combination of education, training, and experience that may be acceptable at the discretion of the Director of Public Works. Must possess a valid Hydraulics License and Commercial Driver's License or be able to obtain each within six months of hire. Salary commensurate with experience. The town of Westford is an EEO/AA Employer. For a full position description please visit [www.westfordma.gov](http://www.westfordma.gov). 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.

### Contact Tracer – Temporary Position Town of Westford

The town of Westford's Health Department is seeking a qualified candidate for the temporary position of Contract Tracer. This is a remote position offering up to 10-15 hour per week to assist and support the town's response to the COVID-19 pandemic. Responsibilities include contacting positive COVID-19 residents, and their close contacts, to provide guidance with quarantine and isolation requirements. Seeking candidates with public health and/or social work experience. Will also consider college students pursuing a degree in public health, social work, or related field. Must have excellent organizational skills, customer service, and communication skills. Must be proficient in Microsoft Office, including Excel. The position will be trained for the state epidemiologic network system, MAVEN. Rate of pay is \$25/hour. Position will remain open until filled. Please submit resume and cover letter to HR@westfordma.gov or send to: Westford Town Hall, Pam Hicks, Director of Human Resources, 55 Main St., Westford, MA 01886. For a full position description please visit [www.westfordma.gov](http://www.westfordma.gov). EEO/AA Employer

### Custodian Tewksbury Public Schools

Custodians provide students and staff with a safe, comfortable, clean and efficient environment. Use proper PPE (personal protective equipment) and ensure that any and all duties are performed with caution and safety. Use assigned power equipment

and hand tools; buffers, scrubbers, extractors, kai vacs and pressure washers, vacuums, brooms, mops and squeegees for the cleaning and general maintenance of floors, walls, carpets, furniture etc. Clean, maintain, and disinfect: floors, corridors, bathrooms and fixtures, drinking fountains, and all glass surfaces. Empty trash and recycle receptacles. Constant light to moderate physical effort required in performing functions. Must be able to climb ladders. [www.tewksbury.k12.ma.us/departments-programs/human-resources](http://www.tewksbury.k12.ma.us/departments-programs/human-resources).

### Sustainability Program Manager Town of Ashland

The town of Ashland seeks a full-time (40 hours) Sustainability Program Manager who manages, coordinates, facilitates, and advises the development, implementation, monitoring, and improvement of local government policies, programs, and initiatives that promote local environmental, energy, economic, and social sustainability. Position requires a bachelor's degree in an environmentally-related discipline, and three years' experience developing, maintaining, and/or managing sustainability-based initiatives, processes, or programs. Preference for candidates with knowledge of urban sustainability, climate change, principles of energy and environmental management, social behavior change, and economic development. Effective communication and the ability to work independently and collaboratively is required. Salary is \$55,000-\$65,000 annually. Apply online: [www.ashlandmass.com/597/Employment-Opportunities](http://www.ashlandmass.com/597/Employment-Opportunities).

### Director of Human Resources and Administration City of Chelsea

Under the general direction of the City Manager and Deputy City Manager, the Director of Human Resources and Administration will oversee the successful operation of the city's Human Resources Department. The HR Director will plan, lead, direct and administer city policies. The HR Director

will oversee HR department staff, ensure legal compliance with state, federal and local policies. Provide orientation, oversee and ensure obligations in collective bargaining and provide union contract administration. Oversee and manage the self-insured worker's compensation and provide guidance and medical cost administration in the Police and Fire obligations to employees. Minimum five years HR experience. [www.chelseama.gov/human-resources/blog/director-human-resources-and-administration](http://www.chelseama.gov/human-resources/blog/director-human-resources-and-administration). EEO

### Pumping Station Electrical Technician Town of Raynham

The Raynham Sewer Department is seeking applicants for the position of Pumping Station Electrical Technician. The successful candidate will test and maintain electrical wiring, generators, motor control centers and electronics, as well as perform daily checks of assigned pumping stations plus operation and maintenance tasks. Minimum qualifications include a MA Class B Journeyman Electrician license, OSHA 10 Hour Construction Safety Certification and a MA driver's license. Hourly rate is \$35.33 plus other incentives. A full job posting can be found at [www.town.raynham.ma.us/human-resources/news/job-posting-pumping-station-electrical-technician](http://www.town.raynham.ma.us/human-resources/news/job-posting-pumping-station-electrical-technician). Applications can be sent to HumanResources@town.raynham.ma.us. The town of Raynham is an Equal Opportunity Employer.

### Project Manager Town of Dover

The town of Dover seeks a Project Manager. This new role is responsible for assisting in modernizing the town's service delivery. As a strategic problem solver, the Project Manager will identify opportunities for improving municipal operations through communications, technology or data management and will implement efficient and cost effective solutions. This role also supports day-to-day IT operations of the

■ CLASSIFIEDS continued on 27

## Classified advertising rates and information

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

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

### Classified advertising rates

Classified ad rates include publication in The

Beacon and on [www.mma.org](http://www.mma.org), though a discount is available for those who request placement of an ad only in The Beacon or on the website.

### Member rates

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

### Nonmember rates

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

### Beacon deadlines and publication dates

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

### January Beacon

Deadline: December 28  
Publication: January 5

### February Beacon

Deadline: January 25  
Publication: February 1

### Placing an ad

You may use our convenient online form at [www.mma.org/municipal-marketplace/add-listing/](http://www.mma.org/municipal-marketplace/add-listing/).

For more information, call Jessica Obasohan at the MMA at 617-426-7272.

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

See [www.mma.org](http://www.mma.org) for details.

# Classified Advertisements

## CLASSIFIEDS

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town and provides support to the Municipal Project Manager. BA 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. This position is 35-hours a week, Grade 6, with a range of \$53,133-\$56,095. Go to the website ([www.doverma.gov/Jobs.aspx](http://www.doverma.gov/Jobs.aspx)) for town of Dover employment applications and a full job description. Submit a completed employment application, cover letter, and resume electronically to Assistant Town Administrator Kate O'Brien [kobrien@doverma.gov](mailto:kobrien@doverma.gov). Deadline: Open until filled.

### Interim Town Administrator Town of Carver

The town of Carver is seeking to immediately hire an experienced full-time Interim Town Administrator while a search for a permanent Town Administrator is being done. The Interim Town Administrator should be a team builder who is approachable and highly collaborative. Carver has a five-member Select Board, a FY22 budget of approximately \$44M and an AA bond rating. Successful candidates will have a master's degree in public or business administration and a minimum of five years as a Town Administrator/Town Manager. For a complete job description, please see Chapter 3 of the town of Carver Bylaws: [www.carverma.gov/sites/g/files/vyhlif4221/f/uploads/town\\_by-laws\\_2019\\_0.pdf](http://www.carverma.gov/sites/g/files/vyhlif4221/f/uploads/town_by-laws_2019_0.pdf). To apply, submit a cover letter and resume to: [Elaine.weston@carverma.org](mailto:Elaine.weston@carverma.org) or mail to: Human Resources, 108 Main St., Carver, MA 02330, no later than Monday, Dec. 13. To learn more about Carver and the community, please refer to the link on our website: [www.carverma.gov/discover-carver](http://www.carverma.gov/discover-carver).

### Housing and Community Development Grant Manager City of Chelsea

The Department is seeking a Housing & Community Development Grant Manager to oversee critical grant and financial management functions, while providing administrative, fiscal, and budgetary assistance to the Director of Housing & Community Development. As assigned, oversees and manages all aspects of key federal and state grants, including, but not limited to, the Community Development Block Grant Program. Oversees budget preparation and monitoring, financial transactions, compliance monitoring, and program management. Assists in the development, coordination, and implementation of various grant programs and the Department's capital improvement programs. BS/BA degree preferred. Four years of similar work experience, one year of administrative experience considered. <https://www.chelseama.gov/human-resources/blog/housing-community-grant-manager>. EEO

### Commissioner of Public Works City of Brockton

The city of Brockton (pop. 106,000; FY22 budget: \$493.8M) seeks qualified applicants for the position of Commissioner of Public Works (\$61M budget; 106 personnel). The Commissioner leads and manages all operations and personnel in the DPW, including the divisions of Administration, Operations, Engineering, Refuse, Water, and Sewer.

The Commissioner is responsible for preparation and management of the department's annual operating and capital budgets. Brockton seeks an experienced, innovative, and dynamic professional excited by the opportunity to work collaboratively on major projects. This leadership position requires excellent management and communication skills as well as a strong understanding of project management. Applicants should be a graduate of an accredited four-year college or university with a specialization in engineering, construction management, or a related field, is a plus. More than 10 years of responsible related work experience, with at least five years in a management or supervisory capacity is required, with 10-plus years of progressively responsible public works operational experience including five-plus years of public works management experience preferred. A Professional Engineer License is preferred. A detailed position statement can be located at [www.communityparadigm.com](http://www.communityparadigm.com). Starting Salary: \$115,315, commensurate with qualifications, with six annual step increases up to \$145,447. Brockton is an EOE/ADA/AA employer. The City Council is planning to review the salary schedule in early calendar year 2022 which may result in an increase in starting salary. Residency is required within the first year of employment unless waived by the City Council. For additional information related to the position, the city and the application process, contact Ray Santilli, Senior Associate, Community Paradigm Associates at [RSantilli@communityparadigm.com](mailto:RSantilli@communityparadigm.com). Resumes and cover letters, in confidence, via email in a single PDF, to: [apply@communityparadigm.com](mailto:apply@communityparadigm.com). Subject: Brockton DPW. Position is open until filled. For a guaranteed review of application materials, apply by Dec. 14 at 3 p.m. EST.

### Highway Superintendent Town of East Brookfield

The town of East Brookfield is seeking a qualified individual to manage the Highway Department, as well as to oversee the maintenance of town properties. Please reach out to the Board of Selectmen for a description of the role and qualifications at [ebbos300@eastbrookfieldma.us](mailto:ebbos300@eastbrookfieldma.us). Inquiries of interest must be received by Dec. 20 at 12 p.m. The town of East Brookfield is an Equal Opportunity Employer.

### Assistant Building Commissioner City of Marlborough

The city of Marlborough's Building Department is seeking to fill the full-time position of Assistant Building Commissioner (40 hours/week). Under the direction of the Building Commissioner, assists with the day-to-day activities of the department. This position assumes all the responsibilities of a "Local Inspector." Hiring Rate: \$2,928.53-\$2,987.10/bi-wkly., Step Rate: \$2,928.53-\$3,298.00/bi-wkly. To see the full job description: [Assistant Building Commissioner](#). Interested candidates should forward a cover letter and resume to: [hrjobs@marlborough-ma.gov](mailto:hrjobs@marlborough-ma.gov). AA/EOE

### Engineer/Administrator Westborough Treatment Plant Board

The Westborough Treatment Plant Board is seeking applications from qualified individuals for the part-time position of Engineer/Administrator. The Engineer/Administrator will report directly to the Westborough Treatment Plant Board and perform advanced professional administrative

activities in support of the wastewater treatment plant. Applicant shall possess a bachelor's degree in engineering and have experience in sanitary engineering practice. Requires PE license in sanitary field. MCPCPO is preferred. Strong computer skills are required. Position range is up to \$29,664, DOQ. Interested persons should submit a cover letter and resume to Jack Goodhall, Engineer/Administrator, Westborough Treatment Plant Board, 238 Turnpike Road, Westborough, MA 01581, or [jgoodhall@town.westborough.ma.us](mailto:jgoodhall@town.westborough.ma.us). Review of applications shall begin Nov. 17 and the position shall remain open until filled. EOE/AA.

### Assistant Treasurer Town of Holbrook

Summary: Responsible for assisting the Town Treasurer/Collector treasury activities with the financial transactions, policies and procedures that fulfill the town of Holbrook's goals and requirements. Qualifications and Experience: Associate's degree in business or finance is required and a bachelor's degree in business or finance is preferred; two years of experience in finance, accounting, municipal cash management, extensive auditing and reconciliation; preferably in a municipal setting; or equivalent combination of education and experience. Must have knowledge of state & local laws applicable to the duties and responsibilities of the Treasurer's office. To apply: Send cover letters and resumes to [ghanley@holbrookmassachusetts.us](mailto:ghanley@holbrookmassachusetts.us).

### Treasurer/Collector Town of Marshfield

The town of Marshfield seeks a highly motivated individual to join its finance team as Treasurer/Collector. The successful candidate must have a broad knowledge of municipal finance. Primary responsibilities include the collection of taxes and receivables; assisting with town budget, payroll administration; receipt, custody, disbursement, and borrowing of funds; tax title administration; management and oversight of capital plan funds in accordance with state and federal law. The Treasurer/Collector manages a staff of six individuals and serves as a member of the town's Financial Management Team. Strong interpersonal and communication skills are necessary. Qualifications for this position include a bachelor's degree in business administration, accounting, finance, or a related field; seven to ten years prior work experience preferably in a municipal government office; or an equivalent combination of education and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job, experience with ARPA and CARES act preferred. Certification by the Massachusetts Collectors and Treasurers Association preferred, must obtain certification upon hire, terms to be negotiated based on requirements. Must be able to be bonded. Please see the full job description at [www.marshfield-ma.gov](http://www.marshfield-ma.gov). The position is a full-time, 40 hours per week benefited position. The salary range for this position is \$120,000-\$140,000 DOQ. Interested applicants should send a resume and cover letter to: Town Administrator's Office, 870 Moraine St., Marshfield, MA 02050. The town of Marshfield is an Equal Opportunity Employer.

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# Classified Advertisements

## CLASSIFIEDS

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### Board of Health Agent

#### Town of Freetown

The Board of Selectmen seek qualified candidates for a full time Board of Health Agent. The Agent is responsible for developing new regulations in compliance with federal, state and local laws and regulations, to carry out all necessary inspections, issue permits, Certificates of Compliance, etc. BS degree in public health, engineering or environmental science, minimum of three years' experience as Health Agent and/or five years' experience in field of public health or environmental sanitation preferred. Benefits: vacation, sick leave, health and life insurance. Apply at [www.freetownma.gov](http://www.freetownma.gov) or send resume and cover letter to [lsouza@freetownma.gov](mailto:lsouza@freetownma.gov). First review of applications begins Nov. 16.

### Town Planner

#### Town of Lakeville

Full-time Town Planner position for the town of Lakeville. Full job description is available at [www.lakevillema.org/human-resources/pages/job-openings](http://www.lakevillema.org/human-resources/pages/job-openings). All interested parties should apply in writing to Kimberly DeGrazia, Human Resources Administrative Assistant, 346 Bedford St., Lakeville, MA 02347 or [kdegrazia@lakevillema.org](mailto:kdegrazia@lakevillema.org) with application attached. Hours: 40 hour work week Monday through Friday to be determined by the Town Administrator and Planning Board. It is expected the Town Planner will attend night meetings for the Planning Board and possibly other Board or Commission meetings as well. Wages: \$80,000 +/- annually, Non-union position. Salary will be commensurate with experience. Qualifications: Bachelor's degree in planning or a related field required, along with three to five years relevant experience. A master's degree may substitute for up to two years' experience. AICP certification preferred. Posting Closing: Open until filled. The town of Lakeville provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, pregnancy or pregnancy-related conditions, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal and state laws. Applicants with disabilities needing reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact Kimberly DeGrazia, Human Resources Administrative Assistant, [kdegrazia@lakevillema.org](mailto:kdegrazia@lakevillema.org), 508-946-8828.

### Mechanic/Truck Driver

#### Town of Newbury

The town of Newbury seeks qualified candidates for the full-time position of Mechanic/Truck Driver/Equipment Operator. The position is responsible for timely maintenance and repairs of all DPW vehicles and equipment and operates various town vehicles and equipment including heavy and light trucks, backhoes, tractors, snowplows, lawn care equipment, etc. Applicants should possess a valid Massachusetts CDL Class B Driver's License and Hoist Engineer's License 2B or higher and appropriate endorsements. Hourly rate starting at \$28.79 per hour. Send resume to: Town of Newbury, Town Administrator, 12 Kent

Way, Byfield, MA 01922. AA/EOE

### Manager of the Community Development Unit

#### Mass. Department of Housing and Community Development

The Manager of the Community Development Unit (CDU) has operational and supervisory responsibility for the federal Community Development Block Grant (CDBG) program including the Community Development Fund (CDF), Mini-Entitlement Program, and the Massachusetts Downtown Initiative (MDI). In addition, the Manager of the CDU is responsible for the administration of the \$75M CDBG-CV program funded through the CARES Act, which funded a variety of programs and grantees related to COVID-19. The Manager of the CDU will be responsible for the development and oversight of a new HUD program, the Recovery Housing Program which will make funds available to assist those in recovery from a substance use disorder to have stable housing for up to two years. The incumbent will be responsible for overseeing technical assistance, and overall service delivery by program staff for approximately 60 to 75 annual municipal grant recipients and their administering agencies in order to maximize successful grant administration at the local level. The incumbent will have operational and supervisory responsibility for the Community Investment Tax Credit (CITC) program, the Liabilities to Assets (LTA) pilot program funded with state capital funds, and the state's Gateways Housing Rehabilitation program. For more details and to apply online, navigate to [massanf.taleo.net/careersection/ex/jobdetail.ftl?job=2100091B](http://massanf.taleo.net/careersection/ex/jobdetail.ftl?job=2100091B).

### Principal Planner

#### Lakes Region Planning Commission, New Hampshire

Make a career move that will improve your life. Live, work, and play in our outdoor-rich region located in the heart of New Hampshire. The Lakes Region includes 29 towns and two small iconic New England cities. The region is filled with New Hampshire's greatest lakes and ponds as well as vast conservation areas including the 36,000-acre Sandwich Wilderness Range. All of this with interstate access and a great flexible office location in Meredith with a view of Lake Winnepesaukee. Send your cover letter and resume in confidence to Executive Director Jeffrey Hayes [jhayes@lakesrpc.org](mailto:jhayes@lakesrpc.org).

### Head Golf Professional

#### City of Quincy

The city of Quincy is seeking to hire a full-time Head Golf Professional (Golf Pro) for the Furnace Brook Golf Course. The job is available on Jan. 1, 2022. This is a forty-hour a week, appointed salary position and is expected that the hours could include weekends. The Golf Pro oversees the golf operations of the course including the daily tee sheets, golf leagues, cart rentals, tournament/golf outing logistics, rules clarifications, maintaining handicap reports and other golf-related activities. The Golf Pro will assist with the operations of the Pro Shop. The Golf Pro will be available as his/her schedule provides to teach lessons at the course facilities. The Golf Pro is expected to assist the city in marketing the course to increase revenue at the course. The Golf Pro will oversee part-time staff involved with golf operations including any temporary help associated with golf operations. The Golf Pro will work with the Recreation Division to assist with golf camps. Requirements include minimum five-

years' experience managing a golf course; experience with conducting golf lessons; experience managing staff; and an active Professional Golfers Association membership (preferred). Must be willing to work flexible hours during golf season. Position reports to the Commissioner of Natural Resources. Starting base salary is \$55,000 with an opportunity to earn additional income. The city of Quincy offers a rich benefit package including generous contributions to health, dental and life insurance plans. Other benefits include vision, flex spending and disability plans. Please send your resume to Patricia McGowan, Director of Human Resources, at [pmcgowan@quincyma.gov](mailto:pmcgowan@quincyma.gov).

## 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](http://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](mailto:energy@mma.org).

### Tax Collection, Tax Foreclosure Services and Tax Valuation Appeals

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

### Public Management Consultants

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

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# Classified Advertisements

## CLASSIFIEDS

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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](mailto:contactus@melansoncpas.com)

### Executive Recruiting, Management and Governance Consulting Services

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

### Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

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

### GIS Consulting Services

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

### Town Counsel/Legal Services

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

### Organizational Development and Conflict Resolution

The Mediation Group is New England's one-stop shopping for conflict resolution and organizational development. With 30-plus years of experience, our multi-disciplinary team provides individuals and organizations with support to move forward constructively and improve functionality. Our services include: facilitation, mediation, training and coaching, leadership development, cultural competency, independent workplace investigations, stakeholder assessments, public engagement and process design. For more information, visit [www.themediationgroup.org](http://www.themediationgroup.org), email [info@themediationgroup.org](mailto: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](mailto:contact@miyares-harrington.com) or 617-489-1600.

### Tax Title Legal Services

KP | Law has been providing a full range of legal services to municipal treasurers and collectors for more than 30 years. Our experienced tax title attorneys draft collection letters and payment agreements; prepare all instruments relative to tax takings and tax sales; draft pleadings for Land Court foreclosures; and provide full representation of municipalities in Land Court actions. We also provide assistance with disposition or reuse of tax parcels. The breadth of our experience, volume, use of experienced paralegals, state-of-the-art computer and informational services, and close proximity to the Land Court enables us to provide prompt, cost-effective services. For additional information, please visit [www.k-plaw.com](http://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](mailto: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](mailto:sales@vadarsystems.com). Learn more at [www.VADARsystems.com](http://www.VADARsystems.com). Locally owned and operated at 20 Main St., Suite G1, Acton, MA 01701.

### Labor Counsel Services/Municipal Human Resources Specialists

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

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# Classified Advertisements

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](mailto:eric@erickinsherfcpa.com) or at 508-833-8508. Learn more at [www.erickinsherfcpa.com](http://www.erickinsherfcpa.com).

## Human Resources Consulting

Human Resources Services Inc. provides a full range of human resource management consulting services to Massachusetts' local governments and other public agencies. Specialization includes compensation/classification, performance appraisal, job analysis and evaluation, job descriptions, salary/benefits and total compensation surveys and analytics, personnel

policies/handbooks, staffing and organizational management studies, HR audits and assessments, HR training services, recruitment and selection services, web-based HR services, and special projects. Please contact Sandy Stapczynski, President, Human Resources Services Inc., 9 Bartlet St., Suite 186, Andover, MA 01810; 978-474-0200; [hrcsconsulting@comcast.net](mailto:hrcsconsulting@comcast.net); or visit [www.hrcsconsultinginc.com](http://www.hrcsconsultinginc.com). WBE certified.

## Executive Recruitment and Municipal Management

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

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

## ANNUAL MEETING

*Continued from page 3*

- Opening keynote [Eric Termuende](#), a globally recognized speaker, author and podcaster on the future of work
- Former Gov. [Jane Swift](#) at the Women Elected Municipal Officials Leadership Luncheon
- Closing session speaker [Clarence Anthony](#), executive director of the National League of Cities and a former mayor
- Friday dinner speaker [Anthony Everett](#), longtime host of the "Chronicle" newsmagazine

## Workshops

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

[Workshop titles, descriptions and panels are available online.](#)

In addition, eight [Learning Lab](#) sessions will be held on the Trade Show floor.

## 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 must attest that they have no COVID symptoms.

Registrants and exhibitors 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 previous 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 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

The early registration rate of \$195 for members is available until Jan. 12. After that, all registrations will be done on-site at a rate of \$245.

Online registration is available at [www.mma.org/register](http://www.mma.org/register). 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](mailto: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.

## Hotel information

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

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

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

# Calendar



# The Beacon

Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

## DECEMBER

**1 Association of Town Finance Committees**, board meeting, 4-7 p.m., Morse Institute Library, Natick. Contact: MMA Senior Member Services Coordinator Denise Baker

**2 Massachusetts Municipal Human Resources**, holiday meeting, 9 a.m.-1 p.m., Hawthorne Hotel, Salem. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

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

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

**9 Massachusetts Municipal Management Association**, holiday meeting, 10 a.m.-1 p.m., Cyprian Keyes, Boylston. Contact: MMA Senior Member Services Coordinator Denise Baker

## JANUARY

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

## FEBRUARY

**8 Massachusetts Municipal Councillors' Association**, board meeting, 8:45-9:45 a.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Senior Member Services Coordinator Denise Baker

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

For more information, visit [www.mma.org](http://www.mma.org).

**8 Massachusetts Select Board Association**, board meeting, 2:15-3:30 p.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

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

## MARCH

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

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

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

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

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

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

Online registration is available for most of these events.

## APRIL

**2 Women Elected Municipal Officials**, conference, Courtyard Marriott, Marlborough. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

**9 Massachusetts Select Board Association**, Western Massachusetts Conference, Easthampton High School, Easthampton. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

**12 Massachusetts Municipal Councillors' Association**, board meeting, 8:45-9:45 a.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Senior Member Services Coordinator Denise Baker

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

**12 Massachusetts Select Board Association**, board meeting, 2:15-3:30 p.m., MMA office, 3 Center Plaza, Suite 610, Boston. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

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](mailto:editor@mma.org).

### MMA contacts

Denise Baker can be reached at [dbaker@mma.org](mailto:dbaker@mma.org)

Isabelle Nichols can be reached at [inichols@mma.org](mailto:inichols@mma.org)

Timmery Kuck can be reached at [tkuck@mma.org](mailto:tkuck@mma.org)