

Vol. 49, No. 2

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

February 2022

Gov. Baker files FY23 state budget

By Jackie Lavender Bird

The \$48.5 billion state budget plan that Gov. Charlie Baker filed on Jan. 26 would increase unrestricted local aid by just 2.7% (\$31.5 million) in fiscal 2023, despite record-setting state tax collections, and the MMA will be advocating for greater revenue sharing during the Legislature's budget process.

"The MMA will be working with local leaders and lawmakers to advocate for an increase that reflects the actual growth in revenues that the state is receiving," said MMA Executive Director and CEO Geoff Beckwith. "With capped property taxes and inflation running much higher than 2.7%, cities and towns need a much higher level of Unrestricted General Government Aid to maintain essential services."

The administration is calculating revenue growth using a methodology that omits a large portion of the record-set-

inevenes flevibility

Inside

reasury increases nexibility
for using ARPA funds
MMA launches 4-week
online workshop series
online workshop series
COVID bill includes public
meeting provisions
Gov. Baker speaks at
MMA Annual Meeting
mma annual meeting
Mass Innovations
Around the Commonwealth22
People
Classifieds 30
Calendar32

ting revenue the state has collected during the past year — a method of benchmarking growth that "works to the disadvantage of cities and towns, and minimizes revenue sharing amounts," Beckwith said.

Fiscal 2023 state tax collections are forecasted to be \$2.5 billion higher (7.3%) than the tax base that was used to pass the fiscal 2022 budget last July, and \$6.8 billion higher (22%) than the original fiscal 2022 projection from a year ago. House 2 uses a recently upgraded revenue estimate for fiscal 2022, rather than the one in the budget as enacted, "leading to an artificially low growth projection," Beckwith

The governor's proposal, known as



Gov. Charlie Baker discusses his fiscal 2023 budget proposal during a State House press conference on Jan. 26. Listening is Lt. Gov. Karyn Polito. (Photo courtesy Joshua Qualls/Governor's Press Office)

House 2, is the first step in a monthslong budget process. The House and Senate Ways and Means committees are expected to host a budget hearing

BUDGET continued on 25

Mayor Fuller is new MMA president; Jill Hai is vice president

By Jennifer Kavanaugh

said.

With a new year of challenges and opportunities ahead, the MMA's new president and vice president for 2022 are seeking to maximize the organization's advocacy work on behalf of cities and towns, as well as the MMA's spirit of collaboration and learning among its members.

Newton Mayor Ruthanne Fuller, who served as the MMA's vice president in 2021, became president on Jan. 31, succeeding Arlington Town Manager Adam Chapdelaine.

Lexington Select Board Member Jill Hai, who has been serving as the second vice president of the Massachusetts Select Board Association, succeeds Fuller as vice president.

As president, Fuller said she wants to make the most of the MMA's strengths





Ruthanne Fuller

Jill Hai

during this uncertain time for municipalities.

"The MMA brings together the people on the front lines in our cities and towns mayors, town managers, city councillors and select board members — to share best practices and advocate for their

2022 MMA **Board of Directors**

The MMA Board of Directors holds regular meetings in Boston, followed by a meeting of the Local Government Advisory Commission with the administration. For information on the board's activities, call the office of MMA Executive Director Geoff Beckwith at 617-426-7272.

Executive Committee

Ruthanne Fuller, MMA President Mayor, Newton

Jill Hai, MMA Vice President Select Board, Lexington

Adam Chapdelaine, MMA Immediate Past President

Town Manager, Arlington Brian Arrigo, MMaA First Vice President

Mayor, Revere Steve Bartha, MMMA First Vice President

Town Manager, Danvers

Lisa Blackmer, MMCA President Councillor, North Adams

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

Andrew Hogeland, MSA First Vice President Select Board, Williamstown

Samantha Squailia, MMCA First Vice President Councillor, Fitchburg

Melinda Tarsi. ATFC First Vice President Industrial and Development Committee, Mansfield

John Trickey, ATFC President Finance Committee, Pelham

Linda Tver, MMaA President Mayor, Pittsfield

Michael Walsh, MSA President Select Board Member, Westwood

Geoff Beckwith (non-voting) MMA Executive Director

Ted Bettencourt, Mayor, Peabody Lisa Braccio, Selectman, Southborough Denise Casey, Deputy Town Manager, North Andover

Ralph Figy, Councillor, Westfield Andrew Flanagan, Town Manager, Andover Claire Freda, Councillor, Leominster Scott Galvin, Mayor, Woburn Afroz Khan, Councillor, Newburyport Nicole LaChapelle, Mayor, Easthampton Andrea Llamas, Town Administrator, Northfield John McLaughlin, Councillor, Waltham John Mangiaratti, Town Manager, Acton Dan Matthews, Select Board, Needham Moises Rodrigues, Councillor, Brockton Alan Slavin, Selectman, Wareham Peter Spellios, Select Board, Swampscott Kevin Sweet, Town Administrator, Wrentham Arthur Vigeant, Mayor, Marlborough Kristi Williams, Town Manager, Westborough Michelle Wu, Mayor, Boston

Executive Director's Report

Local aid and Chapter 90 are top priorities for early action in 2022

As the Legislature sets priorities for early action during the next two months, two critical municipal needs deserve to rise to the top of the agenda: a full and fair increase for local aid in the fiscal 2023 state budget, and enactment of a \$300 million Chapter 90 bond bill for the repair and upkeep of local roads.



By Geoffrey Beckwith

A fair increase for **Unrestricted General**

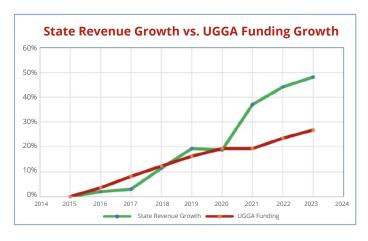
Government Aid is essential With property taxes tightly capped by

Proposition 2¹/₂, cities and towns rely on predictable and adequate state revenue sharing to provide municipal and school services, ensure safe streets and neighborhoods, and maintain vital infrastructure. These services are fundamental to our state's economic recovery, success and competitiveness.

Unrestricted General Government Aid is *the* revenue sharing program that cities and towns receive to fund these essential municipal services. The target is for UGGA to increase by the

same percentage as the growth in state tax revenues, so that communities receive a fair increase each year.

As you can see from the accompanying chart, before the pandemic this policy worked well. Overall, state revenues and UGGA each grew by 19% in the five-year



Communications &

Candace Pierce

Geoffrey Beckwith

Publisher

Design

Membership Director

stretch from fiscal 2015 to 2020, with a small variation from year to year. The past two years, however, have seen an unprecedented divergence between state revenues and local aid funding. In fiscal 2021 and 2022, state tax collections have increased by \$6.32 billion, 21.3% over the amount

DIRECTOR'S REPORT continued on 26

'he**Beacon**

February 2022 | Volume 49, Number 2 Copyright © 2022, Massachusetts Municipal Association

Manager of Publications & Digital Communications John Ouellette **Associate Editor**

Jennifer Kavanaugh

Digital Communications Full Circle Design Specialist

Meredith Gabrilska

Massachusetts Municipal Association

Massachusetts Interlocal Insurance Association 3 Center Plaza, Suite 610, Boston, MA 02108 617-426-7272 · www.mma.org Twitter and Facebook: @massmunicipal

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

TheBeacon (ISSN 0199-235X) is published monthly, except for a combined July-August issue, by the Massachusetts Municipal Association, 3 Center Plaza, Suite 610, Boston, MA 02108. The MMA is composed of the Massachusetts Selectmen's Association, the Massachusetts Mayors' Association, the Massachusetts Municipal Management Association, the Massachusetts Municipal Councillors' Association, and the Association of Town Finance Committees. Subscription rate for TheBeacon is \$36 per year. An \$18 subscription fee is included in dues payments for members. POSTMASTER: Send address changes to TheBeacon, 3 Center Plaza, Suite 610, Boston, MA 02108.

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

Treasury increases flexibility for municipal ARPA use

By Jackie Lavender Bird

On Jan. 6, the U.S. Department of the Treasury significantly increased flexibility for municipalities with its <u>Final Rule</u> governing the use of Coronavirus State and Local Fiscal Recovery Funds from the American Rescue Plan Act, particularly in the way cities and towns calculate local tax revenue loss attributable to the pandemic.

A new provision in the Final Rule allows municipalities to use a standard allowance of up to \$10 million for the revenue loss category, as an alternative to the previous revenue loss calculation formula. This will simplify the process for many municipalities, and allow many cities and towns to claim the entirety of their State and Local Fiscal Recovery Fund grant award under revenue loss.

Because the amount claimed under revenue loss can be used for "general government services," this single change provides significant flexibility for municipalities. "General government services" includes any service traditionally provided by a government, other than a few exceptions explicitly identified by the Treasury.

The Final Rule lists some common examples of "general government services," including construction of schools and hospitals, road building and maintenance and other infrastructure, health services, general government administration, staff and administrative facilities, environmental remediation, and provision of police, fire and other public safety services (including purchase of fire and police vehicles).

Allowable uses

In cases where a municipality chooses to use the original revenue loss calculation, any of its ARPA grant funds beyond the revenue loss amount would be subject to the requirements for the remaining three expense categories, which are retained in the Final Rule: response to the public health emergency or its negative economic consequences; provision of premium pay to eligible workers; and investments in water, sewer and broadband infrastructure.

For eligible expenses related to responding to the public health emergency or its negative economic impacts, the Final Rule expands the non-exhaustive list of municipal uses, including increased clarity for capital expenditures as they relate to the pandemic. For municipal government operations, the Final Rule includes expanded support for building public sector capacity, potentially bevond pre-pandemic levels, and streamlines the process for issuing premium pay for essential workers.

Under the infrastructure category, which still focuses on water, sewer

and broadband, the Final Rule acknowledges that local governments have unique challenges when addressing clean water services and high-speed broadband.

The Final Rule includes a new provision, advocated by the MMA, around private wells and septic systems. The guidance clarifies that municipalities can test and treat residential wells to provide access to clean drinking water.

A new provision in the Final Rule allows municipalities to use a standard allowance of up to \$10 million for the revenue loss category.

Interim vs. final rules

The Treasury published its Interim Final Rule in May 2021, describing eligible and ineligible uses of ARPA funds (as well as other program provisions). The Treasury sought feedback from the public on the interim rules and began to distribute funds.

The interim rules went into effect immediately. Since then, municipalities have used SLFRF funds to meet their immediate needs while adhering to the interim rules.

Meanwhile, the MMA solicited feedback from local leaders and advocated for broader flexibility for municipalities. The Massachusetts congressional delegation,



U.S. Sen. Ed Markey speaks about the American Rescue Plan Act and other federal programs during a Feb. 1 MMA <u>webinar on the U.S.</u> <u>Treasury Department's Final Rule</u> for ARPA. Other speakers were Heath Fahle, special director for federal funds at the Executive Office for Administration and Finance, and Sean Cronin, senior deputy commissioner at the Division of Local Services.

led by Sen. Ed Markey and Congressman Jake Auchincloss, joined the effort to get the Treasury to consider changes.

The 437-page <u>Final Rule</u>, as well as a <u>summary of changes</u> from the Interim Final Rule to the Final Rule, are available on the Treasury website.

The Final Rule does not go into effect until April 22, but municipalities may take advantage of the greater flexibility and streamlined processes immediately. The Treasury announced it will not take action to enforce the Interim Final Rule so long as a use of funds is consistent with the terms of the Final Rule, regardless of when the SLFRF funds were used.

For more information, grant recipients may consult the <u>Statement Regarding</u> <u>Compliance</u> with the Coronavirus State and Local Fiscal Recovery Funds Interim Final Rule and Final Rule.

Under the SLFRF program, funds must be used for costs incurred on or after March 3, 2021, and funds must be obligated by Dec. 31, 2024, and expended by Dec. 31, 2026. ●

MMA kicks off 4-week workshop series

By Meredith Gabrilska

When the current COVID surge forced the MMA to transition its Annual Meeting to a virtual format, MMA staff quickly turned the timely and informative workshops that are a mainstay of the event into a series of free, hour-long Zoom webinars.

This change has a silver lining, making it possible for members to attend, or watch, all of the Annual Meeting workshops, instead of having to pick just a few from concurrent sessions. The <u>Muni Workshop Webinar Series</u> began on Jan. 24 and will run through Feb. 17. Members may register for the webinars at any time, even the morning of.

On Jan. 24, just two days before Gov. Charlie Baker filed his fiscal 2023 state budget proposal, members joined a webinar that discussed the <u>fiscal outlook</u> for the state and cities and towns.

Other webinars during the first week covered approaches their colleagues are taking to <u>enhance public engagement</u> opportunities digitally and in-person, and the challenges facing <u>workforce development</u> coming out of the pandemic and strategies to ensure the Commonwealth stays competitive.



A Jan. 27 workshop on the future of work featured (clockwise from top left) Rachel Lipson, director of the Project on Workforce at Harvard University, Housing and Economic Development Secretary Mike Kennealy, Transportation Undersecretary Scott Bosworth, and Labor and Workforce Development Secretary Rosalin Acosta.

Thus far, webinar attendees have heard from members of the administration, including Administration and Finance Secretary Michael Heffernan, Labor and Workforce Development Secretary Rosalin Acosta and Housing and Economic Development Secretary Mike Kennealy, Revenue Commissioner Geoffrey Snyder, and Sean Cronin, senior deputy commissioner of local services for the Division of Local Services, as well as their colleagues in municipal government. Coming up next week, members can register for Municipal Law Update on Jan. 31, Overview of Draft Zoning Rules for MBTA Communities on Feb. 2, and Creative Placemaking in Your Community on Feb. 3.

Here's the lineup for the rest of the series:

- Feb. 7: Recruitment and Retention Strategies for Public Works and Other Municipal Departments
- Feb. 9: Labor Law Update: New Laws, Recent Cases and Agency Decisions
- Feb. 10: Municipal Vulnerability Preparedness: Tools and Tales
- Feb. 14: Building a Culture of Cybersecurity: Minimum Baseline for Municipalities
- Feb. 16: The State of Waste and Recycling
- Feb. 17: Advancing Diversity in Public Safety

The <u>Annual Meeting workshops page</u> has complete information and the Zoom session registration links, as well as the links to recordings of each webinar, which are being posted within 24 hours.

Gov. Baker files \$200M Chapter 90 bill, no increase for FY23

By Ariela Lovett

As <u>announced during the MMA's Annual</u> <u>Business Meeting</u>, Gov. Charlie Baker filed legislation on Jan. 26 seeking \$200 million for the <u>Chapter 90</u> local road maintenance program for fiscal 2023.

His bill (<u>H. 4358</u>) has been assigned to the Joint Committee on Transportation, where it awaits an initial hearing.

Base Chapter 90 funding has remained flat at \$200 million since 2012, and the MMA and local officials have been calling for an increase to at least \$300 million per year, indexed to inflation, for the past several years.

In recent years, the state has added several targeted, competitive grant funding opportunities for municipalities, distributed through the Department of Transportation. But the MMA has argued in testimony before the Legislature and to the Baker-Polito administration that "there is no substitute for the core



On Jan. 26, Gov. Charlie Baker filed a \$200 million bond bill for the Chapter 90 local road maintenance program.

Chapter 90 program," which is "the only non-competitive program that maintains local control over how to spend the dollars on local road projects" and the only one that benefits all 351 cities and towns.

In defending its Chapter 90 proposal, the administration highlights supplemental grant programs such as <u>Com-</u> <u>plete Streets</u>, <u>Shared Streets and Spaces</u>, the <u>Municipal Small Bridge Program</u>, the Municipal Pavement Program, and the <u>Local Bottleneck Reduction</u> program. In a statement announcing the Chapter 90 bill, Transportation Secretary Jamey Tesler said the grant programs have "not only provided a generational investment directly to communities, but helped repair and modernize the transportation network of the Commonwealth."

According to the MMA's analysis, Chapter 90 dollars have lost 40% of their purchasing power since 2012 as a result of construction cost inflation. That's an effective loss of \$80 million in purchasing power over the past decade. The MMA's most recent biennial survey of local road funding needs found that municipalities would need at least \$600 million to maintain local roads and bridges in a state of good repair.

Senate's COVID bill has pandemic-related extensions

By Jackie Lavender Bird

On Jan. 26, the Senate passed a \$75 million bill that would supplement certain fiscal 2022 appropriations in response to the current phase of the COVID-19 public health emergency and extend certain authorizations related to public meetings.

In many ways, the Senate bill (S.2622) mirrors a <u>House version passed last week</u>, though it adds \$20 million to the bottom line.

Similar to the House bill, the Senate would provide \$30 million to fund the expansion of COVID-19 testing and \$25 million for the procurement and distribution of high-quality face masks for students and faculty in elementary and secondary public school districts. The Senate bill would expand the procurement and distribution of face masks to include early childhood centers, congregate care facilities and home health care workers, accounting for the additional cost.

The Senate adopted amendments to extend popular authorizations for expanded outdoor dining and to-go alcoholic beverages that are currently set to expire this spring. The Senate bill would extend these measures through Dec. 15, 2022.

Both the House and Senate bills include the following pandemic-related provisions and authorizations related to public board and town meetings, all of which are MMA priorities for early this year:

- **Remote option for public bodies:** The bills would extend through July 15 previous authorization for remote public meetings, first enacted at the beginning of the pandemic in April 2020 and currently set to expire on April 1.
- **Open town meeting quorums:** The bills would allow select boards, in consultation with their town moderator, to lower quorum requirements for open town meetings to not less than 10% of the existing quorum level. The quorum provision includes a seven-day notification requirement before any select board vote.
- **Remote representative town meetings:** The bills would allow representative town meetings to once again have the option to meet remotely, if approved by the select board and town



Groveland residents attend their Town Meeting in spring 2020. A COVID bill passed by the Senate on Jan. 26 would extend pandemic-related provisions that include lowering quorum requirements for open town meetings and allowing representative town meetings to meet remotely.

moderator, as well as the town meeting when it meets.

The provisions related to open and representative town meetings would be available through July 15, 2022.

Both bills would also set the state primary date for Sept. 6, 2022.

A conference committee is expected to work out the differences between the House and Senate bills.

DHCD reviews multifamily zoning guidelines for MBTA communities

By Dave Koffman

The Department of Housing and Community Development hosted a webinar on Jan. 12 for municipal leaders in 175 "MBTA communities" related to draft guidelines for a new multifamily zoning requirement.

Housing and Economic Development Secretary Mike Kennealy and DHCD officials stressed that the guidelines are focused on zoning and protecting local flexibility, and are not a mandate for housing production in MBTA communities.

For the 2022 cycle, an MBTA community will be deemed to achieve interim compliance and remain eligible for the grant programs offered through <u>Community One</u> <u>Stop for Growth</u> as long as it completes an online <u>MBTA Community Information</u> <u>Form</u> by May 2.

Enacted as part of the <u>2021 economic</u> <u>development bill</u>, a new section (3A) of the Zoning Act (Ch. 40A) requires the 175 MBTA communities to have a zoning ordinance or bylaw that provides for at least one district of reasonable size in



Jennifer Maddox, undersecretary for the Department of Housing and Community Development, discusses draft zoning guidelines for MBTA communities during a Jan. 12 DHCD webinar.

which multifamily housing is permitted as of right.

Such districts must meet 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

The DHCD is charged with promulgating guidelines to determine if an MBTA community is in compliance with Section 3A. MBTA communities that fail to create a 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.

The Executive Office of Housing and Economic Development is coordinating a process to provide technical assistance to municipalities to support local implementation. The DHCD website includes the <u>draft compliance criteria</u>, information about technical assistance, and other supplemental information. The <u>guidelines</u> <u>are available online</u>, and public comment is being accepted through March 31.

- View the <u>slides from the DHCD</u> webinar
- View the <u>webinar</u>

Community One Stop opens application period

By John Ouellette

At the MMA Annual Meeting on Jan. 21, Lt. Gov. Karyn Polito announced the opening of the full application for fiscal 2023 for numerous state grant programs under Community One Stop for Growth, a centralized portal and streamlined application process for communities and other entities.

Full applications must be submitted between May 2 and June 3.

Twelve programs will be administered through the <u>Community One Stop</u> for Growth for fiscal 2023, including MassWorks, Urban Agenda, Housing Choice Community Grants, Massachusetts Downtown Initiative, Community Planning Grants, Rural Development Fund, MassDevelopment, Brownfields, Site Readiness, and Underutilized Properties. New this year are the Collaborative Workspace Program, Real Estate Services, and Commonwealth Places.

Polito announced the launch of Community One Stop for Growth a year ago at the 2021 MMA Annual Meeting. In its first year, 360 project proposals were submitted from 177 communities, and <u>196 grants were awarded to projects</u> <u>in 122 communities</u>. More than \$88.6 million in community and economic development grant funds were awarded, including \$28.8 million to Gateway Cities

Mike Kennealy

across all regions of the Commonwealth, according to the Executive Office of Housing and Economic Development. In its first year, two-thirds of projects supported an increase in equitable opportunities, nearly 60% led to environmental benefits and/or built on a community's climate resiliency, and 62% will result in new housing or the preservation of existing affordable housing. Of the 196 projects awarded, 31% were located in a community identified as a rural town, small town, or both; 45% were located in a Housing Choice Community; and 31% were located in a Gateway City.

and \$21.7 million

to rural and small

The One Stop pro-

cess helps to make

more accessible to

equitable distribu-

tion of resources

grants programs

all communities,

and ensures the

towns

Housing and Economic Development Secretary Mike Kennealy said One Stop supports projects "that will leverage private investment, create needed housing, and help revitalize our downtowns and main streets across the Commonwealth."

Kennealy recommends that prospective applications submit Expressions of Interest, which opened on Dec. 15, 2021, through One Stop. The Expressions of Interest process provides an opportunity to receive guidance on potential economic development projects prior to submitting a full application, helping prospective applicants connect to the most appropriate grant programs in the One Stop portfolio and providing referrals to dozens of the Commonwealth's grant programs outside of One Stop.

The Expression of Interest period will remain open through March 18, and is available to municipalities, public entities, community nonprofits, and private companies. While each organization is limited to one Expression of Interest, the form allows applicants to seek feedback on up to two project ideas (or up to five project ideas, if submitted by Feb. 4).

The Executive Office of Housing and Economic Development is hosting the following webinars about Community One Stop for Growth:

- One Stop Overview Webinar: Tuesday, Feb. 1, 10 a.m.
- One Stop Application Guidance Webinar: Thursday, Feb. 3, 10 a.m.
- Technology Webinar Recording to be posted on Tuesday, Feb. 8

For more information, visit <u>www.mass.</u> <u>gov/onestop</u>. ●

New Shared Streets grant round focuses on speed management

The Massachusetts Department of Transportation has opened the fourth grant round of the <u>Shared Streets and</u> <u>Spaces Program</u>, with applications due by March 1.

While multiple project types are eligible for funding, this year MassDOT will be placing particular emphasis on roadway projects designed to manage vehicle speeds through design interventions. "Speed management" involves making targeted changes to streets, using identified safety measures, in order to reduce crashes and the severity of crashes through safer and more consistent vehicle speeds.

MassDOT recently launched a <u>Safe</u> <u>Speeds website</u> to provide municipalities with information on speed management and opportunities to seek grant funding



Winchester is among the communities that have used Shared Streets grants to expand outdoor activities in recent years. Applications are due March 1 for a fourth round of Shared Streets funding. (Photo courtesy Department of Transportation/Jonathan Berk)

to implement speed control measures. MassDOT reported that there were 415 fatalities in 2021 due to 386 "crash incidents" in Massachusetts. "Higher speed increases the risk of a fatal or serious crash and reduces the likelihood of survival," the Safe Speeds website states. "Every mph matters: each 1 mph increase that a person drives can be attributed to a 3% increase in potential loss of life."

A MassDOT <u>speed management infor-</u> <u>mation page</u> states that "physical changes and engineering-related roadway treatments are critical to realizing safer speeds," adding that effective physical roadway treatments can make safe travel speeds "self-enforcing."

Shared Streets and Spaces provides funding to municipalities and public transit authorities to quickly implement

SHARED continued on 18

Gov. Baker discusses collaboration, the work ahead

By John Ouellette

Speaking to hundreds of local officials from across the state during the MMA's virtual Annual Business Meeting on Jan. 22, Gov. Charlie Baker discussed his <u>local aid</u> and <u>Chapter 90</u> proposals for fiscal 2023 and the spirit of partnership his administration has developed with municipalities.

The governor echoed an announcement made by Lt. Gov. Karyn Polito the day before that the administration's state budget bill would propose a 2.7% increase in unrestricted local aid.

During a question and answer period, Newton Mayor Ruthanne Fuller, the incoming president of the MMA, said local officials were expecting a bigger increase, one that better reflects the record-breaking state tax collections of the past two years. With local budgets constrained by higher inflation and a tight cap on property taxes, she said, "the 2.7% feels really tight for us."

"We made a commitment to you and we honored it," Baker replied, referring to the administration's pledge to increase the Unrestricted General Government Aid account each year at the same rate as the <u>consensus forecast for state revenue</u> <u>growth</u>. "If this number turns out to be too high, we're not going to change it."

The governor said he'd be open to conversations later in the fiscal year, if revenues remain strong, about supplemental funding "to address things you have fixed costs on." The MMA, meanwhile, will make its UGGA case with the Legislature as the budget process moves forward. delaine expressed appreciation to the governor for his long-standing commitment to making the state-local relationship a positive one, even when policy differences emerge.

As former local officials themselves, Baker and Polito have made it a practice to meet with local officials at the MMA Annual Meeting, even when the pandemic has meant the meeting can't be held in person, such as last year and this year.

"Thank you to the MMA and all the local officials across the state, for all of your hard work, your partnership, your honesty, your creativity, and your imagination over the course of the past seven years," Baker said. "Our close relationship with municipalities ... made a big difference when things got really rough during the COVID pandemic.

"There was a certain amount of earned trust there running in both directions. That provided a foundation for us to play through all the complexities that came with the pandemic."

While the pandemic continues, the governor said the state "is in a much better position today when it comes to COVID" than it was a year ago, with 6.5 million Massachusetts residents having received at least one dose of a COVID vaccine, 80% of the eligible population being fully vaccinated, and 2.5 million residents having received vaccine boosters — or roughly half of those who are fully vaccinated. The governor stressed the concerted efforts at the state and local levels to keep schools open, which "are not just the safest place for kids," but also "definitely the healthiest place for kids."



Gov. Charlie Baker discusses Chapter 90 funding, local aid and his hopes for a productive final year in office during his Jan. 22 MMA Annual Meeting appearance.

With federal recovery aid pouring into the state, supplemented by a state COVID recovery appropriation, as well as ongoing challenges that date to pre-pandemic times, the governor said he looks forward to working alongside local leaders on an ambitious agenda in the time remaining in his second and final term.

"We have a lot of resources to support housing initiatives, economic development, downtown reimagination, job training, environmental infrastructure, health care operations, local boards of health," he said. "There's a lot of opportunity there, and I hope we do all we can to take full advantage of it.

"Let's get a lot done in the next 10 or 11 months. A lot!"

Fuller and MMA President Adam Chap-

Baker's \$5B bond bill includes funding for some some local items

By Jackie Lavender Bird

On Jan. 14, Gov. Charlie Baker filed a \$4.99 billion general government bond bill that includes major investments in state infrastructure and workforce development programs, as well as several large investments of interest to municipalities.

Here are some key items in the bill (H. 4336):

- \$100 million for municipal grants to support a range of local infrastructure improvements and projects
- \$64 million to support the Massachusetts State Revolving Fund specifically for the state's matching funds

required to secure federal dollars for the fund, which helps cities and towns improve water supply infrastructure and drinking water safety

- \$60 million for the Housing Stabilization Fund, which provides funding for municipalities, nonprofits, for-profit developers and local housing authorities in support of affordable rental housing production and rehabilitation
- \$50 million for the Cultural Facilities Fund to provide grants for planning, acquisition, rehabilitation and construction of cultural facilities administered through Massachusetts Cultural Council and MassDevelopment
- \$30 million for the Community Compact IT competitive grant program for innovative technology initiatives at the local level
- \$25 million for Housing Choice grants to municipalities that receive a Housing Choice designation through high housing production and/or demonstration of best practices

The bill has been referred to the Joint Committee on Bonding, Capital Expenditures and State Assets.

Lt. Gov. Polito reflects on 7 years of partnership

By John Ouellette

Speaking to 500 local leaders from across the state during the virtual <u>MMA Annual</u> <u>Meeting</u> on Jan. 21, Lt. Gov. Karyn Polito previewed the <u>administration's state bud-</u> <u>get bill</u> and reflected on the accomplishments of the past seven years.

She said the strengthened partnership between state and local government under the Baker-Polito administration paid huge dividends as the two levels of government worked closely together to battle and recover from the COVID pandemic over the past two years.

Polito highlighted a range of successes during her tenure, beginning with the 1,000-plus municipal best practices implemented as a result of the Community Compact Cabinet that she championed. These local efforts include a new regional economic development planner in the rural Hill Towns in western Massachusetts, a regional stormwater management effort in the Cape and Islands region, a bond rating upgrade resulting from financial management best practices in Topsfield, a regional information technology initiative led by Danvers, a climate action plan in Acton, and a municipal succession plan in Marlborough.

"These are incredible stories, but they're your stories," she said. "You've embraced these best practices. ... You continue to innovate and evolve."

Polito noted a range of targeted grant initiatives created by the administration for information technology, broadband, brownfields, and coastal communities, as well as infrastructure programs such as



Lt. Gov. Karyn Polito reflects on her years of working with local leaders during the MMA Annual Meeting on Jan. 21.

<u>Complete Streets</u> and the <u>Municipal Small</u> <u>Bridge Program</u>. And she announced the opening of the application period for the year-old <u>Community One Stop for Growth</u> program.

Polito issued "a call to service" to bring new people into the ranks of local government, and praised local officials for the work they do.

"You have chosen to do these jobs in your city halls and your town halls," she said. "Municipal government service is important, it is meaningful, it is satisfying, and it is critical to the success of this Commonwealth."

Polito serves as the administration's liaison to municipalities and has visited all 351 cities and towns in Massachusetts at least once. During the pandemic, she held 40 regular conference calls with local officials — often on a weekly basis — soliciting their feedback about the challenges at the local level, and then seeking to address those concerns, sometimes in the form of executive orders that temporarily expanded rules related to open meetings, elections and outdoor dining.

Polito has addressed local leaders at every MMA Annual Meeting since she and Gov. Charlie Baker took office in January 2015. Since Polito and Baker have announced that they will not be on the ballot this fall, Polito was speaking to the gathering for her last time as lieutenant governor.

She gave a "shout out" to Sean Cronin, the senior deputy commissioner at the Division of Local Services, a former local official who is highly regarded by municipal officials across the state.

"He has redefined what the Division of Local Services is all about," she said. "He has a wealth of knowledge and experience on municipal affairs, and he has literally taken it to heart to help you succeed in your communities."

As she travels the state, Polito said she can feel the pride that local officials have for their communities, as she does for her home town of Shrewsbury.

"I just want to say on behalf of the governor and our entire administration how proud we are here in the Commonwealth that we have such dedicated, incredibly talented and committed local officials," she said.

"It has been an incredible opportunity to be your partner," she said, getting choked up near the end of her 25-minute address. "I want to thank you for your friendship.

"Keep up your great work," she said. "I look forward to seeing you over the course of this next year and finishing strong."

Auditor Suzanne Bump to speak at WEMO spring symposium

Suzanne Bump

Women Elected Municipal Officials will hold a spring symposium on Saturday, April 2, in Marlborough.

The full-day conference — "Reimagining Equitable Leadership During Recovery" — will open with a fireside chat with State Auditor Suzanne Bump.

The conference will also feature educational panels focused on equitable leadership and communications strategies, as well as plenty of opportunities for networking with peers.

Registration and a networking breakfast will begin at 8:30 a.m. The program will

start at 9 a.m. and conclude at 12:30 p.m. Boxed lunches will be provided.

The conference will be held at the Courtyard Marriott Hotel at 75 Felton St. in Marlborough. The cost is \$40.

Due to COVID, this in-person meeting

has a mask requirement (except when eating or drinking) and requires proof of vaccination. (Religious or medical exemptions are allowed with a negative PCR test taken within 72 hours.) These safety protocols are subject to change based on the latest public health data and guidance.

Additional information, including the complete agenda and speakers, will be available in the coming weeks. Registration will be available at <u>www.mma.org</u> in late February.

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

Sens. Warren, Markey address MMA Annual Meeting

By Meredith Gabrilska

U.S. Senators Elizabeth Warren and Ed Markey, frequent guests at MMA Annual Meetings over the years, spoke live during the MMA Annual Business Meeting on Jan. 22.

The senators reflected on pandemic response and recovery, discussed the many opportunities contained in new federal funding streams for municipalities, and looked ahead to work still to be done.

Warren acknowledged the "steadfast leadership" of local governments during the pandemic, a sentiment echoed by Markey as well.

"You are on the ground in your communities," Warren said. "You're fighting tooth and nail to help people get through the public health crisis and economic crisis."

Markey and Warren, along with the rest of the Massachusetts congressional delegation, used their strong partnership to get the U.S. Department of the Treasury to make changes in the final rules for using American Rescue Plan Act funds, significantly increasing flexibility in how the funds can be used.

"Ed and I heard you," Warren said, noting that their teams are always available to hear the concerns of local officials as communities begin to access and deploy federal funds.

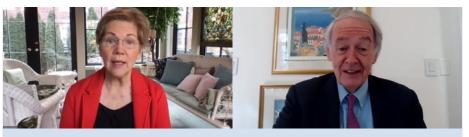
Warren discussed the funding opportunities available to cities and towns through the ARPA and the Infrastructure Investment and Jobs Act, both in direct payments and through competitive grant programs.

"This funding coming in under the infrastructure package is a once-in-a-generation opportunity to tackle some of the biggest infrastructure challenges facing our communities," Warren said.

For bridge replacement and repair, the Commonwealth is set to receive \$225 million this year and an additional \$875 million over the next four years.

"Just think of the Bourne and Sagamore bridges getting replaced, think of east-west rail and additional rail projects," Markey said.

Warren discussed a \$5 billion competitive grant opportunity for replacing school buses and public transit vehicles with zeroand low-emission vehicles.



U.S. Senators Elizabeth Warren (left) and Ed Markey discuss federal funding streams for municipalities and legislative priorities during the virtual MMA Annual Business Meeting on Jan. 22.

"A quarter of buses and public transit vehicles in the state are beyond their useful lives," Warren said, adding that low-emission vehicles can combat climate change as well as its related public health problems, which disproportionately affect black and brown communities. "We have an opportunity to not only improve transportation, but also tackle environmental justice head on."

In the area of water infrastructure, the state is set to receive \$188 million this year, with \$65 million set aside for lead service line replacement projects, a concern in numerous communities.

Both Warren and Markey asked local officials to advocate for their most important projects to compete for funding streams that will flow through state government.

"It all starts at your level," Warren said.

Markey discussed funding that will be available for broadband access — upwards of \$800 million for Massachusetts.

"We can ensure that every family has high-speed internet," Markey said. "To the extent that you have broadband issues, please take advantage of it."

The ARPA also has \$7 billion in emergency connectivity funds, intended in part to help schoolchildren secure internet access at home.

There will be \$63 million available to cities and towns for electric vehicle charging infrastructure, in part, Markey said, because of what he was hearing from local leaders.

There is also significant funding for coastal communities "facing the existential threat of climate change," he said.

Federal legislation

The senators provided updates on legislative matters before Congress, including the Build Back Better package that remains stalled, and shared their priorities in bringing more federal support to small businesses still being impacted by the pandemic and pushing for federal assistance to address the substance use crisis across the state and country.

"We can't let it fall off the radar screen," Warren said, adding that her reintroduced CARE Act would allocate \$125 billion over 10 years, with Massachusetts receiving \$130 million annually.

"For way too long, local leaders like you have been forced to shoulder the burden of the substance use disorder crisis," Warren said. "It's time for the federal government to step up and make sure we finally begin treating [it] like the public health emergency that it is."

Markey said he is working to include a \$20 billion to \$30 billion "climate bank" program in Build Back Better that would allow cities and towns to apply for low-interest loans and grants to address local climate-related issues, as well as \$20 billion to \$30 billion for a "civilian climate corps" that would employ 300,000 young people domestically to work on climate issues.

Markey said he had been visiting communities over the past week to discuss the Low Income Home Energy Assistance Program, or LIHEAP, which saw a funding increase this year through the ARPA, and that he is working to increase funding even more for future winters.

"A vision without funding is a hallucination," Markey said. "And we are getting that funding to you."

MMA keynote explores the future of work

By Jennifer Kavanaugh

To navigate an uncertain future, organizations must work to boost trust and embrace a culture of change, work innovation expert Eric Termuende told local leaders during the virtual MMA Annual Meeting on Jan. 21.

Termuende, the bestselling author of "Rethink Work," regularly speaks about the importance of making incremental changes — what he calls "one-degree" shifts — to remove the friction that holds organizations back. In his MMA keynote address, he shared examples of sports teams reversing losing streaks and companies boosting slumping sales by making a series of small changes.

"If we want to build incredible teams, if we want to be incredible leaders, and if we want to navigate an unpredictable future, it really comes down to three things," Termuende said. "We have to build trust with the people that we work with, and with our friends and family, of course. We have to be able to remove friction, wherever it may arise ... And we have to continue to experiment."

A speaker, writer and podcaster about work culture, Termuende co-founded the <u>NoW of Work</u>, a Vancouver-based firm that helps organizations evolve in a rapidly changing work environment. Having studied workplaces around the world, he assists organizations seeking to build stronger teams, increase resiliency and innovate.

Organizations must build trust, he said, so that employees feel included and psychologically safe to engage and contribute ideas. He described five components of trust building: asking for help; learning more about colleagues; discussing ideas and creating; monotasking instead of multitasking; and slowing down so that people can listen to each other and connect on a one-on-one basis. Termuende talked about Kevin Stefanski, the rookie head coach picked to lead the NFL's underperforming Cleveland Browns in 2020. During the pandemic's first wave, he convened players on Zoom and asked them to talk about their backgrounds and their "four Hs": heroes, heartbreak, hopes and history.

"With each story, and with each piece of information, the understanding and the trust in each other started to grow," Termuende said. "And when this trust started to grow, the cohesion and the strength of the team started to rise."

That season, the transformed team reached the playoffs for the first time in 17 years and won its first postseason game in more than a quarter century. Reporters wanted to know what Stefasnki's secret was.

"He said, 'When my players trusted each other off the field, they played better together on the field," Termuende said.

Turning to his MMA audience, he added, "Here's a question for you: Do you know who your players are off the metaphorical field, or outside of the office, so that you can play better together on the field?"

After building trust, teams need to remove friction – those factors standing in their way of success. Termuende referenced the historically medal-less British cycling team going on to win seven gold medals at the 2008 Summer Olympics and seven more in 2012. They did so by making a series of small behavioral shifts that included improving hand hygiene to reduce illness, and adjusting hotel room thermostats for better sleep.

"It's the idea of taking the smallest amount of friction, and making that smallest change, over and over again," Termuende said.

Organizations must be willing to experiment, Termuende said. Domino's Pizza



Author Eric Termuende discusses the importance of building trust and implementing even small changes during his MMA Annual Meeting keynote address on Jan. 21.

salvaged its reputation and pulled itself out of debt by trying new recipes and improving its delivery system and technology. The Canadian cereal brand Shreddies reversed sagging sales by embracing an intern's marketing idea.

"If we're enabled to, and if we're allowed to, and encouraged to experiment, what that symbolizes is that we trust each other, and that failure's OK," he said. "It symbolizes that, really, we're psychologically safe. We go from excluded to being included, to being able to learn, to being able to contribute, to being able to challenge."

These principles have changed Termuende's own life. When he was a University of Calgary student, he participated in a European travel competition that required him and his teammates to travel from London to Berlin using only cans of energy drinks as currency. After initial setbacks, they changed their fortunes by learning to trust each other, and by identifying the locals who would willingly help them with food, lodging and transportation in return for energy drinks.

"A small shift can have incredible results," Termuende said. ●

NLC holding Congressional City Conference March 14-16

The National League of Cities is holding its Congressional City Conference March 14-16 in Washington, D.C.

At the conference, local leaders meet federal experts, get insights on critical federal issues, and raise their voices as a local leader on the national level. Attendees will hear from renowned speakers with insights on the roles that local communities will play in the nation's pandemic recovery.

With once-in-a-generation federal funding coming to communities, conference sessions provide access to federal experts, blueprints for community success, and strategies to embed equity and access into local projects. Topics will include grant writing, compliance and reporting, broadband and transportation funding, and other top local government priorities.

For more information, visit <u>ccc.nlc.org</u>.

House passes election reform package

By Dave Koffman

On Jan. 27, the Massachusetts House of Representatives passed an election reform package that would make permanent many recently expired election allowances, including vote-by-mail and early voting.

The bill (H. 4359) would:

- Permanently allow no-excuse voteby-mail for any presidential or state primary, special election, or biennial general election
- Permanently allow early voting in person prior to regular state elections as well as presidential primaries and general elections
- Provide a local option for voting by mail and early voting in person for municipal elections
- Direct sheriffs and corrections officials to assist eligible incarcerated voters to



An election reform package passed by the House of Representatives on Jan. 27 would permanently allow for early in-person voting before elections.

learn their electoral rights and apply for and cast ballots by mail

This past fall, the Senate overwhelmingly <u>passed a comprehensive election</u> <u>reform bill</u> (S. 2545), which included vote-by-mail, longer periods for early voting, and same-day voter registration. The House bill does not include direct authorization of same-day voter registration, but would have the Secretary of State's Office evaluate the potential policy implications and costs of doing so.

The House and Senate bills now head to the conference committee process, where negotiators will work to reconcile differences between the bills and propose compromise legislation to send to the governor for consideration.

The MMA <u>has supported</u> many permanent election reforms, while also requesting a guarantee of full funding for all new election responsibilities and training requirements that may be imposed on municipalities by state legislation.

Authorizations for no-excuse voting by mail and in-person early voting extended throughout the pandemic as temporary provisions — expired on Dec. 15, 2021. •

Rules finalized for public notification of sewage overflows

By Ariela Lovett

On Jan. 21, the Baker-Polito administration announced final requirements and procedures for notifying the public of sewage discharges and overflows into surface waters of the Commonwealth.

The final regulations require permit holders to issue notifications for combined sewer overflows, sanitary sewer overflows that discharge through a wastewater outfall, and any discharge of partially treated wastewater, including blended wastewater. Advocates applauded the Department of Environmental Protection for including "blended sewage" overflows (a combination of partially-treated and treated sewage) in the final regulations.

The regulations require that notifications be issued within two hours of the discovery of the discharge to specific local, state and federal government agencies, as well as to any individual who has subscribed to receive such notifications. The regulations also require that notifications be sent to the two largest news organizations that report on local news in the area and be published on permittees' websites, and they require municipal boards of health or health departments to issue public health warnings and post signage under

.....



On Jan. 21, the Massachusetts Department of Environmental Protection unveiled final rules for notifying the public of sewage discharges and overflows into surface waters.

certain circumstances.

Follow-up reporting to MassDEP will be required monthly. Permittees with combined sewer overflows will also be required to maintain signage at public access points affected by CSO discharges.

After releasing <u>draft regulations in</u>

October, the MassDEP held two public hearings and solicited public comments, which it received from a range of watershed advocacy organizations, municipal wastewater operators, and municipal health officials.

In particular, advocates expressed concerns that the draft regulations would have exempted "blended sewage" from notification requirements. The Massachusetts Rivers Alliance said, "This carve-out was clearly contrary" to the intent of the <u>combined sewer overflow law</u> enacted in January 2021, and "would have allowed most discharges to occur without full notification."

In announcing the final regulations, the administration emphasized the importance of investing in infrastructure improvements to wastewater systems to eliminate discharges of untreated sewage in the long term.

"With aging infrastructure, discharges of untreated and partially treated sewage into the Commonwealth's waterways continues to be a significant challenge for many of the state's cities and towns," said Lt. Gov. Karyn Polito. "With these new regulations, public awareness will be further raised as we work with our local partners to address infrastructure improvements."

For more information about sanitary sewer systems, combined sewer overflows, and the final CSO regulations, visit <u>www.mass.gov/guides/sanitary-sewer-systems-combined-sewer-overflows</u>.

2022 MMA Board of Directors elected

The 2022 MMA Board of Directors was installed during an organizational meeting held on Jan. 31.

The voting directors are elected by the following MMA organizations: the Massachusetts Mayors' Association (MMAA), the Massachusetts Municipal Councillors' Association (MMCA), the Massachusetts Municipal Management Association (MMMA), the Massachusetts Select Board Association (MSA), and the Association of Town Finance Committees (ATFC).

The immediate past president of the MMA is an ex-officio member.

The board members for 2022 are:

Appointed directors

MMA President: Ruthanne Fuller* Mayor, Newton

MMA Vice President: Jill Hai* Select Board, Lexington

MMaA President: Linda Tyer* Mayor, Pittsfield

MMaA First Vice President: Brian Arrigo* Mayor, Revere

MMaA Second Vice President: Michelle Wu Mayor, Boston

MMCA President: Lisa Blackmer* Councillor, North Adams MMCA First Vice President: Samantha Squailia* Councillor, Fitchburg

MMCA Second Vice President: John McLaughlin Councillor, Waltham

MMMA President: George "Bud" Dunham*

Town Manager, Sandwich

MMMA First Vice President: Steve Bartha*

Town Manager, Danvers

MMMA Second Vice President: Kristi Williams

Town Manager, Westborough

MSA President: Michael Walsh* Select Board, Westwood

MSA First Vice President: Andrew Hogeland*

Select Board, Williamstown

MSA Second Vice President: Jill Hai Select Board, Lexington

ATFC President: John Trickey* Finance Committee, Pelham

ATFC First Vice President: Melinda Tarsi^{*} Industrial and Development Committee, Mansfield

MMA Immediate Past President: Adam Chapdelaine^{*} Town Manager, Arlington MMA Executive Director: Geoff Beckwith* (ex-officio, non-voting)

Elected directors

Ted Bettencourt, Mayor, Peabody

Lisa Braccio, Selectman, Southborough

Denise Casey, Deputy Town Manager, North Andover

Ralph Figy, Councillor, Westfield

Andrew Flanagan, Town Manager, Andover

Claire Freda, Councillor, Leominster

Scott Galvin, Mayor, Woburn

Afroz Khan, Councillor, Newburyport

Nicole LaChapelle, Mayor, Easthampton

Andrea Llamas, Town Administrator, Northfield

John Mangiaratti, Town Manager, Acton

Dan Matthews, Select Board, Needham

Moises Rodrigues, Councillor, Brockton

Alan Slavin, Selectman, Wareham

Peter Spellios, Select Board, Swampscott

Kevin Sweet, Town Administrator, Wrentham

Arthur Vigeant, Mayor, Marlborough

* Denotes Executive Committee member

Supreme Court blocks vaccine mandate for large employers

The Biden administration has withdrawn its COVID-19 vaccine and testing requirement for large employers after it was blocked on Jan. 12 by the U.S. Supreme Court.

The court ruled that the edict exceeded the Occupational Safety and Health Administration's authority over workplace safety. The U.S. Department of Labor, however, has not ruled out a potential vaccine and testing mandate in the future.

Last September, Biden announced a plan to use regulatory powers and other actions to substantially increase the number of Americans covered by vaccination requirements in the workplace. It was expected that the vaccine and testing requirement would apply to municipal and state workforces in many states, but not all. In Massachusetts, the Division of Labor Standards had indicated that the mandate likely would not apply to local governments.

– Dave Koffman

Administration secures contract for 26 million rapid antigen tests

On Jan. 11, the Baker-Polito administration announced that it had <u>placed an</u> <u>order with iHealth to supply the state</u> <u>with 26 million COVID-19 rapid antigen</u> <u>tests</u> over the next three months.

The tests will be prioritized to support K-12 schools and child care settings.

At a press event, Gov. Charlie Baker said the tests will arrive on a rolling basis, and the timing and shipment amounts will vary depending on international shipping and production variables.

The administration also released a <u>public</u> <u>health advisory</u> about when to seek tests for COVID-19.

The Department of Early Education and Care has posted additional information on testing protocols for specific situa-

tions in child care, and on Dec. 30 the Department of Elementary and Secondary Education updated its <u>Protocols for</u> <u>Responding to COVID-19 Scenarios</u> in K-12 public schools.

The DPH advises that a positive COVID-19 rapid antigen does not need to be confirmed with a PCR test. •

MMA group and affiliated organization officers for 2022

Massachusetts Mayors' Association



President: Linda Tyer, Pittsfield First vice president: Brian Arrigo, Revere Second vice president: Michelle Wu, Boston District 1: Nicole LaChapelle, Easthampton

Linda Tyer

District 2: Arthur Vigeant, Marlborough

District 3: Ted Bettencourt, Peabody District 4: Scott Galvin, Woburn District 5: Ruthanne Fuller, Newton

Massachusetts Municipal Councillors' Association



President: Lisa Blackmer, North Adams First vice president: Samantha Squailia, Fitchburg Second vice president: John McLaughlin, Waltham District 1: Ralph Figy, Westfield

Blackmer

District 2: Claire Freda, Leominster District 3: Afroz Khan, Newburyport District 4: Moises Rodrigues, Brockton District 5: Vacant

Massachusetts Municipal Management Association



President: George "Bud" Dunham, town manager, Sandwich First vice president: Steve Bartha, town manager, Danvers Second vice president:

George "Bud" Dunham Second vice president: Kristi Williams, town manager, Westborough

Secretary/treasurer: James Boudreau, town administrator, Scituate District 1: Andrea Llamas, town administrator, Northfield District 2: Andrew Flanagan, town manager, Andover District 3: John Mangiaratti, town manager, Acton District 4: Denise Casey, deputy town manager, North Andover District 5: Kevin Sweet, town administrator, Wrentham At-large representatives: Liz Sullivan, town administrator, Dennis Lisa Green, town administrator, Hanson Tony Mazzucco, general manager, Norwood Jamie Hellen, town administrator, Franklin

Massachusetts Select Board Association



President: Michael Walsh, Westwood

First vice president: Andy Hogeland, Williamstown Second vice president: Jill Hai, Lexington

Secretary: Diane Kennedy, Cohasset

Waish District 1: Vacant District 2: Peter Spellios, Swampscott District 3: Dan Matthews, Needham District 4: Alan Slavin, Wareham District 5: Lisa Braccio, Southborough

Association of Town Finance Committees

.....



President: John Trickey, Pelham First vice president: Melinda Tarsi, Mansfield Second vice president: Kevin Sullivan, Hanson Treasurer: Al Tosti, Arlington Directors:

John Trickey

Mary Ellen Fletcher, Swampscott Mary McBride, Billerica Bernard Pigeon, Wareham Jonathan Harris, Weston Jeremy Marsette, Medfield Past Presidents: Brian Boyle, Bolton; Ira Miller, Sharon

Massachusetts Municipal Human Resources Association



Concord

Chair: Dolores Hamilton, assistant town administrator, Stow Vice chair: Vanessa Hale, assistant town administrator, Southborough Treasurer: Molly Kean, human resources director,

Norwood Secretary: Gayle Shattuck, personnel director, Watertown Directors: Mary Beth Bernard, human resources director, Wrentham Jen Breaker, assistant town manager and communications director, Danvers Greg Enos, town administrator, Avon Joanne Faust, human resources director, Burlington Amy Foley, human resources director,

- Anne O'Brien, human resources director, Fairhaven
- Michelle Pizzi, human resources director, Newton
- Michael Taylor, personnel director, Pittsfield

Small Town Administrators of Massachusetts



Suhoski

Chair: Shaun Suhoski, town manager, Athol Vice chair: Matt Streeter, town administrator, Shutesbury Treasurer: Kelli Robbins, town administrator, Brookfield Secretary: Bryan Smith,

town administrator, Erving

MMA Human Services Council



President: Laura Ducharme, community services coordinator, Acton Vice president: Kristin Kennedy, health and community services director, Easton Secretary: Christine

Laura Ducharme

Secretary: Christine Shruhan, youth and family

services director, Burlington Treasurer: June David-Fors, family and youth services director, Northborough

Women Elected Municipal Officials



Eunice

Zeigler

Chair: Eunice Zeigler, councillor, Methuen First vice chair: Diane Kennedy, select board chair, Cohasset Second vice chair: Roxanne Wedegartner, mayor, Greenfield Directors: Amanda

Linehan, councillor, Malden; Beth Casavant, selectman, Shrewsbury

MSA to host Western Mass. Municipal Conference

The Massachusetts Select Board Association will host its second Western Massachusetts Municipal Conference on Saturday, April 9, in Easthampton.

The event will bring together regional stakeholders, including municipal officials, planning agencies and legislators from Berkshire, Franklin, Hampden and Hampshire counties, to address the challenges facing the region.

Conference goals are to promote sustainable cross-governmental partnerships across western Massachusetts, to share best practices for adaptation to and mitigation of challenges facing the four counties, and to advocate more effectively for the region.

A number of workshops will cover topics

such as police reform and its impact on small towns, American Rescue Plan Act funding and economic recovery from the pandemic, the impact of post-COVID population shifts on housing affordability, and the state of public infrastructure in western Massachusetts.

The conference will be held at the Easthampton High School, 70 Williston Ave. in Easthampton. Registration and networking will begin at 8 a.m. The program will run from 8:30 a.m. to noon.

Boxed lunches will be available for those who would like to take lunch to go or stay for networking after the conference.

More information, including details about speakers and a formal agenda, will

be made available in the coming weeks.

Due to COVID, this in-person meeting has a mask requirement (except when eating or drinking) and requires proof of vaccination. (Religious or medical exemptions are allowed with a negative PCR test taken within 72 hours.) These safety protocols are subject to change based on the latest public health data and guidance.

The registration fee is \$35. Registration will be available at <u>www.mma.org</u> in late February.

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

MMHR to discuss municipal hiring strategies on March 10

On March 10, the Massachusetts Municipal Human Resources association's first program meeting of the year will be held as a webinar covering municipal hiring strategies.

The U.S. Department of Labor reported that a record 4.5 million Americans quit their jobs in November 2021. Labor shortages are affecting employers all over the country, including municipalities. Key positions are sometimes remaining vacant for months as municipal employers try to adapt to the shifting economic landscape.

In an effort to promote open positions with area residents, six North Shore cities and towns partnered with the <u>MassHire-North Shore Career Center</u> in November to hold a first-of-its-kind municipal career fair.

At the MMHR webinar, representatives from some of the communities who participated in the hiring event will discuss how the event was put together and lessons learned that can help other communities that may be interested in pursuing a similar event.

Advance registration is required for this free webinar, which will run from 9:30 to 11 a.m. An email with the registration link will be sent to all MMHR members in early February.

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

Massachusetts Municipal Directory available online

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 <u>log in</u> <u>here to view it</u>.

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.

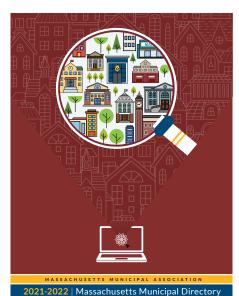
The guide includes contact information for local officials and demographic and

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 <u>order it online</u>.

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

– Jennifer Kavanaugh



MMA-Suffolk launch 2022 programs, hold info sessions

By Katie McCue

The MMA and Suffolk University will hold an information session for their Municipal Fellowship Program on Feb. 10 at 3 p.m. To register for the Zoom session, visit <u>www.mma.org/events</u>.

The Municipal Fellowship Program was launched last year by Suffolk University in partnership with the MMA to offer significant support to municipal managers and professionals to attend Suffolk's master's in public administration program at its Sawyer School of Business.

The fellowship program will provide a scholarship of up to \$28,000 while the recipient's municipality commits to continuing their salary and position while they attend the program parttime. The application is available on the <u>MMA-Suffolk programs web page</u>. The application deadline is May 1 at 5 p.m.

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

Certificate Program

The MMA and Suffolk University will hold Zoom information sessions for upcoming Certificate in Local Government Leadership and Management programs on March 9 at 10 a.m. and March 16 at 2 p.m. The two sessions will cover the same information. To register, visit <u>www.mma.org/</u> events.

In September 2022, the MMA and Suffolk University will launch the 19th and 20th Certificate programs.

The graduate-level academic program provides a solid grounding in municipal management, an

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 was posted on the <u>MMA website</u> on Feb. 1, and the deadline to apply is April 30.

Finance Seminar

The MMA-Suffolk Municipal Finance Management Seminar will hold three programs in 2022.



The MMA-Suffolk Municipal Finance Management Seminar kicked off its seventh session with an orientation on Jan. 7. Twenty-two students are participating in this winter's program.

The five-week program, held on Fridays, is designed to provide a deep dive into municipal finance.

The application period for the spring 2022 session has closed, and the application period for the fall 2022 session remains open through July 31. The application is available on the <u>MMA</u> website.

For more information on any of the MMA-Suffolk programs, visit <u>mma.org/</u> <u>suffolk</u> or contact Katie McCue at 617-426-7272, ext. 111, or kmccue@mma. org. ●

MMA's Handbook for Massachusetts Selectmen available as PDF

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.

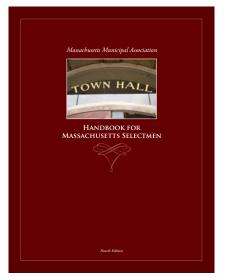
The 11-chapter searchable PDF covers subject areas such as administrative and regulatory responsibilities; financial management; human resources, personnel and labor relations; and land use and community development. It covers topics such as complying with the open meeting and ethics laws, making appointments, holding public meetings and hearings, town meeting, Proposition 2¹/₂, 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.

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 <u>publications page</u> of the MMA website. (There's an additional \$5 charge for postage.)

– MMA Senior Member Services Coordinator Isabelle Nichols



Nominations sought for MSA Board vacancies

The Massachusetts Select Board Association, a member group of the MMA, is seeking members for vacancies in the District 1 and 3 representative seats on its board of directors.

MSA district representatives also serve on the MMA Board of Directors.

The District 1 representative seat, which covers Berkshire, Hampden, Hampshire and Franklin Counties, is currently vacant. The District 3 seat, which covers Bristol, Norfolk and Suffolk counties, will become vacant in mid-April. The term for both positions will end in January 2023.

Any select board member in the eligible counties may complete the <u>online</u> <u>nomination form</u> and submit his or her name for consideration. The nomination deadline is March 4.

MSA Board responsibilities include attendance at MSA and MMA Board meetings. The MSA Board meets four to six times a year, and the MMA Board meets on the second Tuesday of most months, typically in Boston from 10 a.m. to 2 p.m.

MSA Board responsibilities also include working with MMA staff to develop agendas and identify speakers for MSA events, and participation in virtual and in-person events throughout the year.

After interviewing all nominees, the MSA Nominating Committee will prepare a slate of nominations to be approved by the MSA Board of Directors.

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

MMCA seeks councillor from greater Boston region to fill vacancy

The Massachusetts Municipal Councillors' Association is seeking applicants for a vacancy on its Executive Committee representing District 5.

MMCA district representatives, a oneyear position, serve as board members for both the MMCA and the Massachusetts Municipal Association. Responsibilities include attending regular MMCA and MMA board meetings, contributing to the development and execution of member webinars and training, and attendance at these events. District representatives are also responsible for outreach to colleagues in their district.

Any municipal councillor from the following District 5 communities is eligible: Boston, Cambridge, Chelsea, Everett, Malden, Medford, Melrose, Newton, Revere, Somerville, Waltham, Watertown, and Winthrop.

<u>Click here</u> to complete the nomination form, which is due by Feb. 18.

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

Women Leading Government to hold 2nd Annual Conference

Women Leading Government will hold its second Annual Conference on March 3 at the Marriott Courtyard in Marlborough.

The day-long conference will kick off with a session titled "Being Productive and Not Just Busy!," followed by "How To Be Happier at Work."

Following lunch will be a keynote address by <u>Beth Fukumoto</u> of Harvard's Kennedy School of Government, who will focus on leadership and resiliency.

The conference will feature two concurrent 30-minute "Teach Me a Skill" sessions:

- Mission Square CEO Lynne Ford will lead "Financial Planning/Public Sector Loan Forgiveness." Mission Square, formerly ICMA-RC, serves the public sector.
- Chatham Town Manager
 Jill Goldsmith and Amherst
 Communications Manager Brianna
 Sunryd will lead "Building Your
 Online Presence." Sunryd will focus
 on creating and maintaining a
 professional LinkedIn page, along

.....



Brianna Sunryd

with guidance on other online forums. Goldsmith will discuss what hiring managers look for when "Googling" a candidate and the kinds of things one should "clean up" when looking for a new job.

The meeting will run from 9 a.m. to 3:30 p.m. The cost is \$55.

Online registration will remain open until the conference meets its limit of 80 registrants (due to space constraints). All WLG members will receive an email with details and a registration link in early February. Online registration can also be done at <u>mma.org</u>.





Lynne Ford

Women Leading Government events are open to all staff in appointed positions in local government.

Due to COVID, this in-person meeting has a mask requirement (except when eating or drinking) and requires proof of vaccination. (Religious or medical exemptions are allowed with a negative PCR test taken within 72 hours.) These safety protocols are subject to change based on the latest public health data and guidance.

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

MMCA to meet on March 9 in Waltham

The Massachusetts Municipal Councillors' Association will hold its statewide dinner on March 9 at The Chateau in Waltham.

This free event will begin at 5 p.m. with networking, followed by a speaking program and dinner.

All city and town councillors are invited.

Visit <u>www.mma.org/event</u> for more information and online registration.

Due to COVID, this in-person meeting has a mask requirement (except when eating or drinking) and requires proof of vaccination. (Religious or medical exemptions are allowed with a negative PCR test taken within 72 hours.) These

safety protocols are subject to change based on the latest public health data and guidance.

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

offer technical guidance on developing

across the state.

developed.

website.

org

a capital plan, looking at examples from

The conference will run from 9 a.m. to 1

The cost is \$25 for ATFC members and

COVID protocols for the meeting being

Contact: MMA Senior Member Services

Coordinator Denise Baker at dbaker@mma.

If your community has launched a new

unique solution to a common problem,

new Local News Tips form on the MMA

program or initiative, or has found a

please let us know by filling out our

p.m., with lunch served at noon.

\$35 for all other registrants.

ATFC to hold spring conference on April 30 in Oxford

The Association of Town Finance Committees will hold its spring conference on Saturday, April 30, at Pine Ridge Golf Club in Oxford.

The program will feature two educational sessions. In the first, MMA Senior Legislative Analyst Jackie Lavender Bird will discuss the American Rescue Plan and other COVID-related recovery programs.

The second session will highlight best practices in capital planning. Medfield



Finance Committee Chair and ATFC Governing Board Member Jeremy Marsette will discuss his committee's work to establish and implement a capital plan over the past several years, and a representative

Jeremy Marsette

from the Division of Local Services will

er of government that has the most di-

rect impact on people's lives. The MMA

wants to recognize and help spread the

word about these local creative solu-

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 lay-

Form-of-government resources available

tions

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

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

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

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

These and other related resources can be found in the MMA website Resource

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

Contact: MMA Senior Member Services Coordinator Denise Baker

business meeting

MMA Legislative Director Dave Koffman gives a legislative update during the Jan. 22 virtual Annual Business Meeting of the Massachusetts Municipal Councillors' Association. Koffman covered topics including transportation, housing, local aid, and the American Rescue Plan Act.

Councillors hold



EPA to hold listening session on its new lead strategy

On Oct. 28, 2021, the U.S. Environmental Protection Agency released its draft "<u>Strategy to Reduce Lead Exposures</u> and <u>Disparities in U.S. Communities</u>" (known as its "lead strategy") for public comment.

The EPA will be holding virtual listening sessions in each of its 10 regions during February and early March to seek input from communities affected by lead contamination. The EPA is encouraging the public to share thoughts on how to address lead issues in their communities during these regional sessions, which begin at 6 p.m.

<u>Click here to register for the Region 1</u> (New England) session on March 8.

Registration is required to attend a



session, and the ZoomGOV platform allows a maximum of 1,000 participants. The registration process provides an opportunity to sign up to provide verbal comments. Interpretation and disability access support will be provided.

Oral comments will be limited to three minutes per person. The EPA may ask

clarifying questions during the oral presentations, but will not respond formally during the listening session to any comments or information presented. A transcript of the listening session will be included in the docket for this action.

Those unable to attend the session for their geographic area are encouraged to register for another regional session that better fits their schedule. Those who are unable to attend any of the listening sessions may submit written comments at <u>www.regulations.gov</u> (Docket ID No. EPA-HQ-OEM- 2021-0762) through March 16.

Visit the EPA website to learn more about the draft lead strategy and the schedule for public listening sessions.

MSA holds Annual Business Meeting, discusses virtual, hybrid meetings

By Isabelle Nichols

The Massachusetts Select Board Association's <u>virtual Annual Business Meeting</u> on Jan. 28 featured a discussion about the future of virtual and hybrid public meetings.

Lauren Goldberg, managing partner at KP Law, began the session with a review of what is authorized by the open meeting law currently, as well as <u>bills moving</u> <u>quickly in the Legislature</u> that would extend remote meeting provisions past their April 1 expiration date.

Goldberg highlighted important considerations for remote meetings, including roll call procedures, the introduction of remote members, and specific requirements for remote executive sessions. She also discussed requirements for conducting a hybrid meeting that complies with the open meeting law.



Lauren Goldberg, managing partner at KP Law, discusses the open meeting law and the implications for virtual and hybrid public meetings during the Massachusetts Select Board Association's virtual Annual Business Meeting on Jan. 28.

She presented an analysis of future implications for holding in-person, remote, and hybrid public meetings. She responded to questions about issues such as requirements when recording public meetings, use of the chat in remote meetings, and remote town meetings.

The meeting featured welcoming remarks from MSA President and Winchester Select Board Member Michael Bettencourt, followed by, a report from the MSA Nominating Committee and a vote on the 2022 MSA officers.

The new board officers are:

President: Michael Walsh, Select Board chair, Westwood

First Vice President: Andy Hogeland, Select Board member, Williamstown

Second Vice President: Jill Hai, Select Board chair, Lexington

Secretary: Diane Kennedy, Select Board member, Cohasset ●

SHARED

Continued from page 6

improvements to plazas, sidewalks, curbs, streets, bus stops, parking areas and other public spaces in support of public health, safe mobility and strengthened commerce.

Building on the success of the program first launched as a response to the COVID-19 pandemic during the summer of 2020, the program continues to be an integral funding source for communities as they address ongoing challenges and seek to improve their transportation infrastructure. Thus far, Shared Streets and Spaces has awarded a total of \$33 million to 183 municipalities and four transit authorities to implement 310 projects.

Only municipalities and public transit authorities are eligible to apply. <u>Applications are submitted via an online form</u>. For more details, visit the <u>How to Apply</u>

<u>page</u>.

Award notifications will be released within four to six weeks after the application deadline, with a project implementation deadline of June 30, 2023.

For more information about speed management projects and other eligible project types, visit the <u>Program Over-view page</u>.

Nonprofit Locally based Member driven

Massachusetts Interlocal Insurance Association www.emiia.org | 800.374.4405

Serving Massachusetts' communities since 1982

MIIA presents risk management, wellness awards

By Stephen Batchelder and Wendy Gammons

In recognition of their dedication and commitment to risk management and employee wellness, MIIA recognized member communities and municipal entities during the MIIA Annual Business Meeting held on Jan. 21.

Risk Management

MIIA's Risk Management Team recognizes the following members for their commitment to safety and renewed emphasis on compliance with Occupational Safety and Health Administration standards.

Chelmsford: The town of Chelmsford demonstrated its commitment to building a culture of safety by hiring a municipal safety specialist a few years ago. The safety specialist identifies risks and coordinates safety efforts across all departments. He facilitates OSHA compliance and ensures there's a collaborative effort to eliminate or reduce the risk when safety or risk issues arise, often using internal expertise to develop tailored departmental training programs. The town holds monthly safety committee meetings where all departments participate in safety-related discussions and share successes.

Plymouth: The town of Plymouth is one of MIIA's most active members focused on risk management and safety. This commitment crosses all departments and all levels of management. The Department of Public Works stands out with its focus on monthly training for all staff led by a dedicated safety coordinator. This year, the DPW and Risk Management partnered to provide regular training tailgates focused on injury prevention and conducted proactive training refreshers, based on injuries sustained locally, to help reinforce safety procedures.

West Springfield: The town of West Springfield continues to maintain a successful risk management program. Central to this are regularly scheduled safety committee meetings held in conjunction with their risk manager and focused on property surveys, OSHA compliance and overall public safety. To further advance their OSHA knowledge base, two town employees are enrolled in the MIIA-sponsored OSHA Public Sector Safety and Health Fundamentals Certificate Program. Additionally, West Springfield has redoubled its commitment to Department of Labor Standards compliance for employee work areas across all departments. As evidence of their commitment to safety, the town successfully planned and hosted the Eastern States Exposition, New England's largest state fair that attracts more than a million people.

Wilbraham: The town of Wilbraham provides valuable safety resources and goes one step further by sharing these resources with neighboring towns. At the heart of this effort is Public Works Director and town engineer Tonya Basch, who, in addition to completing the 110-hour OSHA Public Sector Safety and Health Fundamentals Certificate Program, also serves on the Department of Labor Standards Advisory Committee. She drafted and implemented numerous safety protocols during the pandemic that were deployed within the DPW and shared and implemented by several neighboring communities. Town officials meet with Risk Management on a regular basis and are committed to ensuring full compliance with DLS-required training for all departments.

MIIA AWARDS continued on 27

Preventative maintenance can help prevent costly sewer backup claims

By Stephen Batchelder

There is no more challenging and stressful claim than having to assist someone who has had their home flooded with raw sewage, which is an environmental hazard and public health risk.

Sewer backups to private property account for approximately 40% of general liability insurance losses incurred by municipalities each year. And they are expensive. MIIA's average sewer loss is just over \$12,000 for an unfinished basement area. And they go up from there. According to an article in Claims Journal, a typical claim averages in the mid \$30,000's, and the cost is increasing annually at a rate far more than inflation.

If you do the math — take your deductible per claim and multiply that by 20 sewer claims a year — you could be talking hundreds of thousands of dollars your community will need to pay out. And that doesn't include the personnel hours and overtime often required to fix the problem.

It's far better to do the preventative maintenance now than pay later.

Municipalities should include the following minimum preventive mainte-

nance components in their sewer system program:

• Implement schedules for planned inspection in every area of the sewer collection system, including all utility access holes and pipelines. Local conditions will determine the type and frequency of inspection needed for sewers and utility access holes. As a general guide, it is recommended that inspections of the public sewer system take place every 18 to 36 months.

MAINTENANCE continued on 27

Mass Innovations

Three communities recognized with Innovation Awards

By Jennifer Kavanaugh

This month's Mass Innovations column showcases the winners of the MMA's annual <u>Kenneth Pickard Innovation</u> <u>Award</u>.

This year's awards went to projects that:

- Encouraged greater public engagement through the use of an online data portal and the deployment of a mobile town services van
- Helped local small businesses upgrade their payment technology, websites and social media presence
- Centralized information about building and development projects in an online, interactive map

The awards were announced during the virtual MMA Annual Business Meeting on Jan. 22.

This year's award judges were Charles Blanchard, a former town manager in Palmer who is currently serving as the interim town manager in Williamstown, and Wendy Foxmyn, a retired Deerfield town administrator who has served as the chief administrative officer, assistant chief administrative officer, and interim town administrator in more than a dozen western Massachusetts communities.

The award is named in honor of Kenneth Pickard, the executive secretary of the Massachusetts League of Cities and Towns from 1969 to 1973.

Andover enhances online and in-person public engagement

In a quest to engage the public more fully, the town of Andover has been going both online and on the road to meet its residents where they are – whether it's in front of a computer screen, on the sidelines of a soccer field, or at a neighborhood event.

Over the past year, Andover has undertaken two initiatives to provide better service and more information to its residents: <u>Andover Data</u>, an online portal that shares town statistics and detailed performance data, and the <u>Andover</u> <u>Mobile Town Hall</u>, a van that takes town services into the neighborhoods.

The initiatives represent Andover's on-



Andover's Mobile Town Hall (Photo courtesy town of Andover)

going efforts to enhance communication and interaction with residents. These efforts have received significant buy-in from Town Meeting, the Select Board and the Finance Committee, said Town Manager Andrew Flanagan.

"I think everybody's coming along with us in acknowledging that the needs of the community are changing, the expectations for service delivery are changing," Flanagan said. "And they're supporting us with the resources to effectively meet that changing demand."

Launched in April 2021, Andover Data serves as a hub of municipal data and furthers the town's goal of increasing transparency around its operations. The hub provides data on everything from customer-service response rates and budget graphs to streetlight locations and trees. The town wanted to display the information generated from its 311 customer response program, and find a larger audience for information from its annual town reports.

The portal took about six months to develop, but cost little because Andover relied on employees and existing software to build it, said Assistant Town Manager Patrick Lawlor. He said the new format has inspired employees to think more creatively about displaying information.

"It has excited some departments to get involved with it, so we're thrilled with how that's going," Lawlor said.

This past September, the town unveiled its Mobile Town Hall, a Ford Transit van outfitted with technology allowing residents to pay municipal bills, renew dog licenses, and register to vote, among other transactions. Officials said the van allows the town to make services more accessible to residents who are gathered for local sporting events, attending town celebrations, or spending time in their neighborhoods.

"When we think about our level of resident engagement, we know that the residents who live further away from the Town Office Building are less engaged than those who live closer," Lawlor said. "So the neighborhood services approach really was also a catalyst for the Mobile Town Hall, because now we're able to get out there into the neighborhoods, answer neighborhood-specific questions, but also try to build engagement with people we might not interact with as often."

A grant from the Executive Office of Public Safety and Security covered most of the vehicle's cost. Andover's facilities and information technology departments worked to secure the vehicle and customize it with workstations connected to the town's municipal software, an external device charging system, and a publicly accessible Wi-Fi system.

Town employees operate the van and assist residents with their transactions, and the library, for instance, has been eyeing the van as a way to get more books out into the community. Andover has also been seeking residents' suggestions about where the van should travel on future trips.

In envisioning uses for the Mobile Town Hall, officials said they were also mindful of a three-day power outage in 2017 and the September 2018 Merrimack Valley gas explosions that hit Andover, Lawrence and North Andover. During emergencies, residents will be able to charge their devices and make use of the van's internet access.

For more information, contact Assistant Town Manager Patrick Lawlor at Patrick. Lawlor@andoverma.us.

■ INNOVATIONS continued on 21

Mass Innovations

INNOVATIONS

Continued from page 20

Online map provides updates about building projects in Gardner

To keep residents better informed about local development, the city of Gardner has built an online, <u>interactive map</u> to help people understand what's going on with that hole being dug in one part of the city, or with those steel beams going up in another.

Launched in August 2021, the map allows people to click on starred locations around the city and pull up information about timelines, costs and funding sources for various projects. The city said it wanted to create more transparency around both public and private-sector projects that are working their way through the city approval process.

Mayor Michael Nicholson said the map answers questions residents typically have when they notice a building project in the city, such as: what's the timeline, what will it look like, how much does it cost and who's paying for it? He said residents also ask why the city isn't doing something about a particular site, even when it is. By capitalizing on resources it already had, he said, Gardner was able to improve public awareness around all project sites.

"It's all existing software and staff that we already had available to us," Nicolson said. "So it's costing us nothing, but it's getting all of the information out to the public in ways that we couldn't do before."

Nicholson said he had asked his team to identify the most frequently asked development questions, so they could put the answers to those questions in one place. City departments spent about two months on the map, gathering information about the active projects, and compiling financial data, planning process information and other details about the projects. The city's geographic information systems coordinator plotted the projects on the map and loaded the background information for each project.

City Engineer Chris Coughlin said the



People can find out more about building projects in Gardner by clicking on various locations on the city's online map.

biggest challenge was compiling the information and building the initial map. It has been easier to maintain the map in the months since, he said.

"The map is being updated as quickly as new projects are starting," Coughlin said. "The effort required to add additional projects is quite low."

To keep the website from getting too cluttered, Gardner's map focuses only on projects that have experienced some sort of activity within the past year. But the city is hoping to enable the map to store and display historical data as the effort extends into the future, Nicholson said. The idea would involve having layers of data that could be selected for different years, he said.

In the meantime, the map has achieved Gardner's goal of answering development questions more efficiently, Nicholson said, and the city has gotten positive feedback about it. City Hall is now getting fewer inquiries about projects, and the people who do reach out with questions now tend to have better information before making the call. In response, city officials can point callers to concrete information online, he said.

"It puts people at ease to see it in writing, too," Nicolson said. "They can call us at City Hall, and we can tell them the answers to their questions, but to see it published in a public forum like that also does help just alleviate any concerns that they may have."

For more information, contact GIS Coordinator Jon Fiore at jfiore@gardner-ma.gov.

Taunton gives small businesses a STEP UP

The city of Taunton is expanding a program it designed to give local small

businesses a boost during the pandemic by helping them improve their sales technology, websites and social media.

The city launched <u>STEP UP</u> (Sales Technology & Efficiency Professional Upgrade Program) in March 2021 to help small businesses owned by women, people of color and veterans become more technologically agile in their customer interactions. Last month, the city announced a second funding round for the program, and has expanded eligibility to include all Taunton businesses with fewer than 10 employees.

City officials said they wanted to help small businesses that couldn't pivot as easily as larger companies to offer online ordering and other contactless services. By helping small business owners with point-of-sale services, web design and social media, the city wanted consumers to be able to find local businesses and more easily place orders and make appointments online.

"Giving our small businesses a step up on their digital capabilities and presence on the internet allows them to better compete with the larger chains," Mayor Shaunna O'Connell said.

Taunton residents want to patronize local businesses, O'Connell said, but they will often gravitate toward convenience when given the option. The city's program helps tip that balance back in the favor of local small businesses, she said.

■ INNOVATIONS continued on 24



Mayor Shaunna O'Connell poses with a local business owner who received a new point-of-sale system through the STEP UP program. (Photo courtesy of city of Taunton)

Around the Commonwealth

Eastham

Town develops support package for young families

A collaborative effort between Eastham's Finance Committee, Select Board and administration has resulted in a "Family Support Package" to help address the rising cost of child care, housing and food for residents.

The public assistance plan was approved by Town Meeting as an override in 2020 with an 80% majority. The town is offering full-day preschool for 4-year-olds (up to \$10,000 per child), half-day preschool for 3-year-olds (up to \$5,000 per child), lunch for every Eastham student, extra support for an existing summer food program (Food 4 Kids), and \$4,000 to support the Eastham Committee on Early Childhood after-school care to help subsidize that cost for families. The program also sets aside \$100,000 per year for workforce housing programs.

The package was developed to help the town address a shift in demographics — an increase in the average age of residents and difficulty drawing in and retaining young families, an issue facing municipalities across the state. Members of the Finance Committee and Select Board had approached Town Administrator Jacqueline Beebe with data on how preschool education contributes to success in later school years, and similar data supporting nutrition being provided in schools.

"We came up with options for programs by looking at child care programs on the Cape and the costs," Beebe said. "We decided what was essential and how to best support families with the resources we have."

Finance Committee Member Mary Shaw, who came to Beebe with early education research, said focus groups working on the program gave top priority to free preschool education.

"The cost of housing has gotten worse and worse," Shaw said. "If you are providing funds for families to send kids to preschool, it helps them have more money for rent or a mortgage. ... And when people have access to education in the beginning years, they tend to stay in school and be interested in school."

The Family Support Package was funded at \$490,500 for the first year through a property tax assessment of 16 cents per \$1,000 valuation. The program is partnering with existing child care providers.

"The funding helps offset the costs for families while creating a source of economic benefit for existing services," Beebe said.

The program also helps make progress toward the town's five-year strategic plan priorities to "improve quality of life for a diversity of residents and strengthen the community."

"It was almost a unanimous vote at Town Meeting, and it was an override," Beebe said. "We did the strategic plan, and so the community understood how important it was."

The program has 30 to 40 children enrolled at any given time.

"Parents are using it to return to work, even on a limited basis," Beebe said. "Some will use it just two days a week. ... I did have several conversations with parents who cried and said, "This program has made a difference for us."

The town's program is permanent, but Beebe said she hopes to see the state encourage preschool subsidies on a statewide level.

Shaw said other communities on Cape Cod, including Wellfleet and Orleans, also have programs to help address similar issues, and the town of Brewster had reached out to Beebe to learn more about the Family Support Package.

"Start to address it in any way you can," Beebe said. "It can cost whatever the community wants it to cost. Start small and slow if you need to and let it grow. ... Not every community will embrace an

override, but we saw it as critical."

– Meredith Gabrilska

Beverly

National award recognizes mayor, city's climate work

After receiving national recognition for



As part of its sustainability efforts, Beverly held a National Drive Electric Week event last year that allowed residents to tour an electric school bus, test an electric scooter and bike, and take in an electric car show. (Photo courtesy city of Beverly)

two climate programs, Beverly Mayor Michael Cahill said the city's resilience and sustainability efforts reflect a larger City Hall ethos, a community value, and a regional priority.

In December, Cahill received one of two top honors from the Mayors Climate Protection Awards, a partnership between the U.S. Conference of Mayors and Walmart to recognize mayors for their climate work. The award focused on two Beverly efforts: the conversion of its vehicle fleet to electric, and its Green Schools Program, which involves making buildings more energy efficient. Salem Mayor Kimberley Driscoll also received an honorable mention for her work on Resilient Together, a Beverly-Salem collaboration to address climate change.

Whether it involves vehicle electrification or the greening of city buildings, the coastal city of Beverly has made climate work a central focus to protect its future.

"This is really embedded in all of the work that everybody in city government does," Cahill said. "It's our law department, our finance department, our procurement department, engineering, planning, public works, police, fire. Everybody's engaged and trying to do their part with this. We've got great partners in our City Council, our School Committee, our school administration, in order to make these things happen."

With about 200 vehicles between its school and municipal fleets, Beverly has been buying electric vehicles and

COMMONWEALTH continued on 23

Around the Commonwealth

COMMONWEALTH

Continued from page 22

converting others to hybrid, and has installed about two dozen electric vehicle charging stations in municipal parking lots. The city has purchased two electric police vehicles and leased two more, and has hybridized nine school vehicles, including six half-buses and three vans. When purchasing new vehicles, department heads are expected to research hybrid and electric alternatives first before requesting a gas or diesel vehicle.

Beverly has also been buying full-size electric school buses, with two already in service and three more on order. The buses have vehicle-to-grid technology, allowing them to charge up during offpeak times, and then send electricity back to the grid during high-demand periods. The city told the U.S. Conference of Mayors that it was hoping to electrify its school fleet by 2030.

Electrifying a vehicle fleet does pose challenges, said Erina Keefe, Beverly's sustainability director. Electric vehicles still cost more than their traditional counterparts, and some municipal vehicles, such as heavy dump trucks, don't lend themselves to electric technology, though the options are improving.

"The technology has changed so rapidly that things that weren't economical a decade ago or didn't perform as well as they needed to a decade ago are now feasible, and they're now affordable, and they're effective," Keefe said.

Cahill's award also focused on Beverly's Green Schools program, which has included the construction of a new energy-efficient middle school, and the installation of solar panels, and upgraded heating, cooling and ventilation systems, as well as vehicle charging stations. Beverly Public Services Commissioner Michael Collins has taken the lead on that work, Cahill said.

Beverly has also been upgrading buildings citywide. A new police station has an underground geothermal heating

and cooling system, and will have solar panels on its roof and in the parking lot. And the city is also about to start construction on a multi-site solar project to put panels on the roofs of the middle school, City Hall and the senior center and over several parking lots, as well as updating a ground-mounted solar array at the high school.

Work also continues with Salem through Resilient Together. The cities recently received an Accelerating Climate Resiliency grant from the Metropolitan Area Planning Council for community outreach and training to help more residents access utility-sponsored energy retrofitting work, officials said.

– Jennifer Kavanaugh

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

MMA announces town report contest winners

Foxborough, Littleton and Tisbury took the top prizes in their respective categories in the MMA's Annual Town Report Contest.

Nine communities, including secondand third-place finishers, were recognized during the virtual MMA Annual Meeting on Jan. 22.

Judging criteria include layout and cover design, arrangement of material, presentation of statistics and data, summary of the year's achievements, evidence of local planning for the future, and the report's usefulness.

The winners are:

Category 1 (population more than 15,000)

1st place: Foxborough

2nd place: Arlington

3rd place: Burlington

Category 2 (population 5,000-15,000)

1st place: Littleton

2nd place: Wenham

3rd place: Westminster

Category 3 (population 4,999 and under)

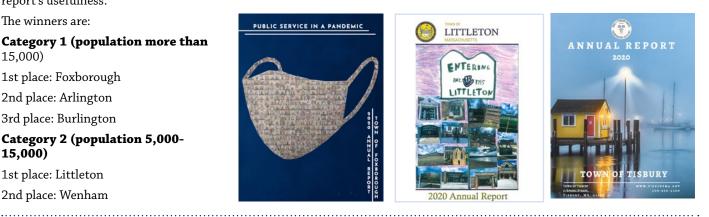
1st place: Tisbury

2nd place: Oak Bluffs

3rd place: Truro

Serving as judge for the contest was Bernie Kubiak, who has served as a select board member in Belchertown and as town administrator in Hadley, Deerfield and Northfield.

State law (<u>Ch. 40, Sect. 49</u>) requires towns to prepare and publish an annual town report prior to the annual town meeting. The reports typically include financial information, highlights of the previous calendar year, reports from major boards, committees and key officials (including the select board), election results, and town meeting information. 🔵



PRESIDENT, VP

Continued from page 1

residents, businesses, and nonprofits," Fuller said. "As president, I look forward to building on these relationships as we continue to tackle the ever-changing landscape of this pandemic and the opportunities and challenges of local government."

Fuller, who became Newton's first woman mayor in 2018, also has eight years of experience as a city councillor. Before moving to Newton more than 25 years ago, Fuller served on the Finance Committee in Brookline. She also has more than two decades of experience as a strategic planner for nonprofits and businesses. She earned a bachelor's degree in American history from Brown University, and a master's degree in business administration from Harvard University.

As mayor, Fuller has tackled a wide range of issues affecting her city of almost 90,000 people. Under her leadership, Newton established full-day kindergarten; launched NewMo, a ride-share transportation service for seniors; and prioritized affordable housing efforts. The pandemic has also helped shape the city's priorities and its leader.

"We know this coronavirus is wily and continuously changing," Fuller said. "As municipal leaders, we, too, have become nimble. We've had to evolve rapidly, finding innovative ways to provide our services and support our neighbors. The pandemic has made us stronger, more innovative, more compassionate, and more focused on equity."

Fuller urged MMA members to reach out to her with their needs and concerns. She will also be working closely with Hai over the next year.

As vice president, Hai said she is excited to engage in the MMA's ongoing work.

"I'm looking forward to helping continue the work to collectively advocate for and find paths of economic recovery, to expand access to affordable and workforce housing, and to offer resources to tackle big issues," Hai said.

Hai was first elected to the Lexington Select Board in 2018, after serving five years on the town's Capital Expenditures Committee, four of those years as chair. She was also a Town Meeting member for a dozen years, and a member of local education organizations.

A former labor and employment lawyer, Hai is extensively involved in philanthropic and civic work, and serves on the Norman Rockwell Museum's Board of Trustees, and on the board of directors for Repair the World, a Jewish service organization. She earned a bachelor's

those, 10 received new point-of-sale systems, 14 got new or redesigned websites, and 11 received help with social media. The businesses include restaurants, music shops and beauticians.

On average, officials said the city spent \$2,000 for each website; \$1,500 to \$2,500 on each point-of-sale system; and \$75 an hour on social media coaching sessions. (In this new round, the program will also help businesses with logo design.) The project's relatively low costs allowed Taunton to help 19 businesses, but it received more than 35 applications last year, prompting interest in a second round of funding.

To pay for the first round, the city used \$55,000 from an Urban Agenda Grant from the Executive Office of Housing and Economic Development. This time, the city is using \$100,000 from its American Rescue Plan Act allocation. Given the longer spending period degree in industrial and labor relations from Cornell University and a law degree from Vanderbilt University School of Law.

Since joining the Lexington Select Board, Hai has focused on economic development, housing, transportation, and social justice and racial equity issues, leading an effort to hire a minority-owned consulting firm to help Lexington address racial equity issues. She also wrote the Town Meeting warrant article to change the Board of Selectmen to the gender-neutral Select Board.

Hai said the MMA provides a "unique benefit" to municipalities and the state through its advocacy, and she said the "shared thinking and exploration" offered through the MMA's programming broadens municipal leaders' experiences and knowledge, and leads to new ways of approaching issues.

"The MMA brings us together to share our experiences, collaborate and learn from each other, but as importantly, provides a coordinated means to advocate for large-scale solutions," Hai said. "So many of the issues we face, including housing, transportation, environmental infrastructure, election laws, public health and racial equity, among others, require solutions bigger than any one municipality."

allowed under ARPA, Taunton will offer assistance on a rolling basis, and the city estimates that approved businesses will receive their upgrades within two to four months of applying.

With the additional funding, the city hopes to help 30 to 40 businesses in the second round. City officials said they view the program not only as a means to help local businesses survive the pandemic, but also to help them make long-term, sustainable improvements to their operations. In a survey, two-thirds of participating first-round businesses reported an increase in sales, clients or general interest.

For more information, contact Grant Coordinator T.J. Torres at 508-821-1030 or ttorres@taunton-ma.gov.

MMA Communications intern Mark Roberts contributed reporting to this month's column.

INNOVATIONS

Continued from page 21

"When our residents know they have choices of where to spend their money, and they can easily locate and transact with small businesses on their phone and computer, then everybody wins," O'Connell said.

Taunton's Office of Economic and Community Development oversees the program, which includes meeting with approved applicants to gauge their needs and contracting with web designers and a social media consultant to work with the businesses. For point-ofsale systems, the city either works with the vendors that businesses are already using or reimburses the businesses for the purchase of pre-approved upgrades.

During the program's first round, the city helped 19 businesses with one or more of their technological needs. Of

BUDGET

Continued from page 1

in mid-March on municipal and school aid for fiscal 2023, and the House will debate its budget bill in April, with the Senate deliberating its own bill in May. The Legislature will work to get a final budget bill to the governor by the beginning of the fiscal year on July 1.

- <u>See Division of Local Services</u> <u>preliminary fiscal 2023 Cherry Sheet</u> <u>aid amounts for individual cities or</u> <u>towns</u>
- <u>See Division of Local Services</u> preliminary fiscal 2023 Cherry Sheet <u>aid amounts for regional school</u> <u>districts</u>

Chapter 70 school aid

The governor's budget recommendation would continue implementation of the funding schedules in the 2019 Student Opportunity Act that were delayed in fiscal 2021 and then funded at a rate of one-sixth, rather than one-seventh, in fiscal 2022 to stay on track with the law's intended implementation schedule. House 2 represents funding the Student Opportunity Act at a rate of two-sixths.

Fulfilling commitments in the Student Opportunity Act, House 2 would bring Chapter 70 school aid up to \$5.98 billion, a \$485 million increase. The majority of the funds would implement the improvements to the foundation budget, adding weight for low-income students, English Language Learners, special education costs, and school employee health benefits.

An initial examination of the budget, however, indicates that 136 of 318 operating districts (43%) would receive only the minimum \$30 per-student increase in the Student Opportunity Act. These 136 districts would receive a combined increase of \$9.3 million, and the remaining districts would receive \$475.8 million more.

The MMA will continue to strongly advocate for minimum aid of \$100 per student to ensure that all districts can at least keep pace with inflation and maintain their school services.

• <u>See DESE's calculation of fiscal</u> <u>2023 Chapter 70 aid and Net School</u> <u>Spending requirements for individual</u> <u>cities, towns and regional school</u>

<u>districts based on House 2</u>

(This page will include preliminary fiscal 2023 charter school assessments and reimbursements when available.)

Charter school reimbursements

The governor's budget would increase the charter school reimbursement account up to \$219 million, intended to meet the commitment in the Student Opportunity Act to fund 90% of the state's statutory obligation to mitigate Chapter 70 losses to charter schools. A portion of this \$64.8 million increase would simply be a pass-through to charter schools by funding an increase in the per-student facilities amount that charter schools receive.

The Student Opportunity Act pledges to phase in full funding of the statutory charter school reimbursement formula over three years.

"While the governor's plan may continue to meet that requirement, it would not fix the serious flaws in the charter school finance system," Beckwith said. "Charter schools will continue to divert a high percentage of Chapter 70 funds away from many municipally operated school districts, and place greater strain on the districts that serve the vast majority of public schoolchildren. Major problems will continue unless a true resolution of the charter school funding problem is achieved, which is a top MMA priority."

Special education circuit breaker

The governor's budget would add \$41.2 million to fund the Special Education Circuit Breaker program at \$414 million, an increase of 11%. The Student Opportunity Act expanded the special education circuit breaker by including out-ofdistrict transportation, an important enhancement for cities and towns.

Regional school transportation

House 2 would reduce funding for regional transportation reimbursements from \$82.1 million this year to \$77.8 million in fiscal 2023, which would create a hardship for virtually all communities in regional districts. Reimbursements for transportation of outof-district vocational students remains significantly underfunded at \$250,000. Increasing these accounts is a priority for cities and towns and the MMA.

McKinney-Vento transportation

The governor's budget would increase reimbursements for the transportation of homeless students under the federal McKinney-Vento Act from \$14.4 million this year to \$22.9 million in fiscal 2023. The impact of this funding level will vary from community to community, depending on the number of homeless families that remain sheltered in local hotels and motels.

PILOT

The governor's budget would level-fund payments-in-lieu-of-taxes at \$35 million, which would create a significant hardship for many smaller, rural communities with large amounts of stateowned land. This is a key account due to the major impact that PILOT payments have on budgets in very small communities, and level-funding this account would fall short of the Legislature's goal of phasing in full funding by fiscal 2024.

Tax cuts

Alongside his budget proposal, the governor filed a separate bill proposing \$693 million in tax relief that would permanently reduce state tax collections, and the Legislature is expected to examine them closely before making commitments. The bill (H. 4362) was referred to the Joint Committee on Revenue.

The following are the main tax cuts (with preliminary cost estimates):

- Doubling tax credits for dependent care (\$167 million)
- Increasing the cap on the income tax deduction for rent from \$3,000 to \$5,000 (\$77 million)
- Doubling the maximum Senior Property Tax Circuit Breaker tax credit (\$60 million)
- Reducing the estate tax (\$277 million)
- Reducing the short-term capital gains tax rate from 12% to 5% (\$117 million)
- Increasing the no-tax threshold for lower-wage taxpayers (\$41 million)

DIRECTOR'S REPORT

Continued from page 2

collected in fiscal 2020. During this time, UGGA has been left behind, receiving only a 3.55% increase of \$39.5 million. This breakdown needs to be addressed.

Given all the uncertainty, it's understandable that the state's financial windfall was difficult to predict in the early months of the pandemic. However, this now-recognized inequity must be addressed and solved as a key budget priority in fiscal 2023. Otherwise, the state will fail to live up to its revenue sharing commitment, and cities and towns will be permanently impaired by a far-too-low discretionary aid funding base, causing greater reliance on capped property taxes and locking communities in a fiscal vise that will continually squeeze out funding for essential municipal and school services in the coming years.

The fiscal 2023 budget filed by Gov. Charlie Baker falls far short of what's needed, offering only a \$31.5 million increase in the UGGA account, a below-inflation increase of 2.7% over fiscal 2022 levels. As we stated during the MMA's Annual Meeting last month, a 2.7% increase is too low. What is needed is a local aid investment that reflects the actual growth in revenues that the state is receiving.

The administration is calculating revenue growth using a methodology that omits a large portion of the record-setting revenue collections that the state has experienced during the past year. This way of benchmarking growth disadvantages cities and towns. Fiscal 2023 state tax collections will be \$2.5 billion higher (7.3%) than the \$34.4 billion tax base that was used to pass the fiscal 2022 budget last July, and \$6.8 billion higher (22%) than the original fiscal 2022 revenue projection from a year ago. The administration is using the highest possible revenue estimate for fiscal 2022 (\$35.95 billion, set just two weeks ago), and relegating UGGA to an artificially low growth projection, even though actual growth will be much higher.

The accurate and fair way to fund UGGA in the fiscal 2023 budget would be to increase municipal aid by 7.3%, or \$85.3 million, in fiscal 2023 — not \$31.5 million — by using a common-sense approach that compares expected fiscal 2023 revenues of \$36.9 billion with the \$34.4 billion amount used to pass the fiscal 2022 budget in July.

It is important to note that while cities and

towns have welcomed much-needed federal American Rescue Plan Act funding to respond to and recover from the pandemic, this is one-time funding that can only be used in accordance with federal guidelines. As such, it cannot be seen as an alternative to state funding to support local aid and key operational programs.

This is a critical time for cities and towns, our residents, and our economy. Every region of the state is facing hardships and challenges. In terms of restoring fiscal stability at the municipal level and ensuring adequate funding for essential local services, the critical first step will be returning to full revenue sharing in fiscal 2023.

Timing is also essential. Cities and towns are drafting their budgets now and will be adopting them at town meetings and council meetings well before the final state budget is enacted in July. Communities will need an early commitment from lawmakers to a full revenue sharing increase so these funds can be planned for and used to maintain core services. Fairness and timing are both critical.

Chapter 90 needs a longoverdue increase

The second front-burner issue is quick passage of a \$300 million Chapter 90 bond bill, so that cities and towns can move forward to maintain, repair and rebuild their 30,000 miles of municipal roadways in Massachusetts.

The MMA's biennial survey on gaps in local road funding across the state shows that communities need \$600 million to adequately fund municipal road and bridge projects in a state of good repair. Current Chapter 90 funding, stuck at \$200 million annually, the same amount received in fiscal 2012, supports only one-third of this need. Further, more than three-quarters of survey respondents reported that they have had to save up Chapter 90 funds over the past five years to cover the cost of necessary road projects that exceed their annual allotment.

Chapter 90 bond-funded allocations have been generally flat at \$200 million since fiscal 2012, which is why local leaders are disappointed that the administration has simply re-filed a \$200 million proposal for the coming year, instead of recognizing that this is far short of the mark. The stark reality is that the purchasing power of the Chapter 90 program has been substantially diminished since fiscal 2012. With Chapter 90 remaining at \$200 million for fiscal 2022, the real (inflation-adjusted) level of state support for local road projects has dropped by 40%, to an inflation-adjusted \$120 million. That is a loss of \$80 million in purchasing power over the past 10 years.

Communities desperately need Chapter 90 to increase to \$300 million. Otherwise, cities and towns will continue to fall further behind each year, and our local roads will continue to crumble.

Swift passage is key as well. Cities and towns cannot award contracts based on Chapter 90 reimbursements until official notifications are received, and late passage of the Chapter 90 bond bill in recent years has forced communities to bid, award and start work on projects in a significantly shortened timeline, compressing the construction season, driving up the cost of projects due to more expensive bid responses, and reducing the scope of work accomplished.

This is one of the reasons why a multiyear bill would be a great improvement, as this would avoid a process that lurches from year to year, and thus improve the ability to plan at the local level.

With a tightly capped property tax, communities do not have the resources to close the massive \$400 million gap between what is needed for local roads and the current level of Chapter 90 funding. Further, federal ARPA funds can't be spent on road or transportation infrastructure projects, and the new federal infrastructure law signed late last year is reserved for very large state and regional projects.

Increasing the bond authorization to \$300 million annually is an important and necessary step to keep municipal roads safe and in good condition, and support local businesses and economies in all parts of the state. These funds would be put to work immediately and contribute to the state's economic recovery.

The bottom line is clear: local leaders are looking to their partners in the Legislature. Community leaders are asking state lawmakers to give top priority to the revenue and investments needed to deliver essential municipal services and fund our municipal transportation networks.

The coming weeks will determine whether cities and towns will have the resources they need to serve the people of Massachusetts. The answer will shape our recovery and prosperity in the years ahead.

.....

MMA presents municipal website awards

Arlington, Amesbury, Chatham and Royalston won the MMA's <u>annual municipal</u> <u>website awards</u>, which were announced during the MMA Annual Meeting on Jan. 22.

The awards recognize excellence in customer service, functionality, convenience and government transparency delivered by a municipal website in Massachusetts. Awards are given in four population categories.

Population over 25,000: Arlington — <u>www.arlingtonma.gov</u>

Population between 12,001 and 25,000: Amesbury — <u>www.amesburyma.gov</u>

Population between 5,000 and 12,000:

MIIA AWARDS

Continued from page 19

Health and Wellness

This year's winners were recognized for their steadfast participation in wellness activities during fiscal 2021.

Over the last two years, MIIA Well Aware dramatically increased the quantity and quality of remote programming. Each of the winners participated in nearly all Well Aware activities and

MAINTENANCE

Continued from page 19

- Implement schedules for planned maintenance in every area of the sewer collection system, including cleaning of sewer lines, where evidence of impeded water flow is identified. Local conditions and equipment will determine how frequently sewers and utility access holes should be scheduled for cleaning.
- Implement schedules for more frequent inspection and cleaning of known or potential problem areas, as identified by sewer staff or consulting engineers (e.g., sewers with excess debris accumulation, intruding tree roots, flat slopes, etc.).
- Implement schedules for inspection and cleaning of pump stations and equip them with alarms that ring to a staffed location or on-call pager in the event of a power failure or high

Chatham — www.chatham-ma.gov

Population under 5,000: Royalston — <u>www.royalston-ma.gov</u>

This year's contest judge was Richard Brown, a retired town administrator in Somerset who has 45 years of experience in local government management.

Municipal websites are evaluated using the following criteria:

- Current and timely information
- Use of social media and tools for online community engagement (including an events calendar)
- Intuitive navigation tools and organization of material

- Ease of access to resources for residents, such as the ability to apply for licenses and permits, pay bills, order documents and make suggestions
- Availability of public records
- Clear branding as the official municipal government site
- Robust search function
- Mobile-responsive design
- Details about municipal departments
- Visual appeal and overall experience

took advantage of many of the unique resources offered.

These groups remained actively involved in employee health and well-being, despite challenging times and the lack of on-site opportunities:

- Town of Amherst
- Town of Dartmouth
- Town of Walpole
- City of Woburn

wet-well level, as well as an alternative power source to maintain a minimum level of service during outages.

- Develop a process and schedule for inspection, maintenance and improvement of municipally owned portions of sewer service connections (if appropriate).
- Develop a process for monitoring and gauging the impact of rainfall on the sewer system, so that appropriate actions can be initiated as necessary to prevent or mitigate surcharging and sanitary sewer overflows.
- Develop procedures for avoiding an excess surge in downstream lines when removing blockages.
- Implement a plan to identify, prioritize and fund the repair or replacement of deteriorated system components.
- Appropriate methods for documenting inspection, maintenance and improvement activities. Documenting

• Dighton-Rehoboth Regional School District

MIIA recognizes the leadership of these groups for their steadfast support and encouragement for wellness.

Stephen Batchelder is MIIA's VP of Claims Operations and Risk Management, and Wendy Gammons is MIIA's Wellness Manager.

your preventative maintenance can also assist your community in defending claims in circumstances where you may not be legally liable. MIIA members can contact their risk manager for a sample detailed reporting form.

If preventive maintenance cannot be completed at the scheduled time, a supervisor should be notified immediately, and the activity should be rescheduled as soon as possible.

Every community should also prepare, and regularly review and revise, an emergency response plan. The ERP should be developed to assure that applicable personnel are prepared to take timely and efficient action in the event of a sewer incident.

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

People



Josh Lang

Josh Lang became the new town administrator in Lanesborough on Dec. 15.

An Army veteran who served in Afghanistan, Lang was a county commissioner for Bedford County, Pennsylvania,

from 2016 to 2021. His private-sector experience includes roles as the operations manager of a health center in Hyndman, Pennsylvania, from February to October 2021, and as a senior technical training specialist and business analyst at Three Wire Systems in Ebensburg, Pennsylvania, from 2013 to 2015. He has also been actively involved in veteran advocacy organizations, including Pennsylvania Student Veterans Coalition and Student Veterans of America. He has a bachelor's degree in politics from Shippensburg University of Pennsylvania.

In Lanesborough, Lang replaces **Kelli Robbins**, who left the position in June 2021 and is now the town administrator in Brookfield.



Fidel Maltez will become Reading's new town manager on Feb. 14.

Maltez has been the public works commissioner in Chelsea since 2019, and served as the city's assistant facilities director

Fidel Maltez

from 2017 to 2019. Previously, he worked for 13 years in a variety of engineering roles for Cintas Corporation, with three of those years as the company's regional engineering manager in China. He has a master's degree in public policy from Tufts University, and a bachelor's degree in civil engineering from Lafayette College. He recently took part in a Harvard Senior Fellows executive education program focusing on government management.

In Reading, Maltez replaces Robert

LeLacheur, who has served as town manager since 2013, after being Reading's assistant town manager and finance director for more than seven years.

••••••



Robert Fennessy

Robert Fennessy became Carver's

interim town administrator on Jan. 1.

Fennessy had served as Kingston's town administrator and chief procurement officer from 2013 to 2018. An attorney by profession, he

has run a law practice since 2002, and has taught at the UMass School of Law and at UMass Boston. He has a law degree from the UMass School of Law, a master's degree in education from Boston University and a bachelor's degree in psychology from Northeastern University.

In Carver, **Rick LaFond** had been serving as the interim administrator since April 2020. Previously, LaFond had been the Carver town administrator for 17 years before becoming the Abington town manager in 2013.



Michael Cahill



Kimberley Driscoll

Beverly Mayor Michael Cahill and Salem Mayor Kimberley Driscoll received national recognition for their climate work in December, both as recipients of 2021 Mayors Climate Protection Awards.

Through an award program run by the U.S. Conference of Mayors and Walmart, Cahill won one of the two top honors, with the other going to Houston Mayor **Sylvester Turner**. Driscoll received an honorable mention in the small cities category. In total, the group recognized 13 mayors around the country for their dedication to local climate action.

<u>Cahill's award focused on Beverly's efforts</u> to convert its vehicle fleet to electric vehicles, and its Green Schools Program, which has been making buildings more energy efficient.

Driscoll was recognized for Resilient Together, Salem and Beverly's collaboration and plan to address climate challenges and resiliency.

Cahill has been mayor in Beverly since 2014. Driscoll has been mayor in Salem since 2006 and is currently a candidate for lieutenant governor.

Jennifer Raitt,



Arlington's director of planning and community development, published an article in the January 2022 issue of Zoning Practice, a publication of the American Planning Association. Her

Jennifer Raitt

piece, "Ending Zoning's Racist Legacy," grew out of an April 2021 presentation that she had made at the APA's National Planning Conference, and examines the history of zoning practice and planning in the United States, the federal government's role in racial segregation, and more recent equitable zoning policies and practices.

Raitt has been in Arlington for six years. Previously, she spent nine years at the Metropolitan Area Planning Council in various planning roles. She has also taught in the Urban Affairs and City Planning Program at Boston University's Metropolitan College, served on Boston's Housing Task Force, was executive director of the North Shore Housing Trust, and worked as the community development director in Amesbury.

Lydia Edwards was sworn in as the newest member of the Senate on Jan. 20, after having won a Jan. 11 special election to represent the First Suffolk and Middlesex District.

PEOPLE continued on 29

People

PEOPLE Continued from page 28



Lydia Edwards

Edwards, who has been a Boston city councillor since 2018, will keep her District 1 seat until the end of April. An attorney, she previously served as deputy director of Boston's Office of Housing Stability, practiced public

interest law for Greater Boston Legal Services, served as the Massachusetts campaign coordinator for the National

campaign coordinator for the National Domestic Workers Alliance, and served as the director of legal services for the Brazilian Immigrant Center.

The First Suffolk and Middlesex District includes Winthrop, Revere, and parts of Cambridge and Boston. Former Sen. **Joseph Boncore** resigned the seat in September to become CEO of the Massachusetts Biotechnology Council.



Kim Janey, who served last year as Boston's first Black and first woman mayor, will take on two academic roles this spring.

Janey will be a

resident fellow this

spring at Harvard

Kennedy School's

Kim Janey

Institute of Politics, and she will be a fellow at the Frederick E. Berry Institute of Politics and Civic Engagement at Salem State University.

Janey served as Boston's acting mayor from March to November 2021, taking charge when **Martin Walsh** left to become the U.S. labor secretary. First elected to the council in 2017, she became City Council president in 2020, which placed her in line to be Walsh's successor on an acting basis. She has a background in advocacy focusing on civil rights, equity and children's issues.

.....

Lori Ehrlich, who represented the House's Eighth Essex District since 2008, stepped



Lori Ehrlich

As a House member, Ehrlich represented Marblehead, Swampscott and part of Lynn, and she served as House chair of the Joint Committee on Municipalities and Regional Government. A certified public accountant, Ehrlich has also been involved with environmental affairs, having founded two environmental nonprofits before taking office.



Hinsdale Select Board Member **James Sullivan**, 58, died on Dec. 31 from COVID-19 complications.

down last month

Federal Emergency

for a post in the

Management

Agency. On Jan.

20, President Joe

Biden appointed

Ehrlich to serve as

FEMA's Region 1

administrator for

New England.

Sullivan had been serving on the Select Board since 2021 and on the Planning Board since 2016, and

Andrew Bissanti.

who served on the

Council until just a

on Jan. 7 at age 64.

Bissanti served a

and from 2020

few months ago, died

Franklin Town

James Sullivan

was also Hinsdale's representative to the Berkshire Regional Planning Commission's Transportation Advisory Committee. He served as town moderator from 2017 to 2020.

In addition to his public service, Sullivan owned and operated Sullivan Sanitation Services in Hinsdale, and was a guitarist who performed locally.



Andrew Bissanti

to 2021. He had also been a member and past chair of Franklin's Economic Development Committee, and had served on the 2012 Master Plan Committee and Land Use Committee. He was also involved in a number of local organizations, including the Franklin Elks Lodge, the Lions Club, the Masonic Temple, and the Franklin Rod and Gun Club. He owned and operated a real estate and appraisal company in Franklin for many years.

.....

East Longmeadow Town Councillor **Thomas O'Connor** died on Jan. 8 at age 70.

O'Connor had been on the council since 2017. He served the town in a variety of roles for more than 15 years, including as animal control officer, Election Commission member, chair of the Capital Planning Committee, and member of the Charter Commission. He spent 33 years working in the insurance industry, for Connecticut Mutual Life Insurance Company and MassMutual.



Bill Owens

Bill Owens, who made history as the first Black member of the Massachusetts Senate, died on Jan. 22 at age 84.

After serving one term as a state representative, Owens served in the Senate for two separate periods

between 1974 and 1992, representing several sections of Boston. He worked to create the state Office of Minority Business Assistance and the Summer Youth Jobs Program. In the late 1980s, he sponsored a bill to pay reparations to Massachusetts descendants of slaves, becoming one of the first political leaders to call for reparations.

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.

total of four terms on the council, from 2012 to 2017,

EMPLOYMENT OPPORTUNITIES

Staff Engineer Town of Westford

The Westford Engineering Department has an immediate opening for a full-time Staff Engineer. The Staff Engineer position provides professional, technical, and administrative support for the Department of Public Works under the direct supervision of the Town Engineer. The position's responsibilities include: assisting in the management of the town's stormwater management program, preparing plans and estimates for public works projects, project permitting, construction inspection, land surveying, general office and field work, and regulatory enforcement. The position also provides technical support for various town departments, boards, and committees. Minimum qualifications include a bachelor of science degree in civil engineering or related field with two or more years of engineering experience and an EIT certification or preferably P.E. registration. Preference will be given to work experience in a municipal setting with a background in engineering design, stormwater management, public works construction, and land surveying. Experience with Autodesk Civil 3D, GIS, GPS, and HydroCAD is desired but not required. Must have a valid driver's license. The ideal candidate will be a highly motivated individual with strong organizational, written, and oral communication skills. Must have the ability to successfully function both independently and in a team-oriented environment. The starting salary range is \$65,000-\$80,000 depending on qualifications and experience. The position will remain open until filled by a qualified candidate. Please submit resume and cover letter by Feb. 28 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, visit: www. westfordma.gov/Jobs.aspx. EEO/AA employer

Chief Information Officer Norfolk County Registry of Deeds

CIO provides oversight and management of Registry of Deeds IT operations. Key duties include: Support online research application/ document management system along with IBM server. Oversight, maintenance, support and enhancement of the Registry's hardware and software infrastructure including local and wide area networks, voice, data, imaging, and internal and web applications. Cyber security/disaster recovery. Provide technical assistance/support for staff internal and external customers. Supervises and assists the Network administrator. Seven years CIO experience. Bachelor's degree in computer science, business administration or a related field. Salary: \$122,000 to \$127,000. Letter and Resume: mlee@norfolkdeeds.org

Treasurer/Collector Town of East Bridgewater

The town of East Bridgewater is seeking qualified and experienced candidates for the position of Treasurer-Collector. The Treasurer-Collector is responsible for the oversight, including active involvement, of a range of municipal finance functions including but not limited to real estate and personal property tax collections and billing, utilities (water, sewer, and solid waste) tax title, treasury, local revenue collections, cash management, payroll, employee/retiree benefits, investment and management of town funds, management of Town Meeting authorized debt service and bonding, and payables disbursement. Minimum Qualifications: bachelor's degree in accounting, finance, business administration, business management or related field; Five-plus years of experience in accounting, banking, and/or general finance or three-plus years of experience in municipal finance; or any equivalent combination of education and experience. A complete job description and application are available at www.eastbridgewaterma.gov/about-us. Current full-time salary is \$82,171.20 with benefits. Pay rate is being reviewed under the town's classification and compensation project. To apply, please submit a resume, cover letter with the town's standard job application to personnel@eastbridgewaterma.gov no later than Feb. 11. The town of East Bridgewater is an Equal Opportunity Employer.

Water Superintendent Town of Meredith, New Hampshire

Located in NH's Lakes Region, the town of Meredith (6,500 pop.) is seeking it's next Water Superintendent. The town offers paid vacation and sick time, 11 paid holidays, health and dental insurance, town-paid life insurance, and participation in the NH Retirement System. NH Grade III Treatment and Grade II Distribution certifications are required or the ability to acquire within one year of employment. Visit the Job Openings page on <u>www.meredithnh.org</u> for details and to apply. Your application and resume should be sent to HR@meredithnh.org.

Police Chief Town of Ashland

The town of Ashland (12.9 sq. mi., pop. 18,832), in Metrowest Boston, seeks a Police Chief to fill a position left open through retirement. The Police Chief champions our values: community safety, responsive assistance for residents, and staff development. We encourage enthusiastic candidates to view the Employment Profile on Ashland's website: www.ashlandmass.com/. Required: minimum 10 years progressively responsible police experience at the local level with five years in a command position; bachelors' degree; graduate of MA Police Academy or able to obtain MA certification; and administrative/ budgeting experience. Salary ranges from \$145,000-\$165,000 plus benefits. Applicants should submit a cover letter/resume to: humanresources@ ashlandmass.com. Applications accepted Until Feb. 28.

Executive Director

Northern Middlesex Council of Governments Northern Middlesex Council of Governments in Lowell is seeking an Executive Director. Formed in 1963 under Chapter 40B of the Massachusetts General Laws, NMCOG is one of 13 Regional Planning Agencies (RPAs) within the Commonwealth. NMCOG is a public agency governed by a policy board comprised of local elected officials from the city of Lowell and the eight surrounding towns of Billerica, Chelmsford, Dracut, Dunstable, Pepperell, Tewksbury, Tyngsborough, and Westford. The starting salary is \$150,000-\$175,000. Commensurate with experience. Position will remain open until filled. For a full job description and to apply go to <u>www.nmcog.org/</u> employment-opportunities.

Procurement Administrator Town of Winchester

Department: Town Manager. Salary Grade: PT-14, \$62,936-\$91,882 annually. Reports To: Town Manager/Assistant Town Manager. FLSA Status: Exempt. General Summary: Under the general supervision of the Town Manager and the Assistant Town Manager, provides procurement guidance and expertise to municipal and school departments in relation to state and local procurement laws and regulations. Manages various confidential research and administrative duties for the Procurement Office, Town Manager's Office, Select Board, Committees and Boards of the town. Massachusetts Certified

CLASSIFIEDS continued on 31

Classified advertising rates and information

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

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

Classified advertising rates

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

March Beacon

Deadline: February 24 Publication: March 3

April Beacon

Deadline: March 25 Publication: April 1

Placing an ad

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

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

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

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

CLASSIFIEDS

Continued from page 30

Public Purchasing Official (MCPPO). Please visit <u>www.</u> <u>winchester.us</u> for more information.

Water Technician Worker - Entry Level Town of West Bridgewater

Accepting applications for full-time, benefited position, possible pay rate, \$51K-\$60K yearly. Prefer knowledge of process instrumentation equipment, electrical systems, knowledge of PLC's, college of engineering degree, vocational school with trades diploma, jack of all trades type person. If you are a recent graduate or about to graduate and fit one of the above criteria, apply. On the job training will be given to the selected candidate. This job requires a 30-minute response time to West Bridgewater, during rush hour. This job requires walking, crawling, climbing, stooping, and kneeling on various surfaces, working in extreme weather conditions. To apply to this position, send a cover letter only describing how your schooling and/ or experience fits with the above mentioned criteria/ preferred knowledge. Must be one page, anything else will be rejected, selected candidates will be asked for resumes and references. Applications should be submitted to Linda Torres, Human Resources Director at ltorres@wbridgewater.com. Applications will be accepted until the position is filled, preference given to applications received by Friday Feb. 11 at noon. AA/ FOF

Director of Student Services Wellesley Public Schools

Reports To: Superintendent of Schools. Definition: As a member of the Senior Leadership Team, the position of Director of Student Services will set the conditions and bear primary responsibility for a system of continuous student supports among faculty and students by providing vision, leadership, management, compliance, programming, professional development, and fiscal oversight in the following areas: Special Education (inclusive of: Grant Management, Circuit Breaker, Legal Settlements, Proportionate Share), Rehabilitation Act of 1973 (Section 504), McKinney-Vento Liaison), Nursing, Guidance, Transportation (as it relates to above populations of students), Home/ Hospital Tutoring, Attendance, Discipline, Student Crisis/Suicide Prevention, Physical Restraint, Student Records/FERPA, Assistive Technology, Medicaid and Home School Programming. Nature and Scope: Major responsibilities include fulfilling the mandates of federal and state laws and regulations as they relate to student services for the school system and insuring that the variety of services provided for students at all levels are effectively organized and operated in their own right and in such a manner that they are well integrated with the regular instructional program. The incumbent will work with other administrators and staff to establish a positive climate for students' learning in which staff are perceptive and sensitive to students' abilities, interests and needs. The Director of Student Services will participate with Senior Leadership in arriving at decisions on system-wide procedures and policy development. Reporting directly to the Director of Student Services are the Director of Early Childhood Education, Department Head of Elementary Special Education, Department Head of Middle School Special Education, Department Head of High School Special Education, Out of District Coordinator, Department Head of Nursing, and

Department Heads of Middle School and High School Guidance. The incumbent has a line authority over student services personnel and a staff relationship with other school-based personnel, individual school administrators and K-12 administrators. Essential Job Functions: Responsibility for Special Education services to students, ages 3 to 22, or until high school diploma is achieved, through all levels PK-12+ and direct involvement in all phases of the program; makes decisions with building-based teams and leads Student Services administrators, through consultation and direct involvement with families, on matters such as student crises and educational placement, in a manner that protects the well-being of all students and staff and is consistent with state and federal laws and regulations, as well as, local policy; ensures effective communication among student services staff and others across levels of the school system; is directly responsible for supervising and evaluating special education and nursing administrators and is responsible for the effective implementation of the supervision and evaluation process for student services personnel; recommends staff appointments, promotions and dismissals, when necessary, with the assistance of principals; jointly with Middle and High School principals oversees the development and administration of Guidance programs; represents the school department in due process proceedings and related adversarial relationships; directs decisions for placement of students requiring tuition programs and oversees the Out of District Coordinator in monitoring the success of these placements consistent with special education laws and fiscal responsibilities; manages all DESE compliance activities related to Student Services, including Proportionate Share, Circuit Breaker, Indicators, Grants, and Coordinated Program Reviews; develops and directs the Health Services programs, in collaboration with the Department Head of Nursing, consistent with state mandates and School Committee policy; act as Title IX Coordinator for Students in accordance with Title IX and administer the District's bullying policies and procedures along with other administrators of the District; monitors attendance of students in order to enforce and protect their rights to appropriate public education; coordinates with families and schools around McKinney-Vento entitlements; reviews, approves and monitors all home school applications for compliance and effective progress; recommends action to the Superintendent in establishing residency of students and on all non-resident students requests to attend Wellesley schools on a tuition or non tuition basis; defines, plans and directs contracted services for staff development with and consultation to Student Services staff; organizes and directs the maintenance of all student records and reporting of student census data, in compliance with state and federal laws; provides for tutoring services for students with special needs and temporary disabling conditions and coordinates all other requests and inquiries about tutoring system wide; directs the development of budget for all Student Services programs, works with Central Administration to obtain funding for high quality and equitable curricula and instruction for all students, and directs responsible fiscal management of Student Services; attends School Committee meetings, as needed, and performs such other administrative assignments as the Superintendent from time to time may assign. Qualifications: Education and Experience: Minimum of five years teaching experience in public education, with at least three of these in the area of special

education, and at least three years of Administrative experience; demonstrated knowledge of federal and state special education laws and regulations; a minimum of a Master's degree in an appropriate field; degree in special education; Massachusetts DESE licensure or license eligibility as a Special Education Administrator. Preferred Qualifications: Academic preparation beyond the master's degree in an appropriate field; demonstrated ability in working with parents and community-based groups; demonstrated ability to work effectively with building administrators with regard to program implementation. <u>wellesleyps.</u> org/hr/employment-opportunities.

Sewer Superintendent Town of Rockland

The town of Rockland is seeking experienced and motivated applicants for the Sewer Superintendent position which is under the direction of the town elected Board of Sewer Commissioners. The Superintendent is responsible for the planning, budgets, organization, direction, management of the operations and activities for the towns' 2.5 MGD, Grade 7 treatment plant, collection and storage system. This position will ensure compliance with all applicable federal and state mandates and regulations as well as exercise direct authority over all plant staff, including outside contractors in accordance with all town policies and procedures. Education and Experience: Bachelor of science or related discipline preferred, with minimum of five years of experience with sewer system operations, minimum three years of supervisory level or any equivalent combination of education and experience. Special Requirements: Must possess and retain a valid Class D Massachusetts Motor Vehicle License, possess or have the ability to possess a valid Massachusetts Waste Water Operators license within a designated time determined by the Sewer Commissioners. Position is benefit eligible, 40 hours per week, and on call 24/7 for emergencies. The full job description can be found online at www.rockland-ma.gov. Interested candidates should submit a letter of interest, resume and application to Human Resources, scallahan@rockland-ma.gov.

Assistant Planner City of Easthampton

The city of Easthampton is seeking an Assistant Planner with the Planning Department. This position is an experienced professional-level position responsible for providing the primary technical support for various boards and committees, including the Planning Board and Zoning Board of Appeals. This position oversees and coordinates all land use permitting projects. The ideal candidate will be able to assist with a range of Planning Department functions, including research, data collection, grant application and administration, and normal administrative office functions. Full-Time: Benefitted (34 hrs/week). Salary: \$23.43-\$30.74 per hr. To see full posting and apply please visit our city website at <u>easthamptonma.gov</u>.

Buildings Roads and Grounds Foreman Upper Blackstone Clean Water

The Buildings Roads and Grounds Foreman performs, coordinates, schedules, and oversees the work activities of this division of the maintenance department facilities including a campus of buildings, treatment tankage, and ash landfill. Candidate shall be skilled and committed to the inspection, maintenance,

CLASSIFIEDS

Continued from page 31

repair, and rebuilding of the buildings and grounds associated with a modern wastewater treatment facility. Performs repair work of a difficult and skilled nature as well as exercising technical supervision over subordinate maintenance staff. Must be a good communicator who provides detailed records of daily work activities, accident reporting, tool and equipment inventories; and predictive, preventative, and corrective maintenance to the Facilities Maintenance Manager. Foreman must have considerable knowledge of the materials, techniques, and tools used in the maintenance and repair of mechanical equipment used at landfills and in facilities and grounds maintenance at wastewater treatment facilities. Knowledge of basic computer skills, email, internet searches, and Microsoft Office Suite required. Ten years of combined experience in general mechanical, construction or electrical maintenance work. Must be skilled in reading and interpreting engineering drawings and maintenance materials. Must possess the following licenses: MA Hoisting Engineer HE-2B minimum for operation of front end loader, backhoe, and forklift and commercial driver's license, minimum Class B with Air Brake Endorsement. Must pursue work with energy and drive with an emphasis on safety. Send resume to: Liz Mailhot at emailhot@ubcleanwater.org.

Human Resources Administrative Assistant Town of Westford

The town of Westford Human Resources Department is seeking highly qualified and motivated candidates for a full time Administrative Assistant to perform complex and confidential human resource functions in a busy and fast-paced environment. This position requires experience in the human resources field, including Workers' Compensation, benefit administration, HRIS systems, FMLA leaves, employment advertising processes, general understanding of payroll, A/P, and time and attendance. Must have demonstrated professionalism, strong interpersonal and communication skills, written skills, sensitivity to employee and retiree concerns/issues, and absolute ability to maintain confidentiality. Excellent organizational skills, ability to meet deadlines and schedules for multiple projects and assignments. Must be highly proficient in Microsoft Word and Excel and have the ability to become proficient in Munis (HRIS). Must be able to interpret and make appropriate decisions and exercise independent judgment. Excellent customer service skills with the ability to remain patient under stressful situations and work effectively with a diverse range of employees and retirees. Associate's degree in human resources, business administration, or related field and three to five years of related experience. The starting salary range is \$53,203-\$65,000 depending on qualifications and experience. Please submit resume and cover letter by Feb. 28 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/Jobs.aspx. EEO/AA Employer

Technical Specialist I Town of Andover

The town of Andover IT seeks candidates to perform technical work in the installation, configuration, maintenance and repair of all town and school hardware and desktop software technologies. Duties require HS diploma and technical training or an associate's degree in computer science, information technology, network administration or related field; a minimum of two years experience in the repair and maintenance of hardware and software, including knowledge of current PC/MAC hardware, Windows, disk imaging software, antivirus and Microsoft Office, or any equivalent combination of education and experience. To learn more about the position and apply online please visit: andoverma.gov/996/ Employment-Opportunities.

Program Coordinator Town of Andover

The town of Andover seeks creative, energized and dynamic applicants for the position of Program Coordinators in our Youth Services Division to assist with the implementation and management of youth development, recreational, educational and cultural programs for youths between the ages of 11-19. The successful candidate will possess at minimum an associate's degree in recreation, sociology, psychology, youth development or related field; two to five years of demonstrated work with youth; or any equivalent combination of education and experience. The town of Andover offers a comprehensive and competitive benefits package. To learn more about the position and apply online please visit: <u>andoverma.gov/996/</u> Employment-Opportunities.

Outreach Coordinator Town of Andover

The town of Andover seeks creative, energized and dynamic applicants for the position of Outreach Coordinator in our Youth Services Division to assist with the implementation and management of youth development, recreational, educational and cultural programs for youths between the ages of 11-19. The successful candidate will possess at minimum a bachelor's degree in counseling or related field; a master's degree in social work and a license as a clinical social worker strongly preferred; a minimum of three to five years related work experience with adolescents in developing and /or managing community support youth programs or agencies in a recreational, educational, and/or therapeutic setting; or any equivalent combination of education and experience. The town of Andover offers a comprehensive and competitive benefits package. To learn more about the position and apply online visit: andoverma.gov/996/ **Employment-Opportunities**.

Finance Dept. Administrative Assistant Town of Bourne

The town of Bourne is seeking qualified applicants for the position of Administrative Assistant. Candidate will provide accounting support to the Finance Department. Duties include verifying/entering information for processing accounts payable and payroll transactions, monitoring expenditures and verifying the accuracy of information. Candidates for this position must have a high school diploma or equivalent and at least three years of accounts payable experience. This is a full-time union position with a starting wage of \$22.94/hour. Submit cover letter, resume, and application to Erica Flemming, Finance Director, at effemming@townofbourne.com no later than Feb. 15.

.....

Network Manager Wellesley Public Schools The Network Manager is responsible for the

configuration, administration, management, and security of the district's cloud, wired and wireless networks. The Network Manager works with the technology team to integrate systems and deliver network services to students and staff. Qualifications: Experience in/Certifications: Alcatel Lucent Enterprise, CWNP, Aruba ACMP, Palo Alto ACE, MCSA/MCSE, and/or CISSP. Advanced understanding of network fundamentals and security, including experience with managed wireless networks, firewalls, routing, DNS and DHCP. Experience in an Active Directory/ LDAP environment. Ability to troubleshoot complex problems involving multiple systems (networking equipment, mobile devices, macOS, Windows Server, Windows clients). Experience managing and deploying a hybrid cloud and on-premises Virtual Server environment. Strong communication skills and ability to prioritize and multitask in an educational environment. Duties: 1. Configures, administers and maintains the district's network, including all network hardware, software, wireless systems, and Internet connections for the district's buildings. 2. Collaborates with the IT Operations Manager and Systems Administrators to integrate the district's network and Active Directory domain. 3. Works with the town technology department and the Municipal Light PLant (MLP) to administer and maintain the district's fiber WAN. 4. Assesses network security and performance on an ongoing basis and makes adaptations as needed. 5. Ensures the security of the district's network. 6. Develops and implements a plan to mitigate the educational impact of network equipment failure. 7. Provides the Director of Technology and IT Operations Manager with timely updates on issues impacting the availability of critical network systems. 8. Ensures that network issues are resolved in a timely fashion. 9. Documents problem resolutions. 10. Maintains confidentiality in regards to data stored, processed, or accessed by the network. 11. Communicates with vendors as needed. 12. Assists the Director of Technology in preparing the network portion of the technology department's capital and operations budgets. 13. Stays up-to-date on current and future network technologies. 14. Provides networking support to end-users and basic network support training to technology staff. 15. Maintains an inventory of networking equipment, thoroughly documents the network topology, and maintains a change log for the network. 16. Perform maintenance, support, and other responsibilities during evenings and weekends as required. 17. Performs other duties as assigned. Evaluation: Reporting to the Director of Technology, the performance of this job will be evaluated in accordance with provisions of the School Committee policy on the evaluation of non-union personnel. Terms of Employment: Year-round, fulltime position (1.0 FTE). Please apply via SchoolSpring job posting: www.schoolspring.com/employer/jobs/ job.cfm?j_id=3732791.

Director of Instructional Technology -PreK-12

Wellesley Public Schools

Wellesley Public Schools includes one pre-school, seven elementary schools, one middle school and one high school. In Wellesley, the grade configurations are Kindergarten through Grade 5 in the elementary schools; Grades 6 through 8 are located at the Wellesley Middle School; and Grades 9 through 12 are located at Wellesley High School.

CLASSIFIEDS

Continued from page 32

With elementary enrollment in a long-term decline, the town is currently planning to rebuild two of the three schools, the Hunnewell School, and the Hardy School, with the Upham School closing once the project is complete. There are currently 4,336 students enrolled. This Director position encompasses grades PreK-12 and is a member of the Senior Leadership Team, The Administrative and the Academic Councils. Responsibilities: These responsibilities are intended as an illustration of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if work is similar, related or within the scope of the expectations. Direct the District's strategic educational technology planning efforts including developing and maintaining the Technology and Digital Learning Plan. Develop and manage the technology budget for the district in collaboration with principals and school leadership teams. Ensure accountability for overall implementation of plans and strategies, and evaluate IT services and progress on strategic plans and goals. Coordinate the writing, submission and management of proposals for state, federal and private funding. Coordinate the development of a five year district technology plan in alignment with the districts' strategic plan with annual updates. Develop and implement plans that address data privacy, confidentiality, and security practices related to computer systems and networks. Ensure the privacy and security of student data including online educational services relating to computer software, mobile applications (apps), and web-based tools provided by third-party vendors. Develop and coordinate staff technology professional development. Create and support a maintenance plan for all technology devices, software, network components, peripherals, etc. Function as contributing instructional leader on District Leadership Team. Assist in the evaluation, selection, implementation, and on-going utilization and support of instructional and administrative technology, networking infrastructure, security systems, and communications systems. Coordinate and support district and state online assessments at the district level. Oversee the districts' website, social media, and communications systems, policies and procedures. Recruit, hire, professionally develop, supervise, and evaluate Instructional Technology Specialists, tech operational staff, and data/web management staff. Partner with directors, coaches, teacher leaders, and teachers on the development and implementation of technology-rich lessons supporting MA Digital Literacy and Computer Science Curriculum Standards (DLCS) as well as to support and assess students' development of 21st Century Technology Skills. Responsible for training, maintaining, and sustaining each school's Building Technology Specialists. Develop and administer a comprehensive security program to protect information, integrity and ensure compliance with federal privacy requirements. Work collaboratively with other town departments to ensure efficient use of technologies across the town. Oversee state, federal, and E-rate reporting. Work with Special Education to ensure that students receive appropriate assistive technology, with Human Resources on equipment for accommodations and email compliance; with

Finance on public records request documentation as needed. Performs all other duties as assigned by the Superintendent and/or Assistant Superintendent. Reports to: Superintendent of Schools. Qualifications: The ideal candidate will have the following: Must hold or be able to achieve a Massachusetts DESE Licenses in both: Teacher of Instructional Technology and Director: Non-Core; a master's degree or higher in educational administration or related field preferred; minimum five years of successful school experience in use of instructional and administrative technology; extensive knowledge of instructional technology and current research regarding its effective and efficient application in classrooms; experience and demonstrated expertise regarding the application of instructional and administrative technology for a variety of purposes; experience and demonstrated expertise in professional development for teachers and administration in the area of instructional technology and administrative applications; experience and demonstrated expertise in building strong, highly productive, and collaborative working relationships with teachers and administrators; experience and demonstrated expertise in managing a large technology infrastructure including networks, video systems, communications systems, and security systems; strong organizational and communication skills; demonstrated commitment to Diversity, Equity and Inclusion; excellent oral and written communication skills. Salary: In accordance with the Unit B scale (entering into negotiations for a successor agreement). To apply: Submit letter of interest, resume, references, certification for the position via schoolspring. www.schoolspring.com/employer/ jobs/applicants/profile.cfm?a_id=36152338.

Town Administrator Town of Wellfleet

The town of Wellfleet (permanent population: 3,566 seasonal; more than 30,000), a complex, dynamic, and diverse community is seeking qualified applicants for the position of Town Administrator to serve as its Chief Administrative Officer. The successful candidate will have excellent leadership qualities, exceptional oral and written communication skills, understanding of or ability to become adept in municipal finances, budgets, procurement, Massachusetts general laws, personnel management, and planning. Candidates must be a person especially fit by education, training, or previous experience in public administration to perform the powers and duties of the office. The candidate should be a communicator, always seeking first to understand, forward-thinking and innovative, with a strong commitment and motivation to work collaboratively with local boards, town department heads, employees, and citizens (permanent, seasonal, and commercial). The Town Administrator plays a crucial role in the town's overall planning, management, organization, stability, and growth of the community. The Town Administrator must be able to and have a proven track record in developing strong and productive working relationships with the various constituencies in the communities and/or organizations in which they have worked. The Town Administrator works under the direction of a five-member Select Board. The duties are outlined in the Wellfleet Town Charter which can be found on the town's website: <u>www.wellfleet-ma.gov</u>. The town has established a salary range of \$170,000 to \$195,000. Final salary negotiable commensurate with qualifications. An attractive benefits package,

including health and retirement plans, is part of the Town Administrator's total compensation. Preliminary interviews are targeted for the end of February. All replies will be kept confidential until finalists are identified. Please send a cover letter and resume (electronic submissions preferred) or request a Position Profile Brochure to: Richard J White, Groux-White Consulting, LLC, 1 Pelham Road, Lexington, MA 02421; rickwhite58@verizon.net.

Town Accountant Town of Wellfleet

The town of Wellfleet has a FY 2022 budget of \$26M and is seeking qualified candidates for the position of Town Accountant. Bachelor's degree in accounting, business administration, or a closely related field: a minimum of five to seven years general ledger accounting experience, preferably in the municipal field and experience with municipal financial software applications: or any combination of education. training and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job. Salary range is commensurate depending on experience and qualifications. Position is full-time, with full benefits. Applicants should submit a cover letter, resume, and a completed town employment application form by email to HumanResources@wellfleet-ma.gov. Position will remain open and applications accepted until filled. Complete position details and application available at: www.wellfleet-ma.gov/employment.

Town Treasurer

Town of Wellfleet The town of Wellfleet is seeking qualified candidates for the position of Town Treasurer. Salary is commensurate based on experience. Position is full-time, with full benefits. The position requires responsibility for the oversight of a range of municipal finance functions including, but not limited to, tax title, treasury, local revenue collections, cash management, payroll, investment of funds, management of debt service and payables disbursement; all other related work as required. A bachelor's degree in accounting and/or additional specialized training in municipal finance and a minimum of three years of experience in a municipal treasurer's office or public sector accounting office or five years of experience in an accounting office or a combination thereof is required. The successful

applicant must be able to be bonded. Interested applicant must be able to be bonded. Interested applicants may obtain the job description and application at the Wellfleet website at <u>www.wellfleetma.gov/employment</u>. Applicants may submit a cover letter, application, and resume by email to Rebecca Roughley, Assistant Town Administrator at humanresources@wellfleet-ma.gov. Include the title of the position applied for in the subject line of the email. Position will remain open until filled.

Principal Assessor Town of Lunenburg

The town of Lunenburg is seeking qualified applicants for the position of Principal Assessor. This is a 40 hour position. Pay range: \$37.08/hr-\$45.60/hr DOQE. Requirements: Bachelor's degree preferred; associate's degree with courses in business, finance and property assessment required; three to five years' experience in the real estate or appraisal field, including experience in the valuation of property for tax purposes in

CLASSIFIEDS

Continued from page 33

accordance with modern assessment principles; or equivalent combination of education and experience. DOR Course 101 including Classification Training Workshop. Current Massachusetts Accredited Assessor or achieved within two years. Full description available at <u>www.lunenburgma.gov/jobs</u>. Please send resume to jbelliveau@lunenburgonline.com.

Director of Human Resources and Administration City of Chelsea

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, compensation, benefits and leave administration, disciplinary matters, dispute resolution, investigations, grievance proceedings, performance and talent management, occupational health and safety, training and development and civil service matters. The Director will oversee HR department staff, ensure legal compliance with state, federal and local policies, implementation and support of the city's mission and recruitment strategy. Provide orientation, oversee ensure obligations in collective bargaining and provide Union contract administration. www.chelseama.gov/ human-resources/blog/director-human-resourcesand-administration. EEO

Town Planner Town of Bridgewater

The town of Bridgewater seeks a seasoned and results-oriented professional to perform a variety of administrative, technical and professional work overseeing land use planning, and assisting with community and economic development efforts. Working under the general guidance of the Community and Economic Development Director, the Town Planner will provide staff assistance to the Planning Board and the Community Preservation Committee. The planning component provides direct staff support to the Planning Board and occasional direction and guidance to other boards. Serves as a liaison between the Planning Board, developers, and the public and promotes the best interests of the town of Bridgewater in matters of planning and community development. The community preservation component serves as a liaison to the Community Preservation Committee and works toward developing preservation initiatives in compliance with community goals. Position administers the provisions of M.G.L. Ch 41, § 81A-81GG (the Subdivision Control Act), M.G.L. Ch 40A (the Zoning Act), the town zoning bylaws, rules and regulations governing the subdivision of land, and other state and local regulations and policies pertaining to planning boards and functions. Participates when and where appropriate, in the development, implementation, and/or maintenance of open space plans, land use plans, recreation plans and/or master plans. Graduation from an accredited four-year college or university with a bachelor's degree in regional, urban or community planning, architecture, landscape architecture, engineering, environmental science or a closely related field; and five years experience in municipal planning; or any equivalent combination of education and experience with additional education substituting on a year-foryear basis for required experience. The salary range is

\$68,079.96-\$89,327.16 annually plus a competitive benefit package. Qualified candidates should send cover letter and resume to: Human Resources - ATTN: hr@bridgewaterma.org.

Assistant Treasurer City of Easthampton

The city of Easthampton is seeking to fill the position of Assistant Treasurer. This position does administrative and technical work assisting in payroll oversight, receipt management and disbursement, contract compliance, and other treasury-related duties. Salary: \$20.88- \$27.41/hour. Full-time: Benefitted (34 hours per week, Monday through Thursday). For more details please visit our website at <u>www.easthamptonma.gov</u> or contact our Human Resources Department at 413-529-1466.

Area Supervisor - Water Massachusetts Water Resources Authority

The MWRA is seeking an Area Supervisor to supervise the operation and maintenance requirements of assigned wastewater and/or water treatment facilities. The work includes; supervises and instructs applicable operational/maintenance personnel as required; reviews performance for compliance and efficiency to ensure safe environmentally sound, efficient uninterrupted wastewater and water transport and treatment service; supervises, coordinates and participates in the operational and maintenance requirements of facilities including, chemical feed systems, grit collection systems, sludge collection, gas monitoring, operation of VFD units, emergency generators, system calibration and other related equipment as needed; supervises, controls and participates in the operation of plant treatment processing units, including settling tanks, sludge and scum conditioning and transfer equipment, digestion and gas control equipment, chlorine equipment, electric generating and control equipment and other treatment plant equipment as needed; supervises, coordinates and participates in the operation of all operational and support systems, including influent and effluent gates, the grit and screening systems, the air scrubbers, the boilers and ventilation systems. Operates and exercises emergency generators as needed. This position requires basic reading, writing, mathematical, scientific and oral communication skills as normally attained through a high school diploma or GED; and knowledge of principles, procedures, methods, equipment and materials used in the operation, repair and maintenance of a large municipal wastewater or water treatment facility as acquired by seven to nine years direct experience of which three must be in a supervisory capacity; a valid Massachusetts Water Treatment or Water Distribution Grade 3 license in full. Apply at: <u>mwra.applicantpro.</u> com/jobs/. Massachusetts Water Resources Authority (MWRA) is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, national or ethnic origin, age, religion, disability, sex or gender, sexual orientation, gender identity or expression, genetics, or veteran status.

Accountant Greater New Bedford Regional Refuse Management District

The Greater New Bedford Regional Refuse Management District (the District) is a regional district created by the city of New Bedford and the

town of Dartmouth. The District owns and operates Crapo Hill landfill, a solid waste landfill in Dartmouth, Mass., and manages recycling public education and outreach in New Bedford and Dartmouth. The District has an immediate opening for an Accountant. The ideal candidate will enjoy working in a small organization, be able to train themselves, enjoy working independently, and have prior Massachusetts municipal accounting experience. See the full job description, including responsibilities and qualifications, at www.gnbrrmdistrict.org. We offer a competitive benefits package including but not limited to medical insurance, participation in the city of New Bedford retirement pension plan, paid vacation, holidays, sick and personal days. See gnbrrmdistrict. org for a complete job description and details.

Chief Operator – Wastewater Treatment Plants

Town of Deerfield

The town of Deerfield seeks qualified applicants for the position of Chief Operator of its two treatment plants. Position functions as plant manager with responsibility for all aspects of plant operation and maintenance, compliance with regulatory requirements, and reporting town, state and federal regulatory agencies. Position supervises two other plant employees. Grade 4 wastewater license or higher required, with five years' experience operating and/ or managing a wastewater plant preferred. Successful candidate must be conscientious, attentive to detail, be able to work alone; laboratory and computer skills are a must. Benefitted position, 40 hours/week, salary commensurate with licensing and experience. Job description and application forms are available on website: www.deerfieldma.us. Submit applications to Kayce Warren, Town Administrator, 8 Conway St., South Deerfield, MA 01373 or email to townadmin@ town.deerfield.ma.us. Applications accepted until position is filled; application review begins immediately. AA/EOE

Part-time Conservation Agent Town of Holbrook

The town of Holbrook seeks a proven Conservation Professional with excellent written and oral skills and has thorough working knowledge of the Massachusetts Wetlands/River Protection Acts as well as local wetlands bylaws. Reviews applications and plans for projects and gives direction to applicants where needed. Attends Conservation Commission meetings, makes recommendations to the Board, writes order of conditions, notice of violation, enforcement orders, and cease and desist correspondences and reports, and inspects job sights and properties to ensure compliance. Associate's degree in environmental science or three years' experience in the field as a private wetland's consultant, wetlands consulting firm employee, a municipal or governmental employee working directly to administer the Massachusetts Wetlands Protection Act, and/or any equivalent combination of education or experience required. This is a non-union position with a starting rate of \$21.34 up to a maximum of \$30 per hour. Please send resume and cover letter to the Town Administrator Gregory M Hanley: ghanley@ holbrookmassachusetts us.

CLASSIFIEDS

Continued from page 34

Project Manager/Civil Engineer Town of Swampscott

The town of Swampscott is seeking a Project Manager/Civil Engineer. This position is responsible for technical work in the office and field which includes estimating, bid preparation, permitting, construction inspection/administration and project closeout for municipal water and sewer projects and stormwater infrastructure projects. This position requires a bachelor's degree in civil engineering from an accredited college or university and familiarity with civil, sanitary, and/or environmental engineering, a minimum of five years progressively responsible experience in civil engineering and project management, preferably in a municipal setting. Full job description is posted on the town website at www. swampscottma.gov/human-resources/pages/ employment-opportunities.

Fire Chief

Town of Granby

The town of Granby is seeking a collaborative and innovative individual to lead the Granby Fire Department, consisting of full-time, call force, and EMS staff. Working in accordance with M.G.L. Chapter 48, Section 42, the Fire Chief is appointed by the Selectboard and reports to the Town Administrator. The Fire Chief plans, directs, and coordinates activities of the Department including, but not limited to: fire prevention and suppression, hazardous material response and mitigation, and ALS emergency medical services. The Fire Chief will have knowledge of professional firefighting and be an experienced incident commander. The Fire Chief will also have excellent organizational skills and be proficient and professional in all aspects of communication. Additionally, the Fire Chief will be responsible for developing and administering the annual department budget to be approved at Town Meeting. Minimum requirements of the position include a bachelor's degree in fire science, fire protection engineering, public administration, business administration, or a closely related discipline; more than 10 years of progressive experience as a member of a fire department providing fire and EMS services with a minimum of five years of experience at a supervisory or command rank; or any equivalent combination of education, training, and experience. Fire Chief accreditation by the Commonwealth of Massachusetts Fire Commission is highly desirable. The qualified candidate will have a history of demonstrated leadership and foster and maintain a positive labormanagement climate. The preferred candidate will have experience in municipal-based fire and EMS services. A valid driver's license, 24-Haz-Mat, EMT-Basic certification, Firefighter I/II or equivalent, and Fire Prevention Officer certification are required. The candidate must have completed ICS 100 and 200 at the time of application with the ability to complete ICS 300 and 400 within one year of appointment. Residency in the town of Granby is required within one year of appointment. Candidates may visit www. granby-ma.gov for a complete job description. Salary is \$95,000 to be negotiated commensurate with experience. Submit cover letter, resume, and relevant certifications by noon Friday, Feb. 14 to: Fire Chief Search c/o Selectboard Office, 10-B West State St.,

Granby, MA 01033. Posting will remain active until the position is filled.

SERVICES

Municipal Energy Services

Through the MMA's MunEnergy program, MMA members have access to an energy contract designed exclusively for Massachusetts cities and towns. The MunEnergy program offers access to energy experts at Constellation, a vetted municipal energy contract, and options for sustainability programs. Energy professionals at Constellation, the MMA-endorsed supplier for MunEnergy, work with municipalities to manage electricity costs for the long-term. Constellation is also on the forefront of sustainability programs and provides financial support to the MMA for its promotional and marketing efforts. To learn more, visit www.mma.org/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.

New Manager Webinar Series

The UMass Donahue Institute is offering a new manager webinar series, designed for those with limited experience managing direct reports. Focused on core skills any manager should master to engage, develop and retain talent, and drive the team member performance. Reflection questions and assignments are designed to further support skill development and behavior change. Each learning series and each webinar is recorded to make up missed sessions. Webinar length is 90 minutes. Starts April 13. Flexible registration options: both series (12 modules total); one series of six webinars (Series 1 or Series 2); or register for one at a time. Visit <u>donahue.umass.edu/</u> <u>business-groups/organizational-developmentlearning-solutions2/new-manager-webinar-series</u>.

Leadership Excellence Program

On the heels of our sold-out fall program, UMass Donahue Institute, with University Without Walls (UWW) and UMass Online, is again offering an online leadership development certificate. The Leadership Excellence program is for leaders who want to add new skills and tools for successfully implementing organizational change and propelling their careers forward. Five interactive online modules provide 30 hours of hands-on learning over eight weeks. Participants also complete two leadership assessments and receive individualized coaching to interpret the results. Completion will earn learners a certificate and is accredited to award three CEUs through UWW. Classes begin April 19. Visit <u>www.donahue.umass.</u> edu/leadershipexcellence.

Tax Collection, Tax Foreclosure Services and Tax Valuation Appeals

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

Public Management Consultants

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

Municipal Accounting Services

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

Executive Recruiting, Management and Governance Consulting Services

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

Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

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

GIS Consulting Services

As a local government, does your community expect more from you? Geospatial technology is a great tool to use to meet these expectations and build trust. Spatial Relationships is a GIS consulting firm in Boston that specializes in on-demand personalized GIS services for local government. Need extra GIS support for an important project, but don't want to deal with

CLASSIFIEDS

Continued from page 35

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 <u>www.spatial-relationships.com</u>.

Town Counsel Services

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

General Consultant, Recruiting and Special Studies

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

Town Counsel/Legal Services

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

Organizational Development and Conflict Resolution

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

Town Counsel Services

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

Tax Title Legal Services

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

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

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

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Financial Management Services

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

Human Resources Consulting

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

Executive Recruitment and Municipal Management

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

Please share your city and town hall photos

Would you like to see your city or town hall featured on the MMA website? Send a high resolution photo to hall-pics@mma.org. We'll be updating the pictures on our homepage periodically.

Calendar

FEBRUARY

2 Association of Town Finance Committees, board meeting,

4-5:30 p.m., virtual. Contact: MMA Senior Member Services Coordinator Denise Baker

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

Contact: MMA Senior Member Services Coordinator Denise Baker

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

8 Massachusetts Select Board Association, board meeting, 2:15-3:30 p.m., virtual. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

16 Massachusetts Mayors' Association, monthly meeting, 9:30 a.m.-1 p.m., virtual. Contact: MMA Communications and Membership Director Candace Pierce

MARCH

2 Association of Town Finance Committees, board meeting, 4-5:30 p.m., virtual. Contact: MMA Senior

Member Services Coordinator Denise Baker

- **3** Women Leading Government, conference 9 a.m.-3:30 p.m., Courtyard Marriott, Marlborough. Contact: MMA Senior Member Services Coordinator Denise Baker
- 4 Massachusetts Select Board Association, webinar, 9:30-10:30 a.m. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

Online registration is available for most of these events.

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



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

Due to COVID, all MMA meetings are virtual in February. Until further notice, in-person meetings in March and beyond will have a mask requirement (except when eating or drinking) and require proof of vaccination (religious or medical exemptions are allowed with a negative PCR test taken within 72 hours). These safety protocols are subject to change based on the latest public health data and guidance.

9 Massachusetts Municipal Councillors' Association, dinner, 5:30-8 p.m., the Chateau Restaurant, Waltham. Contact: MMA Senior Member Services Coordinator Denise Baker

10 Massachusetts Municipal Human Resources Association, webinar, 9:30-11 a.m. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

14-16 National League of Cities, Congressional City Conference, Washington, D.C. Visit ccc.nlc.org

18 Massachusetts Municipal Management Association, meeting, 9 a.m.-1 p.m. Lake Pearl, Wrentham. Contact: MMA Senior Member Services Coordinator Denise Baker

30 Massachusetts Mayors' Association, monthly meeting, 9:30 a.m.-1 p.m., Brockton. Contact: MMA Communications and Membership Director Candace Pierce

APRIL

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

Association of Town Finance Committees, board meeting, 4-5:30 p.m., virtual. Contact: MMA Senior Member Services Coordinator Denise Baker 6-8 ICMA Northeast Regional Conference, Boston. Visit regionals.icma.org/northeast-regionalconference

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., virtual. Contact: MMA Senior Member Services Coordinator Denise Baker

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

12 Massachusetts Select Board Association, board meeting, 2:15-3:30 p.m., virtual. 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.

MMA contacts Denise Baker can be reached at dbaker@mma.org

Isabelle Nichols can be reached at inichols@mma.org

Timmery Kuck can be reached at tkuck@mma.org