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House approves nearly \$50B budget

By Jackie Lavender Bird

On April 27, the House of Representatives approved a \$49.7 billion state spending plan for fiscal 2023 that, for municipal and school aid accounts, had few changes from the <u>recommendation</u> <u>released by the House Ways and Means</u> <u>Committee</u> on April 13.

The budget matches the governor's proposed 2.7% increase for Unrestricted General Government Aid, but includes House Ways and Means proposals to significantly increase Chapter 70 school aid, charter school reimbursements, and the Special Education Circuit Breaker.

After consolidating more than 1,500 amendments into seven categories, House members voted to increase spending by \$130 million over the Ways and Means proposal, bringing the total to \$1.2 billion above the <u>budget plan</u> <u>filed by the governor</u> in January.

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The House did not adopt amendments to increase UGGA, regional school transportation, out-of-district vocational transportation or payments-in-lieu-oftaxes (PILOT) for state-owned land, but did approve an amendment to increase funding for the METCO program by \$250,000, bringing the account to \$28.75 million.

Chapter 70

The House budget meets the state's commitment to fund the Student Opportunity Act at two-sixths of the implementation schedule, providing a total of \$5.98 billion for Chapter 70 aid. An additional \$9.6 million line item in the House plan would raise the minimum new aid amount from \$30 per student to \$60 per student.

Charter schools

The House budget includes \$243 million for Charter School Mitigation Payments, which represents an increase of \$89.2 million over the current fiscal year and is \$24.4 million more than the governor proposed. The House's increase would fund 100% of the state's statutory obligation for charter school mitigation payments as outlined in the Student Opportunity Act, phasing in full funding a year earlier than would be accomplished by the governor's plan.

Special Education Circuit Breaker

The House budget bill includes \$440 million for the Special Education Circuit Breaker account, a \$67 million increase over fiscal 2022.

The Student Opportunity Act expanded the circuit breaker by including out-ofdistrict transportation, to be phased in over three years. The House total reflects years two and three of the schedule in the Student Opportunity Act, achieving full funding a year earlier than the governor's plan would.

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\$3.5B economic development bill includes local investments

On April 21, Gov. Charlie Baker filed a \$3.5 billion economic development bill that would fund projects to strengthen state infrastructure, create jobs and invest in cities and towns.

The legislation includes \$2.3 billion in funding from the federal American Rescue Plan Act and \$1.26 billion in capital bond authorizations.

"The Commonwealth has an opportunity to make significant investments now to help our communities and local economies emerge stronger in a post-pandemic world," Baker said at a press event in Lynn. "The FORWARD legislation [An Act Investing in Future Opportunities for Resiliency, Workforce, and Revitalized Downtowns] will make investments in every municipality in Massachusetts, strengthening downtowns, improving the resiliency of infrastructure and



Gov. Charlie Baker announces the filing of a \$3.5 billion economic development bill on April 21 in Lynn. (Photo courtesy Joshua Qualls/Governor's Press Office)

giving workers the tools they need to succeed in today's economy."

Lt. Gov. Karyn Polito said the bill will support hundreds of local projects, including funding to improve green

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.

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Executive Director's Report

Clouds on the horizon: inflation, clawbacks, economic uncertainty

The Commonwealth's record revenue growth over the past two years is certainly welcome news. The governor and lawmakers have used this multi-billion-dollar largess to propose record state budgets, bring the state's rainyday fund to highest-ever levels, and create a level of stability that was hard to imagine during the early stages of the pandemic.



One of the state's impressive and much-appreciated investments is the ongoing commitment to fully fund the ambitious Student Opportunity Act within the original seven-year time span, even though that target was set before the pandemic disrupted all planning and whipsawed the state's cash flows. This has been possible because state revenues are growing at well-above-inflation rates, and because state leaders have remained focused and passionate about closing educational resource disparities.

Yet the recent fiscal headlines mask a number of significant concerns that local and state leaders must attend to.

At the local level, municipal finances have not boomed. Cities and towns are trapped in an ever-tightening vise, squeezed on one side by revenues that have been reduced or stalled by the COVID economy, and on the other side by a growing demand to deliver essential services to their residents to respond

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Massachusetts Interlocal Insurance Association 3 Center Plaza, Suite 610, Boston, MA 02108 617-426-7272 • <u>www.mma.org</u> Twitter and Facebook: @massmunicipal to and recover from the public health emergency and its negative impacts on families and businesses.

Whether this fiscal vise grip tightens or loosens will depend on several factors that are beyond the control of local leaders. These factors — high inflation, federal clawbacks and an economic slowdown — are clouds

on the horizon that must be carefully monitored.

High inflation would make Proposition 2½ unworkable

In the years leading up to the pandemic, cities and towns were able to achieve fiscal stability through a combination of sound management practices, cautious budgeting, predictable revenue sharing by the state, and generally favorable macroeconomic conditions that kept revenue growth at or above the rate of inflation.

Unfortunately, that formula for success has been upended by the spike in inflation and a slowdown in commercial and industrial growth. The only way that Proposition 2½ can be managed without forcing deep cuts in municipal services is in a low-inflation environment. In most years, inflation has hovered within the range of municipal revenue growth, at about 2.5% to 3.5%. From 1983 to 2022, the average U.S. inflation rate has been

■ DIRECTOR'S REPORT continued on 21

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

Committee extends review of MassTRAC bill

By Adrienne Núñez

The Joint Committee on Transportation has extended the time period for considering Gov. Charlie Baker's \$9.7 billion infrastructure bond bill until May 6.

The governor filed An Act Relative to Massachusetts's Transportation Resources and Climate, or <u>MassTRAC</u>, on March 17. The bill was referred to the Transportation Committee, which held a hearing on April 12. The MMA submitted <u>written testimony</u> expressing support for the bill.

In addition to investing in existing state programs, MassTRAC includes required state matching funds to compete for and capitalize on investment opportunities provided by the federal Bipartisan Infrastructure Law.

The \$1.2 trillion Bipartisan Infrastruc-

ture Law provides discretionary funding through formula-based allocations and more than \$110 billion in competitive grants to be overseen by the U.S. Department of Transportation. These competitive grants will be distributed over five years and are available to all states, territories and tribal lands.

Gov. Baker said the MassTRAC bill would provide authorizations necessary to ensure the Commonwealth is well-po-



Scott Bosworth, the Massachusetts Department of Transportation's undersecretary and chief strategy officer, discusses the administration's infrastructure bond bill during the April 20 virtual meeting of the Local Government Advisory Commission.

sitioned to win the federal grants.

MassTRAC includes:

- \$2.85 billion in BIL-related authorizations for formula-based funding
- \$3.55 billion in BIL-related authorizations for discretionary grants
- \$3.3 billion in non-BIL authorizations for capital investment programs

Of the total, \$4.1 billion is federal aid and \$5.6 billion is state-funded authorizations required for federal aid matching and non-BIL program investment.

The \$3.3 billion in capital investments would support capital programs of the Massachusetts Department of Transportation and the Massachusetts Bay Transportation Authority through 2026. The funds would be used to modernize the state's transportation system, with a focus on transportation network improvements and infrastructure geared toward climate change mitigation, resiliency, equity and safety for all users, particularly cyclists and pedestrians. Investments would include improvements to non-interstate highways; funding for several municipal grant programs, including Complete Streets, Small Municipal Bridge, Municipal Pavement, and Shared Streets and Spaces; and modernization of the MBTA.

The bill would also authorize the use of blue flashing safety lights at construction sites, and includes provisions to enable the MassDOT and the MBTA to use certain project procurement and delivery tools that could speed the implementation of federally funded projects, as well as regular project delivery.

• View the <u>administration's April</u> 20 presentation to the MMA on <u>MassTRAC</u>●

Chapter 90 bill awaits Senate review

By Adrienne Núñez

The Chapter 90 bond bill for fiscal 2023 that the House passed on March 31 has been sent to the Senate Committee on Ways and Means, where it awaits review.

The House bill includes \$200 million for the Chapter 90 program to maintain local roads and bridges, along with \$150 million for other municipal infrastructure grant programs.

The additional grant funding includes:

• \$30 million for the <u>Municipal Small</u> <u>Bridge Program</u>

• \$30 million for <u>Complete Streets</u>

• \$40 million for design, construction, repair and improvements on non-federally aided roads and bridges, including state routes and municipal roads

• \$25 million to improve bus stops and stations

• \$25 million for mass transit and commuter rail stations and parking lots, and related enhancements

Base Chapter 90 funding has been level-funded at \$200 million since fiscal 2012. Adjusting for inflation, the MMA calculates a 42.6% decrease in purchasing power over the past 11 years, from \$200 million to \$117 million. The MMA's <u>testimony to House members</u> on March 30 includes a comprehensive analysis of the declining value of Chapter 90 funding.

During the House debate, Rep. William Straus, House chair of the Transportation Committee, indicated he is hesitant to increase <u>Chapter 90</u> funding without a review of the formula, which some say favors more populated municipalities by calculating allotments based on population and employment as well as road miles. The MMA and local officials continue to advocate for a \$100 million-a-year increase in the Chapter 90 reimbursement program to maintain 30,000 miles of local roads and bridges in a state of good repair. The MMA also seeks a multiyear bill to help municipalities better plan their road projects, with future year increases tied to the rate of inflation.

The MMA's recently updated biennial statewide survey shows that cities and towns need \$600 million in Chapter 90 funding to adequately fund municipal road and bridge projects.

"With a tightly capped property tax," the MMA wrote to House members, "communities do not have the resources to close this massive \$400 million gap."

PFAS task force recommends policy framework

By Josie Ahlberg and Adrienne Núñez

The PFAS Interagency Task Force released an **<u>88-page report</u>** on April 20 that outlines a policy framework to protect public health and address environmental concerns and remediation efforts related to the family of chemicals.

The report makes clear that the Commonwealth must phase out, regulate and remediate per- and polyfluoroalkyl substances, while building education and awareness campaigns on the issue and the corresponding state and local responses. The task force, co-chaired by Sen. Julian Cyr and Rep. Kate Hogan, makes 30 specific recommendations.

"This report moves the Commonwealth in the right direction on the regulation, funding and removal of PFAS from the state economy and consumer products, and our water supplies," said Easton Town Administrator Connor Read, the MMA's appointee to the task force. "These recommendations, if adopted by the Legislature, will support municipal governments in Massachusetts as we meet our charge to serve our communities and provide safe, clean drinking water to those who live in them."

The task force, established by the fiscal 2021 state budget, held a series of 11 hearings to investigate contamination by PFAS — known as "forever chemicals" — across Massachusetts.

PFAS are a family of chemicals used since the 1950s to manufacture stain-resistant, water-resistant, and non-stick products. Also found in firefighting foam and other fire retardants. PFAS have been detected in water and soil sources in Massachusetts. According to the U.S. Environmental Protection Agency, scientific studies have shown that exposure to some PFAS in the environment may be linked to harmful health effects in humans and animals.

PFAS remediation can be a complicated and costly process, as the chemical stability of PFAS chemicals pose significant barriers to traditional contaminant remediation measures.

The task force's recommendations fall into the following eight strategies and include regulatory and legislative actions:

1. Fund PFAS detection and reme**diation:** The task force seeks funding

for the Massachusetts Department of Environmental Protection and the Department of Public Health to conduct PFAS testing in water, soil, air, and other environmental sources in locations with known or suspected



contamination. The report acknowledges the need for grants, rather than loans, for municipalities, public water systems, and homeowners to cover PFAS remediation projects.

2. Support environmental justice communities: Recognizing the disproportionate impacts that PFAS can have on minority, low-income, tribal and indigenous populations, the task force recommends deliberate measures to increase loan forgiveness for eligible PFAS remediation projects within the Disadvantaged Communities program and provide information in multiple languages.

3. Phase out PFAS in consumer **products:** The report recommends funding research on alternatives to PFAS, while setting stricter standards for products containing PFAS. Recommendations include labeling and state disclosure, with a ban on the sale of products with intentionally added PFAS to be adopted by 2030.

4. Expand PFAS regulation: The task force urges the MassDEP to adopt a more ambitious classification of PFAS that goes beyond the existing state standard, PFAS6, to further regulate fluorinated organic chemicals.

5. Encourage private well PFAS testing and remediation: The report recommends a new fund for communities to receive loans for private well PFAS remediation and encourages PFAS testing during property transfers involving private wells and new well permits.

6. Support for firefighters and local fire departments: The task force recommends funding for aqueous film forming foam (AFFF) take-back programs, decontamination efforts, and the purchasing of fluorine-free foam, along with increased cancer awareness training and screenings to address occu-·

pational exposure to products and gear containing PFAS.

7. Address PFAS contamination **accountability:** The report urges the state to identify reasonable limitations for liability claims for both homeowners and municipalities, and a continued evaluation of claims against PFAS manufacturers.

8. Enhance public awareness: The task force urges the MassDEP and DPH to conduct public education and awareness campaigns and provide guidance to health care providers and local governments on the health impacts of PFAS.

At a press event to unveil the report, task force Chairs Hogan and Cyr both indicated their intent to file a wide-ranging PFAS bill in the next legislative session. Since 2018, they said, Massachusetts has provided \$30 million in grant funding and \$100 million in loans to address PFAS. Although the report does not estimate the total amount of funding needed, task force leaders indicated that a significant amount of funding from a variety of sources and channels will be needed.

Key recommendations that support cities and towns include the creation of a PFAS Remediation Fund to provide grants to municipalities, public water systems, and homeowners, and several recommendations focused on firefighters and fire departments. Seven of the 30 recommendations focus on protecting firefighters from PFAS, particularly addressing the use, cleanup and replacement of AFFF fire suppressants.

"I hope this report leads to decisive action on the state level to grapple with this challenge in all areas identified but especially the creation of sufficient, regular funding of a PFAS Mitigation Fund to support local governments who are already in the process of constructing costly treatment — and by pushing manufactures to remove PFAS from firefighter turnout gear as soon as viable to protect first responders," Read said.

The federal government has yet to issue regulations for PFAS, but 16 states have begun to take action by establishing enforceable drinking water standards, with some requiring notification to state officials when water sources exceed

ARPA audit simplified for non-entitlement recipients

The Office of Management and Budget has amended its compliance rules to allow for a simplified process for municipalities that would not be required to undergo a federal audit if not for expenditures of Coronavirus State and Local Fiscal Recovery Funds under the American Rescue Plan Act.

Under the OMB addendum, issued on April 8, SLFRF recipients that expend \$750,000 or more during their fiscal year and meet two specific criteria have the option for their auditor or practitioner to follow the Alternative Compliance Examination Engagement guidance.

The criteria are:

1. The recipient's total SLFRF award received directly from the U.S. Department of the Treasury or received (through states) as a non-entitlement unit of local government is at or below \$10 million; and

2. Other federal award funds the recipient expended (not including their SLFRF award funds) are less than \$750,000 during the recipient's fiscal year.

The revision is <u>Addendum 3</u> to the <u>2021</u> <u>Single Audit Compliance Supplement</u>.

Addendum 3 includes a simplified single-audit process (an "attestation") for direct recipients that are considered exempt from the single audit if it was not for the expenditures of SLFRF funds. This alternative is intended to reduce the burden of a full single audit on eligible recipients (estimated at more than 10,000 entities). This alternative applies to fiscal year audits beginning after June 30, 2020.

Attestation would result in an auditor's opinion on compliance, which includes an assessment of two activities, spe-

cifically "activities allowed" and "unallowed/allowable cost."

Finally, the OMB's "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards" (commonly known as Uniform Guidance) still applies to all expended funds, whether the recipient performs an attestation or a single audit.

Municipal recipients of ARPA's State and Local Fiscal Recovery Funds are divided into two categories: metro cities, which are typically municipalities with a population greater than 50,000, and non-entitlement units of government, which have populations below 50,000.

The MMA has been working with the National League of Cities and the Massachusetts congressional delegation to ease ARPA's administrative burdens and increase flexibility in how the funds can be used by cities and towns.

Rules, apportionments available for WRAP

By Adrienne Núñez

The Massachusetts Department of Transportation has finalized details for the \$100 million <u>Winter Recovery</u> <u>Assistance Program</u> that was included in a <u>\$1.6 billion fiscal 2022 supplemental</u> budget act signed on April 1.

WRAP funding is intended to support municipal transportation network needs brought on by winter weather. The funding may be used for the rehabilitation, reconstruction, resurfacing or preservation of local roads, sidewalks, bike lanes and other pathways, as well as road striping or painting, and repair or replacement of traffic control devices, signage, guardrails and storm grates.

Reimbursement funding is provided to cities and towns after costs are incurred. To access funding, municipalities are required to enter into a contract with the MassDOT prior to beginning a project.

To initiate this process, communities must provide email and other contact information for their authorized signatory to WRAPReporting@dot.state. ma.us. After the MassDOT contracts are finalized, a Notice to Proceed will be provided to municipalities, after which work on the designated projects may begin.



The \$100 million Winter Recovery Assistance Program will help to repair roads that were damaged this past winter.

Reimbursements are available upon completion of the reporting and reimbursement process. To initiate reimbursements, municipalities are required to submit a <u>WRAP Project Report Form</u> followed by <u>a reimbursement request</u> (Word file), <u>payroll form</u> (as needed, spreadsheet), <u>list of materials</u> (spreadsheet), and other required supporting documentation.

WRAP allocations must be spent by June 30, 2023, with final reimbursement requests submitted by July 15, 2023. No contract extensions will be

WINTER ROADS continued on 20



LGAC addresses virtual public meetings

MMA Vice President Jill Hai, a Lexington Select Board member, asks the administration to support legislation extending options for virtual public meetings, including town meetings, during the April 20 virtual meeting of the Local Government Advisory Commission. Pandemic-era provisions allowing public bodies to meet remotely are set to expire on July 15, and Hai said that any disruption to those options would create problems for municipalities. She called for a permanent solution that gives communities flexibility in how they hold their meetings. "Allowing optional access to remote or hybrid meetings ensures the opportunity for continuity of operation at the municipal level in the face of whatever eventualities arise," Hai said.

Senate OK's \$250M bill aimed at emissions reductions

By Josie Ahlberg

On April 14, the Senate passed a \$250 billion climate bill with a range of investments and tools intended to reduce greenhouse gas emissions and promote clean energy.

The Senate bill (<u>S. 2819</u>) centers around three major blocks of funding:

- \$100 million to create a Clean Energy Investment Fund
- \$100 million to establish an Electric Vehicle Adoption Incentive Trust Fund
- \$50 million to further develop the electric vehicle charging infrastructure across Massachusetts

The Clean Energy Investment Fund would advance clean energy research and technology, as well as providing for workforce development and training

programs.

The Electric Vehicle Adoption Incentive Trust Fund would offer consumers rebates of \$3,500 to \$5,000 per electric vehicle.

The Senate bill includes a section, strongly supported by the MMA, that would establish a pilot program to allow 10 municipalities to adopt restrictions or bans on fossil fuel use in new building construction or major renovation projects.

In a letter to senators, the MMA wrote: "This innovative pilot program would set reasonable standards for municipal participation and would allow the Department of Energy Resources to collect data on best practices, monitor emissions impacts, and evaluate cost implications in participating cities and towns. This program will empower municipalities to pursue the net-zero emissions goals articulated in the 2021 Climate Act."

Some cities and towns — such as Brookline, Arlington, Lexington, Acton, Concord and Cambridge — had sought fossil fuel bans on their own via home rule petitions, but those efforts face uncertainty under current state law. The MMA stated that Section 52 of the bill "would provide opportunities for many of those municipalities — so long as they are approved as part of the proposed demonstration program."

The House passed its own climate bill (H. 4524), focused primarily on offshore wind and energy, on March 3. The House and Senate bills are expected to go to a legislative conference committee to work out the differences.

Senate passes wide-ranging cannabis bill

By Ali DiMatteo

On April 7, the Senate unanimously approved a bill that would implement the most significant changes to state cannabis laws since the legalization of adult-use marijuana in 2017.

While the bill passed by the Senate (<u>S.</u> 2801) eliminated sections that would have retroactively interfered with existing host community agreements, the MMA continues to have concerns about provisions that would expand the powers of the Cannabis Control Commission in ways that could undermine established local authority and lead to unpredictability in community impact fees.

The MMA expressed its concerns about the provisions in an April 6 <u>letter to</u> <u>senators</u>.

The Senate did adopt several amendments, supported by the MMA, that would:

- Clarify that the Cannabis Control Commission would not be required to approve all host community agreements
- Establish a 120-day review timeframe for agreements the CCC does review
- Establish criteria for reviewing and rejecting host community agreements and impact fees while allowing

municipalities to appeal the decisions

The MMA continues to have concerns about the process for crafting community host agreements and setting community impact fees, which local leaders find burdensome and unpredictable. The Senate did not adopt several amendments supported by the MMA that would help to standardize impact fees and assist municipalities in negotiating host community agreements. The MMA remains supportive of the Senate bill's provision to establish a Social Equity Trust Fund, which would provide grants and loans to Economic Empowerment or Social Equity participants.

The MMA will continue to closely watch this issue and advocate for municipal needs as the House takes up its own cannabis bill.



Mayors discuss transportation funding

Transportation Secretary Jamey Tesler gives an overview of transportation funding opportunities available through the federal Bipartisan Infrastructure Law during the April 27 meeting of the Massachusetts Mayors' Association in Leominster.

Safe Streets and Roads for All grant program launches

By Adrienne Núñez

More than \$5 billion in discretionary grant funding for the new federal Safe Streets and Roads for All program will soon be available for municipalities, counties, special districts, metropolitan planning organizations, and federally recognized tribal governments.

Funded through the Bipartisan Infrastructure Law, the SS4A program is overseen by the U.S. Department of Transportation and intended to support the <u>National Roadway Safety Strategy</u> and its goal of zero deaths and serious injuries on U.S. roadways.

The U.S. DOT announced that a Notice of Funding Opportunity for the SS4A program is expected in May, with award announcements expected in late 2022 or early 2023.

Eligible projects include planning, design, development or updating of a Comprehensive Safety Action Plan as well as implementation of Action Plan activities.

Examples of possible projects include, but are not limited to:

- Improvements along an expanded multimodal roadway network with separated bicycle lanes and improved safety for pedestrians
- Community-informed street design

enhancements

- Application of low-cost safety treatments (rumble strips, flashing beacons, signage, etc.)
- Traffic speed management projects
- Installation of safety enhancements including crosswalks, sidewalks, and lighting for safe passage for people walking, rolling, and using mobility assistive devices
- Creation of safe routes to schools and public transit services through improved safe passage for people walking, biking and rolling in underserved communities
- Addressing alcohol-impaired driving

Interested parties may <u>subscribe to</u> <u>email updates</u> to receive program announcements.

Informational webinars

The U.S. DOT is holding a series of webinars this spring titled "Getting Ready for the Safe Streets and Roads for All (SS4A) Program." Advance registration is required.

• May 2, 1-3 p.m. (<u>register</u>): For counties, cities, towns, other special districts that are subdivisions of a state, and transit agencies, with opening remarks by Federal Motor Carrier Safety Administration Acting



Municipalities will soon be able to use funding from the new federal Safe Streets and Roads for All program for local projects.

Administrator Robin Hutcheson

 May 3, 1-3 p.m. (<u>register</u>): For Metropolitan Planning Organizations, with opening remarks by Association of Metropolitan Planning Organizations Executive Director Bill Keyrouze

A webinar was held on April 28 for tribal governments, with opening remarks by USDOT Deputy Assistant Secretary for Tribal Affairs Arlando Teller.

The webinars are being recorded, and the presentation and recordings will be posted on the <u>SS4A Webinar Series</u> <u>page</u>. For questions about the webinars, contact SS4A@dot.gov. ●

Federal cyber agency asks organizations to share information

In this time of heightened risk due to the war in Ukraine, the U.S. Cybersecurity and Infrastructure Security Agency is urging organizations to share information about cyber incidents in order to increase collective resilience in the face of global cyberthreats.

Sharing information about cyber incidents allows the <u>CISA</u> to fill critical information gaps, rapidly deploy resources and render assistance to victims, analyze incoming information from across sectors to spot trends, and quickly share that information with network defenders to warn other potential victims.

To facilitate the information-sharing process, the CISA developed a <u>Cyber</u> <u>Event Information Sharing Fact Sheet</u>, which provides stakeholders with clear guidance about what to share, who should share, and how to share informa-



Federal cybersecurity officials urge organizations to share information about cyber incidents to bolster collective defenses against attacks.

tion about unusual cyber incidents or activity.

The CISA is also encouraging organizations to use the wealth of resources on its <u>Shields Up</u> webpage, including technical guidance for network defenders, and free tools and services.

On March 21, the White House announced that there "is now evolving intelligence that Russia may be exploring options for potential cyberattacks" against the United States in response to economic sanctions resulting from Russia's invasion of Ukraine.

The White House urged organizations to implement a range of prevention strategies, such as using multi-factor authentication, backing up data and ensuring offline backups, running exercises and emergency plans, encrypting data and training employees.

Organizations were also advised to engage proactively with their local <u>FBI</u> field office or CISA regional office to establish

CISA continued on 18

AG, local leaders celebrate \$525M opioid settlement

On April 5, Attorney General Maura Healey joined municipal and health care leaders from across the state, as well as families harmed by the opioid epidemic, to celebrate \$525 million in funds that have been secured for prevention, harm reduction, treatment and recovery programs throughout Massachusetts.

As part of <u>a \$26 billion nationwide resolution with the nation's largest manufacturers and marketers of opioids</u>, municipalities across the country were eligible to sign-on to receive settlement funds to abate the crisis in their communities.

Healey announced that, because of widespread support from cities and towns, Massachusetts will receive the maximum amount under the settlements. In addition, as the result of an agreement secured by her office, all of the funds will go toward abatement resources for communities and families to address the devastating impact of the opioid crisis throughout the state.

More than \$525 million will be coming into Massachusetts over the next 18 years, starting this spring. Of that, more than \$210 million will be distributed <u>directly to</u> <u>Massachusetts municipalities</u>, and more than \$310 million will go into the statewide Opioid Recovery and Remediation Fund to ensure that funds are spent on harm reduction, treatment and prevention.

"Massachusetts led the nation in taking on the opioid industry, and we will lead the nation in delivering prevention, harm reduction, treatment and recovery," Healey said. "Cities and towns across our state worked together to secure more than half a billion dollars, and we are committed to using every dollar to provide the services that families need."

At the April 5 press event, Amesbury Mayor Kassandra Gove was among the local leaders acknowledging the impact of opioids in their community.

"Amesbury is no stranger to the opioid crisis, with nearly a dozen deaths in the last year due to opioid drugs," Gove said. "It has impacted our families and our neighborhoods, from how people care for their physical and mental health to how our teachers support and provide for our students in classrooms."

She said the settlement funding "will



MMA President and Newton Mayor Ruthanne Fuller (center) speaks at the April 5 announcement about the opioid settlement. Also pictured are Attorney General Maura Healey (left) and Boston Mayor Michelle Wu. (Photo courtesy Attorney General's Office)

allow us to directly support and positively impact residents who need it and create proactive programming to ease the opioid crisis."

Boston Mayor Michelle Wu said her administration will be "working closely with public health experts and the recovery community to ensure every dollar of this funding delivers impact."

Newton Mayor Ruthanne Fuller, who serves as president of the MMA, said, "These funds give hope to thousands and thousands of people. They're going to fortify the community-based programs that will meet people where they are. These funds will save lives."

Gardner Mayor Michael Nicholson thanked Healey and her team "for holding those who got us to this point accountable and for their continued efforts to assist those struggling with the disease of addiction."

Salem Mayor Kim Driscoll said the settlement "will enable us to invest more in overdose prevention and treatment, public education, and other initiatives aimed at reducing addiction to opioids and caring for those who are suffering from this crisis."

The settlements are the result of an investigation that found that three major opioid distributors — Cardinal, McKesson, and AmerisourceBergen — shipped thousands of suspicious orders without regard for their legitimacy, and that Johnson & Johnson misled patients and doctors about their addictive nature.

From 2023 through 2038, the payments are expected annually, in July.

For more information on the statewide opioid settlements, visit the <u>AG's Office</u> <u>FAQ page</u>.



Polito reflects on Community One Stop

Lt. Gov. Karyn Polito discusses the benefits of the administration's 2-yearold Community One Stop for Growth program during the April 20 virtual meeting of the Local Government Advisory Commission. She said the program grew out of conversations with local officials, who have until June 3 to apply for the program's current round of grants.

Administration awards Green Communities grants

By John Ouellette

During an event in Lawrence on April 13, the administration awarded \$8.3 million in Green Communities competitive grants to 64 municipalities.

The competitive grants support energy efficiency and renewable energy projects that further the designated communities' clean energy goals. The grants are awarded to Green Communities that have successfully invested their initial designation grants and previous competitive grant awards.

According to the Department of Energy Resources, the grants will help to fund a range of projects, from ventilation system upgrades to the installation of insulation and energy management systems at municipal buildings and facilities. Projects also include installations of air-source heat pumps, hybrid police cruisers, and electric vehicle charging stations. (<u>Click here for</u> <u>details of the project awards</u>.)

Once completed, the grant-supported projects are estimated to yield energy savings comparable to the amount of energy consumed by 339 Massachusetts households, according to the DOER. In greenhouse gas emissions terms, the projects are estimated to reduce emissions by the equivalent to taking nearly 700 cars off the road.

"The innovative and cost-effective projects receiving grants will increase energy efficiency and clean energy use in municipal buildings and vehicles across the Commonwealth, significantly helping our state achieve its long-term emissions reduction requirements," Gov. Charlie Baker said at the press event, where he was joined by Energy and Environmental Affairs Secretary Kathleen Theoharides and Department of Energy Resources Commissioner Patrick Woodcock.

Theoharides said the local projects will "reduce harmful greenhouse gas emissions and lower municipal energy costs." Achieving long-term climate goals in Massachusetts "will not be possible without collaboration and partnerships at all levels of government," she said.

To receive funding, cities and towns must earn the <u>Green Communities designation</u> by meeting five criteria defined by the Green Communities Act. According to the DOER, the current roster of 280 Green



Gov. Charlie Baker (right) presents a Green Communities award to Lawrence Mayor Brian DePeña during an April 13 visit to the city. Also pictured are Energy and Environmental Affairs Secretary Kathleen Theoharides and Department of Energy Resources Commissioner Patrick Woodcock. (Photo courtesy Joshua Qualls/Governor's Press Office)

Communities account for 87% of the state's population.

Since 2010, the DOER has awarded \$153 million in designation grants and competitive grants to Green Communities. The grants are funded through proceeds from carbon allowance auctions under the Regional Greenhouse Gas Initiative.

Disaster Declaration ensures federal assistance for January storm

President Joe Biden issued a Major Disaster Declaration on April 18 for the severe winter storm that hit Massachusetts on Jan. 28 and 29, making federal disaster assistance available to cities and towns, state agencies, and certain nonprofits to help cover storm-related response and repair costs.

Total reimbursable costs for the storm are expected to exceed \$13 million, according to the Baker-Polito administration, which had requested the federal disaster assistance.

The Major Disaster Declaration for Public Assistance, including Snow Assistance, supports Bristol, Norfolk, Plymouth and Suffolk counties, and the Mashpee Wampanoag Tribe. Each of the four county's eligible storm costs exceeded federal financial thresholds under the Public Assistance Program.

Massachusetts Emergency Management Agency Acting Director Dawn Brantley said her agency and the Federal Emergency Management Agency worked closely with affected cities and towns, state agencies



Federal disaster assistance is available for communities most affected by the severe winter storm that hit the state in late January.

and nonprofits to document and assess storm costs and pursue the federal disaster declaration. She said MEMA will now work to ensure that the federal resources are "delivered as quickly as possible."

Affected local governments, state agencies and some private nonprofit organizations in the declared jurisdictions will be reimbursed for 75% of their costs associated with response and emergency protective measures, including storm-related overtime for first responders, clearing debris from public roads and public property, snow removal costs, and repairing, replacing, restoring or reconstructing damaged public facilities and infrastructure. Snow removal costs are reimbursable only when a county receives a record snowfall, or comes within 90% of the record snowfall.

Federal disaster funds will also be available for projects that will mitigate the costs and impacts of future disasters.

In the near future, MEMA said it will announce a series of information sessions in the impacted counties to explain the process for applying for federal disaster assistance to municipal and state officials and eligible nonprofits.

"From the first indications of any dynamic weather system, the Baker-Polito administration remains in close contact with local, state and federal officials to prepare for and mitigate impact," said Public Safety and Security Secretary Terrence Reidy. "Securing these federal funds sustains the ongoing recovery efforts and creates new opportunities for our municipal, state, and nonprofit partners." ●

MSA holds Western Mass. Conference

By Isabelle Nichols

The Massachusetts Select Board Association's second Western Massachusetts Municipal Conference, held on Saturday, April 9, in Easthampton, focused on some of the unique challenges facing the region.

The conference was co-sponsored by the Berkshire Regional Planning Commission, the Franklin Regional Council of Governments, the Pioneer Valley Planning Commission, and the Rural Policy Advisory Commission.

The conference kicked off with a legislative panel featuring Rep. Natalie Blais of the 1st Franklin District, Rep. Daniel Carey of the 2nd Hampshire District, and Sen. Joanne Comerford of the Hampshire, Franklin and Worcester District.

The legislators discussed priorities for the remainder of the legislative session, including the state's remaining American Rescue Plan Act funding, mental health care in schools, privacy and security of personal data, and exploring the impact that unpaved roads have on small towns.

Following the panel, a number of workshops covered topics such as police reform and its impact on small towns, ARPA funding and economic recovery from the pandemic, the impacts of post-COVID population shifts on housing affordability, and the state of public infrastructure in western Massachusetts.

Discussing police reform, Pittsfield Police Chief Michael Wynn and Deerfield Police Chief John Paciorek provided an overview of <u>Chapter 253 of the Acts of</u> <u>2020</u> (generally known as the policing reform law), the Peace Officer Standards and Training Commission, and the impact that the new standards will have on local police departments. Wynn serves on the POST Commission.

Heath Fahle, assistant secretary for federal funds at the Executive Office for Administration and Finance, gave an update on funds provided to state and local governments through the ARPA.

Following Fahle's overview, Holyoke Community Development Director Alicia Zoeller discussed how her city is managing its ARPA funding, including planning and community engagement, allocation of fun

engagement, allocation of funds, and tracking and reporting on the funding.

Ben Tafoya, director of the Division of Local Mandates, discussed a recent study by the Office of the State Auditor, "Public Infrastructure in Western Massachusetts: A Critical Need for Regional Investment and Revitalization."

Alyssa Larose, real estate project manager/housing development director for the Franklin County Regional Housing and Redevelopment Authority, and Jessica Atwood, economic development program manager for the Franklin Re-



During the April 20 virtual meeting of the Local Government Advisory Commission, Sandwich Town Manager Bud Dunham discusses the House's plan to increase Chapter 70 minimum aid per student from \$30 to \$60 in the fiscal 2023 state budget. He said the increase would have a major impact for the 136 school districts that are minimum aid districts.





Rep. Daniel Carey (left), Sen. Joanne Comerford (center) and Rep. Natalie Blais discuss their legislative priorities during the Western Massachusetts Municipal Conference on April 9 in Easthampton.

gional Council of Governments, gave an overview of regional population trends and development challenges, including a deep dive into COVID-19 impacts on development.

Great Barrington Assistant Town Manager and Planning Director Christopher Rembold discussed how population shifts and development challenges have affected his town. He also gave an overview of some immediate and near-term strategies his town is implementing to address the challenges.

Ben Tafoya, director of the Division of Local Mandates, discussed a recent study by the Office of the State Auditor, <u>Public Infrastructure in Western Mas</u>-<u>sachusetts: A Critical Need for Regional</u> <u>Investment and Revitalization</u>. The study examined multiple aspects of public infrastructure in western Massachusetts and called for a Rural Rescue Plan that would increase funding for the Chapter 90 local road and bridge program by 50%, to \$300 million annually; create a public infrastructure agency; and continue investments in expanding access to broadband internet.

Sen. Comerford discussed what is being done through legislation to address some of the challenges identified in the report, including roads, bridges, and culverts; water and sewer infrastructure; municipal and public safety buildings; green and healthy public schools; PILOT funding; and regional rail.

Nearly 100 municipal officials and key stakeholders attended the conference. •

Human Services Council discusses impacts of COVID

By Isabelle Nichols

The MMA Human Services Council's first meeting of the year, on April 28 in Westborough, focused on the impacts of COVID-19 on Massachusetts residents.

UMass Amherst economist Marta Vicarelli and a team of researchers from the UMass School of Public Policy gave a presentation about their recently released research report, "<u>Impacts of COVID-19: A</u> <u>Survey of Massachusetts Households</u>."

Vicarelli and her team focused on key findings relevant to human services professionals. They said the survey found that Massachusetts households experienced significant effects on income and careers, child care and educational outcomes, and mental and physical health during the pandemic's first year.

Following the presentation, a panel of local human services professionals discussed initiatives that their communities have developed to address some of the challenges detailed in the report.



Tony Serio, assistant director of Youth and Family Services in Lexington, discusses mental health services provided by his department during the MMA Human Services Council meeting on April 28 in Westborough.

and Family Services in Lexington, discussed the mental health services that his department provides for community members. He also discussed two critical areas of need that Lexington will fund with American Rescue Plan Act money in the years ahead: connecting residents with mental health clinicians through Eliot Human Services, and addressing food insecurity.

Andrea Egmont, director of Youth and Recreational Services in Newburyport, discussed a community-driven initiative in her city to support positive youth development. The initiative, called Youthrive, is a systemic approach to working with young people, developing services and supports, designing programs, and organizing in the community with the goal of ensuring young people are empowered, engaged, supported, inspired and valued.

HSC President Laura Ducharme, the community resources coordinator in Acton, discussed her town's child care subsidy program, which, in partnership with Boxborough, Littleton, Maynard and Westford, has been able to provide grants for child care to families that are traditionally ineligible for vouchers but still struggle to cover the costs of care. Ducharme said Acton will be allocating some ARPA funding to continue these subsidies into the next two fiscal years.

Tony Serio, assistant director of Youth

Solid waste challenges discussed at MassRecycle Conference

By Josie Ahlberg

The MassRecycle Conference on March 31 and April 1, co-sponsored by the MMA, featured energetic conversations on challenges and solutions related to solid waste and recycling services, looming waste bans, and extended producer responsibility.

Local officials, industry professionals and environmental advocates were eager to discuss several bills related to mattress, paint, electronics and smoke detector recycling currently before the Joint Committee on Environment, Natural Resources and Agriculture, as well as a pending, wide-ranging bill on environmental issues.

A bill seeking to address rising recycling costs in Massachusetts (<u>H. 878</u>) was a hot topic during a panel discussion on extended producer responsibility. H. 878 would establish a comprehensive EPR system for packaging, requiring producers to reimburse municipalities for the costs of recycling packaging materials.



Local officials, industry professionals and environmental advocates discuss solid waste and recycling services during the MassRecycle Conference.

Panelists assured attendees that states such as Maine and Oregon that have implemented EPR programs have not seen increases in consumer costs. The MMA has expressed support for the approach and goals of H. 878 and is hopeful to see the Legislature enact the bill. Public works officials, solid waste and recycling industry experts, and sustainability advocates were clearly invigorated by the conference, which was held as the Legislature is considering a number of pertinent bills.

MMHR to hold HR101 boot camp in Wrentham on May 12

The Massachusetts Municipal Human Resources association will offer its annual HR101 boot camp as a full-day, in-person event on May 12 in Wrentham.

The boot camp will cover core functions of the municipal HR



office, including trends in negotiations related to COVID, first steps in creating a diversity, equity, and inclusion plan for cities and towns, key components of an HR audit, and an HR101 roundtable with seasoned human resources professionals.

Featured speakers will include:

- Wrentham Human Resources Director Mary Beth Bernard, who will discuss "big ticket" items in human resources audits
- Teresa Cruz Foley, founder and lead consultant of Brave Space Consulting, who will explore the first steps for municipal HR managers looking to



Teresa Cruz Foley



Elizabeth Valerio

undertake diversity, equity, inclusion and belonging initiatives

- Elizabeth Valerio, partner at Valerio, Dominello & Hillman, who will cover legal trends in labor law, with a focus on trends in negotiations related to COVID
- An HR101 roundtable discussion covering topics like recruitment, remote work policies, employee training, and managing discrimination claims, featuring Danvers Assistant Town Manager and Communications Director Jen Breaker, Avon Town Administrator Greg Enos, Lexington Human Resources Director Anne Graglia-Kostos, and Brookline Human Resources Director

Ann Hess Braga

The boot camp is geared toward newer municipal human resources professionals, but veterans in the field are welcome to attend for a refresher course.

Registration and networking will begin at 8:30 a.m. The program will start at 9 a.m., and lunch will be served.

The boot camp will be held at Lake Pearl, 299 Creek St. in Wrentham.

The registration fee is \$75 for members and \$85 for nonmembers. A registration link is available at <u>www.mma.org</u>.

On the day of this in-person meeting, attendees will be required to show proof of being fully vaccinated for COVID (card, photo or QR code). (Religious or medical exemptions are allowed with a negative PCR test taken within 72 hours.) Masks are optional. These safety protocols are subject to change based on the latest public health data and guidance.

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

MMHR to discuss federal drug and alcohol testing rules for CDLs

On June 16, the Massachusetts Municipal Human Resources Annual Meeting will cover federal drug and alcohol testing requirements for those with commercial driver's licenses.

Municipal employers must comply with mandatory drug and alcohol regulations from the U.S. Department of Transportation's Federal Motor Carrier Safety Administration for CDL drivers. Any employer of CDL drivers must follow a specific set of drug and alcohol testing rules, and noncompliance can result in fines for the organization.

Ted Dawson, owner of Advantage Drug Testing, will lead a comprehensive training about the federal regulations and what municipal employers need to know to ensure compliance.

The MMHR Annual Meeting will include a vote on the fiscal 2023 budget and MMHR board slate; presentation of the 2022 <u>Skop Award</u>; and an MMA legislative update from Legislative Director Dave Koffman. The annual meeting will be held at Grandview Farm, 55 Center St. in Burlington.

Registration and networking will begin at 8:30 a.m. The program will start at 9 a.m., and lunch will be served.

The registration fee is \$40 for members and \$55 for nonmembers. A registration link will be available at <u>www.mma.org</u> in early May.

On the day of this in-person meeting,

attendees will be required to show proof of being fully vaccinated for COVID (card, photo or QR code). (Religious or medical exemptions are allowed with a negative PCR test taken within 72 hours.) Masks are optional. These safety protocols are subject to change based on the latest public health data and guidance.

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

Mayors get law update

Lauren Goldberg, managing partner at KP | Law, discusses the top five law questions currently facing municipalities during the Massachusetts Mayors' Association's monthly meeting on April 27 in Leominster. Topics included the handling of public meetings and opportunities for hybrid options.



MSA to hold training for newly elected members

The Massachusetts Select Board Association will hold a free training for newly elected select board members on Saturday, July 23, in Devens.

Key topics will include municipal finance and budgeting, open meeting and public records laws, and collaborative decision making. A roundtable discussion will provide an opportunity to hear from veteran select board members about their experiences, followed by an open question and answer session.

The training will be targeted to newly elected members, but any select board member is welcome to attend for a refresher and an opportunity to network with colleagues. Registration and networking will begin at 8:30 a.m. The program will start at 9 a.m., and lunch will be served. The full agenda and registration will be available at <u>www.mma.org</u> in June.

The training will be held at Devens Commons Center, 31 Andrews Parkway in Devens.

On the day of this in-person meeting, attendees will be required to show proof of being fully vaccinated for COVID (card, photo or QR code). (Religious or medical exemptions are allowed with a negative PCR test taken within 72 hours.) Masks are optional. These safety protocols are subject to change based on the latest public health data and guidance.

The Massachusetts Select Board Association will also host a series of free webinars over the summer covering more technical topics, such as land use and community development. Webinars topics and dates will be announced in the coming weeks.

Newly elected select board members are encouraged to share their contact information with the MMA (by email to database@mma.org) in order to receive information about Select Board Association events.

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

MMHR accepting nominations for 2022 Skop Award

Massachusetts Municipal Human Resources is accepting nominations through May 19 for its annual <u>Emil</u> <u>S. Skop Award</u>, given in recognition of outstanding contributions made to the field of municipal human resources management.

Nominations will be accepted from MMHR members, human resources colleagues, municipal chief administrative officers, municipal personnel/human resources boards, officials of state human resources-related agencies, and other related entities.

The 2022 Skop Award will be presented at the MMHR Annual Business Meeting on June 16 in Burlington.

Skop was one of the founding members of the Massachusetts Municipal Personnel Association (renamed MMHR in 2019) and served as its first executive secretary. Before "networking" became a recognizable term, Skop acknowledged the value of sharing information and experiences with other human resources and labor relations professionals. He is recognized for his tireless efforts in this area.

The award criteria and nomination form can be found here.

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

MunEnergy webinar to focus on energy markets, sustainability

By Katie McCue

The MMA's MunEnergy program will host a webinar on May 12 for members to learn more about the value of the MunEnergy program, with a focus on the current state of energy markets.

The free virtual meeting will cover:

• Energy markets, including impacts due to the crisis in Ukraine

• Constellation's sustainability offerings, and how they can help municipalities reach their climate goals

• MunEnergy's unique contract designed specifically for cities and towns

The meeting will be held from noon to 1:30 p.m., and registration can be done

through Zoom.

The MMA formed the MunEnergy program in 1998 to help Massachusetts cities, towns and government entities stabilize energy costs and simplify energy management. Constellation is the program's trusted partner for energy procurement and education for Massachusetts cities and towns.

MunEnergy provides valuable resources to cities and towns, including a unique municipal contract, energy experts who provide information and answer questions, and a focus on sustainability solutions. MMA members can work with the team at Constellation on their climate goals through a range of innovative solutions.



Local officials can receive the latest energy information from the MMA by sending their energy contact information to energy@mma.org.

For more about the MunEnergy program, visit <u>www.mma.org/munenergy</u> or contact Katie McCue at kmccue@ mma.org or 617-426-7272, ext. 111.

MMA-Suffolk accepting applications for finance class

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

The five-week program, held on Fridays, 9 a.m.-4 p.m., provides an overview of Massachusetts municipal finance, including the operational aspects of finance structure, systems and processes in Massachusetts cities and towns.

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

In September, the MMA and Suffolk University will launch the 19th and 20th Certificate programs in-person in Grafton and Dartmouth. The graduate-level academic program provides a solid grounding in municipal management, and covers topics such as human resources management, budgeting and financial management, and strategic leadership.



On April 1, 25 people graduated from the spring 2022 MMA-Suffolk Municipal Finance Management Seminar.

The program is held over the course of 25 Fridays from September through May. Suffolk programs currently have a vaccination requirement for in-person learning. The application period has closed. 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.

– Katie McCue

MassDOT's Transportation Conference is May 24, 25

The Massachusetts Department of Transportation's annual Transportation Innovation Conference will be held on

May 24 and 25 and focus on MassDOT's infrastructure investment.

The conference, to be held at the DCU



Mayors focus on downtowns

Leominster Mayor Dean Mazzarella discusses his city's revitalization during the April 27 meeting of the Massachusetts Mayors' Association in his city. Mazzarella said downtowns and cities are currently experiencing a resurgence.

Center in Worcester, will highlight the latest innovative transportation systems, management ideas, and initiatives in the Commonwealth. The event is open to all transportation practitioners including federal, state and local agencies, Metropolitan Planning Organizations, transit agencies, academia and private industry.

MassDOT Secretary and CEO Jamey Tesler said the conference is a chance to "share 'best practices,' learn about new programs and technology, and hear from speakers in the transportation field."

The MassDOT Transportation Innovation Conference began in 2012 and was originally used to assist a network of MassDOT transportation professionals. In 2015, the conference opened up to include a range of transportation professionals.

Click here for more information and a link to registration.

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Best practices for hiring seasonal help

By Lin Chabra

Each summer, municipalities across the state hire seasonal employees to meet increased demand for a variety of jobs. Although temporary in nature, this spike in employment requires careful consideration to avoid safety and liability exposure.

Seasonal hires are often high school and college students who, depending on their age, may be subject to child labor laws. Further, all minors under the age of 18 must complete an employment permit application and get their permit before starting a new job. (A youth employment permit is <u>available online</u>.)

Under child labor laws, workers between the ages of 14 and 16 shall not, among other things:

• Operate, clean or repair power-driven

Related resources

Wage and child labor laws

- Massachusetts Office of the Attorney General, <u>Fair Labor</u> <u>Division:</u> 617-727-3465
- <u>Massachusetts laws regulating</u> <u>minors' work hours</u>
- <u>Youth Employment Permit</u> <u>Information</u>

Health and safety

- U.S. Department of Labor, <u>Occupational Safety and Health</u> <u>Administration</u>: Methuen office, 617-565-8810; Braintree office, 617-565-6924; Springfield office, 413-785-0123
- Massachusetts Department of Public Health, <u>Occupational</u> <u>Health Surveillance Program</u>: 617-624-5632
- Massachusetts <u>Department of</u> <u>Industrial Accidents</u>: 800-323-3249, ext. 470



Municipalities must consider numerous safety concerns when hiring seasonal help such as lifeguards.

machinery (except office machines or machines for retail cleanup, or kitchen work not otherwise prohibited)

- Work on or use ladders, scaffolds, or their substitutes
- Work in garages, except dispensing gas and oil
- Ride in or on a motor vehicle (except in passenger seat when wearing a seatbelt)

In addition, individuals under the age of 16 are allowed to work only between the hours of 7 a.m. and 9 p.m. from July 1 through Labor Day.

Summer hazards

Outdoor summer work increases the potential for common ailments and harms such as heat stroke, dehydration, sunburn, poison ivy, and even lightning strike. It should also be noted that the northeast region of the country has a high rate of Lyme disease (spread by a bite from an infected tick), according to the U.S. Centers for Disease Control and Prevention.

Other potentially hazardous situations include municipal pools and beaches, as well as public works and school jobs that involve working around motorized vehicles and mechanical equipment.

While COVID-19 is still present, mu-

nicipalities should consider vaccination status and a person's potential interaction with others, particularly vulnerable populations.

Pre-screen, train and supervise

The three most important things that a municipality can do to help mitigate risks associated with hiring seasonal workers are to pre-screen, train and supervise.

Pre-screen: All camp staff and volunteers at "recreational camps" (as defined by Ch. 111, Sect. 127A and 105 CMR 430.000) must undergo Sex Offender Registry Information (SORI) checks. Although not mandatory, the Sex Offender Registry Board states that a SORI check may be requested "for the protection of a child under the age of 18 or another person for whom such inquirer has responsibility, care or custody." This latter opportunity may apply to seasonal employees in departments such as parks and recreation or elder services.

Driving records should be thoroughly checked for any employee operating a vehicle to ensure that proper and relevant certifications are in place and valid — such as auto and equipment operator's licenses, lifeguard certifications, first aid, and CPR.

Pre-employment physicals may also be necessary for certain jobs.

Train: All seasonal employees must be trained properly and thoroughly. Employers must ensure that all employees know how to use equipment and appropriate personal protective equipment competently and safely.

Temporary employees should be included in any tailgate safety talks that are being offered to full-time workers. Seasonal workers must be trained to know what to do in case of an emergency, such as when an injury or property damage occurs, or when inclement weather or an electrical storm hits. Employers should

SEASONAL HELP continued on 20

Around the Commonwealth

Randolph

Town to build school-based community health center

The town of Randolph will soon start construction on a new community health center at its high school, bringing medical services to residents and bridging a health care gap that has affected the community for years.

On April 13, U.S. Rep. Ayanna Pressley came to Randolph to announce \$1 million in federal funding, part of a \$1.5 trillion omnibus spending package that President Joe Biden signed in March. The \$1 million will cover construction costs for the center, which is expected to open in 2023.

Local officials say the facility, which will be run by Dorchester-based Codman Square Health Center, will provide badly needed pediatric services to Randolph, with the goal of eventually expanding services to more age groups. The town of 35,000 residents currently doesn't have any pediatric health care options within its borders, a problem that this new center will help alleviate, officials said.

"This is a huge step forward for the Randolph community," said Town Manager Brian Howard. "This is one of the key initiatives that we had. ... We are truly committed to making sure that we can provide access to health care to every person that lives in Randolph, and make it easily accessible, affordable and welcoming."

The community, a majority of whom are people of color, has long been underserved by the medical system. This problem came into sharper view during the COVID-19 pandemic, when Randolph ranked third for a time among Massachusetts communities for COVID infections.

"As we look ahead, we must ensure that communities like Randolph are made front and center in our recovery efforts," Pressley said during her Randolph visit. "That means ensuring that Randolph students and families have the resources they need not just to survive this ongoing crisis, but also to thrive."

In recent years, several factors brought the project to fruition. Since 2018, Randolph had been working with the Metropolitan Area Planning Commission on a commu-



During an April 13 visit, U.S. Rep. Ayanna Pressley speaks about \$1 million in federal funding she helped secure for a new community health center in Randolph.

nity health assessment, which resulted in a January 2020 report that highlighted, among other things, the need for a community health care partner. Last year, Codman Square Health Center reached out to Randolph to collaborate on a schoolbased health center, according to Planning Director Michelle Tyler. Around the same time, she said, Pressley's office asked about Randolph's needs for the federal community projects funding.

The \$1 million is expected to fully cover the renovations to incorporate the new center at the high school. Codman Square will fund the medical operations through grants, insurance payments and other sources, Tyler said, though Randolph will likely cover some expenses, such as utility costs.

Once completed, the new 1,500-squarefoot center will include four examination rooms, lab space, an administrative area, a meeting space and bathrooms, Tyler said. It will have two separate entrances, through the school and directly to the outside. Initially, Randolph anticipates that residents ages 3 through 24 will receive services there.

Staffing levels haven't been finalized, Tyler said, but a Department of Public Health grant being sought by Codman Square would require a full-time primary care provider, a full-time behavioral health specialist and a full-time community health worker to connect higher-need families with health insurance programs, food benefits and other non-medical services. The center will offer vaccinations, annual wellness exams and physicals, and mental health services.

Randolph officials said they hope to expand the center's services and eventually transform it into a full federally qualified health care center that serves all ages. Tyler said community input will continue to drive the process.

"This isn't the town hall making a decision, or the school making a decision," Tyler said. "It truly has been a collaboration."

– Jennifer Kavanaugh

New Bedford

City eyes ARPA funds for apartment construction



John Mitchell

New Bedford officials plan to use up to \$5 million in federal coronavirus recovery funds to encourage the production of more affordable apartments in the city and create a healthy mix of housing options for neighborhoods.

Budgeting funds from the American Rescue Plan Act, New Bedford will grant between \$250,000 and \$2 million through its Housing Expansion Initiative to each qualified developer that agrees to produce rental units for people earning 60% or less of the area median income. Developers have until May 16 to apply for funding, and the city is hoping to get the funds out the door by the end of May, said Mayor Jon Mitchell.

New Bedford already has a significant number of income-restricted units and a housing policy that encourages development of both market-rate and affordable housing, Mitchell said. The ARPA funding will help the city in its efforts to achieve a mix of new developments, he said.

"We'd like to see a balance of restricted and unrestricted units, so the ARPA funds give us an opportunity to accelerate projects that are in keeping with our overall policy,"

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Around the Commonwealth

COMMONWEALTH

Continued from page 16

Mitchell said. "The ARPA regulations require cities to fund income-restricted units. Through this program, we're obviously following the regulations, but we're also trying to emphasize mixed-income and mixed-use properties, which we believe is our sweet spot."

Overall, New Bedford is getting \$64.7 million in direct ARPA funds, and another \$16.7 million through Bristol County, Mitchell said. The Housing Expansion Initiative is one of several <u>ARPA-funded</u> <u>programs</u> the city currently has in motion. Other initiatives include the Enhanced Facade Improvement Program for small businesses; the Capital Costs for Childcare, Out-of-School Time Care and Early Childhood Education Program for nonprofit child care organizations; and a Small Business Assistance Program.

The Housing Expansion Initiative falls under the ARPA category of addressing negative economic impacts that people experienced during the pandemic. To qualify for the funding, developments must be shovel-ready, have an overall project cost of at least \$5 million, demonstrate a need for the ARPA assistance, and fit into one of three categories: mixed-income projects that include both affordable and market-rate units, mixed-use projects, or adaptive reuses of vacant properties.

While the projects must include new units for households at or below 60% of area median income, the program doesn't set a percentage of affordable units that each project must have. Mitchell said the applications will be scored individually based on how well they achieve a balance of income-restricted and market-rate units.

The initiative will focus solely on rental housing, Mitchell said. To qualify, a one-person household will have an income limit of \$35,340, while a four-person household will have an income cap of \$50,460. In terms of rents, an eligible income-restricted, one-bedroom apartment would have a limit of \$818 a month, with utilities included; a two-bedroom apartment would be capped at \$1,012; and a three-bedroom apartment could cost no more than \$1,259 per month. The city will continue to monitor compliance with income and rent restrictions going forward. City officials said this use of ARPA funds will benefit both residents and the city overall.

"It's no secret that we have a serious housing shortage in our community, especially housing that's affordable for our working and middle-class families," said City Council President Ian Abreu in a statement about the initiative. "Programs like these coming to fruition, thanks to the American Rescue Plan Act funds, will go a long way to ensure that no family or resident, especially our children and seniors, will ever go homeless here in the city of New Bedford."

– Jennifer Kavanaugh

Becket, Otis

Towns launch shared police chief role

The towns of Becket and Otis have become the latest two communities to share a police chief.

Becket approached Otis after its chief decided to step away last year to see if the town would be interested in having Becket's chief serve both towns. The two towns signed an agreement in February, and Police Chief Kristopher McDonough's first day in Otis was March 7.

"Small towns like Otis and Becket have a hard time competing with the salaries offered in bigger communities, which makes it challenging to retain competent employees," said Otis Town Administrator Brandi Page. "This would give Becket the opportunity to compensate Kris, who they were happy with, more competitively."

Page said that former Becket Town Administrator Bill Caldwell, who recently transitioned to the town of Sterling, reached out to other communities who had shared the chief position, doing the groundwork on a fair and vetted agreement.

McDonough, who has served as police chief in Becket since 2012, began his tenure in Becket as a patrol officer in 2008 and has worked in law enforcement since 2001.

"It's really a community policing model out here in the Berkshires," McDonough said. "We have all types of calls, from very serious to very straightforward assistance. ... My philosophy is based on community policing and really getting out there and getting to know the residents and what they expect from us."

McDonough puts in 20 hours per week in each community. So far, he has been splitting Mondays and spending Tuesdays and Thursdays in Becket and Wednesdays and Fridays in Otis. The intermunicipal agreement does allow for emergency needs that might require more time in one town.

"The needs in many of the smaller Western Massachusetts towns mirror each other," Page said. "We are looking to provide the best services we can with modest budgets and attractive tax rates."

Similar to towns on the Cape, towns like Otis see populations expand significantly in the summer months, which requires additional public safety and public health dollars, Page said.

The position reports to the town administrators in both communities, but is officially employed and paid by the town of Becket, including all benefits. Otis contributes for half of the total compensation, including benefits and cruiser maintenance.

The towns received a \$46,852 grant from the Community Compact Cabinet's Efficiency and Regionalization program this year, which was used to purchase a cruiser for the chief.

"The experience so far has been very positive," Page said. "Kris is doing an excellent job and transitioned immediately. ... He has made a point to introduce himself in the community and the feedback has all been great."

The current agreement runs through the end of the fiscal year, and both communities must decide by May 15 if they want to renew the agreement and for how long.

"I think towns are always looking for new and more efficient ways to run things," Page said. "It just takes being open to the opportunity and giving it a try."

– Meredith Gabrilska

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.

BUDGET

Continued from page 1

UGGA

The House's and governor's budgets would increase Unrestricted General Government Aid by \$31.5 million, or 2.7%, to \$1.19 billion.

The governor's budget tied the UGGA increase to the projected rate of growth in state tax revenues, but the administration used a revised estimate for fiscal 2022 as its base. The MMA has argued that the proposed increase does not reflect the actual — and far higher — increase in state tax collections.

The MMA will continue to advocate for a higher UGGA increase as the budget process continues.

School transportation

In line with the governor's recommendation, the House budget would reduce regional school transportation aid from \$82 million this year to \$77 million. The budget would increase funding for the transportation of homeless students under the federal McKinney-Vento program by \$8.5 million, to \$22.9 million. The House budget does not have a line item for out-of-district vocational transportation, which was funded at \$250,000 for fiscal 2022.

PILOT

The House budget would level-fund payments-in-lieu-of-taxes (PILOT) for state-owned land, at \$35 million.

Local-option COLA for retirees

During debate, the House adopted an amendment that would allow (but not mandate) retirement boards that have accepted Section 103 of Chapter 32 to award a cost-of-living adjustment of up to 5% to retirees, rather than the current limit of up to 3%. The ability to award this higher COLA would only be authorized for fiscal 2023.

The MMA is encouraging local officials to consult with their financial teams to determine how this would impact each community's unfunded pension liability. The impact would vary between retirement systems due to differences in the COLA base, and the actuarial parameters used to calculate the unfunded pension liability. Local officials with concerns about this section should discuss this with their senators as soon as possible.

Next steps

During the budget process and the remainder of the legislative session, the MMA will work to build on the House bill by advocating for a greater increase in Unrestricted General Government Aid and higher funding for regional school transportation, PILOT, and other key accounts.

The state budget process now moves to the Senate, where the Ways and Means Committee is expected to release its recommendation in mid-May.

for ensuring that municipalities were

"We look forward to working together

wealth as this report translates to fund-

ing decisions, regulatory rulemaking,

with the Legislature and Common-

represented in the process.

and lawmaking."

PFAS

Continued from page 4

state-issued limits. Last October, the U.S. Environmental Protection Agency <u>announced a strategic roadmap to con-</u> <u>front PFAS contamination</u> nationwide.

Read said the coordinated strategy proposed by the PFAS Interagency Task Force provides the guidance needed for Massachusetts to be a leader on this complex issue. Addressing the health and environmental impacts of PFAS contamination will require a multifaceted approach and significant financial investment, and the MMA will remain engaged with the Legislature and local officials to help to determine exactly how these recommendations will be funded and implemented in the coming years.

Read thanked the task force co-chairs

CISA

Continued from page 7

relationships in advance of any cyber incidents.

In addition to the <u>Shields Up</u> webpage, the CISA is urging state and municipal officials to make use of several resources it provides:

- A <u>cybersecurity advisory</u> issued jointly by the CISA, the FBI and the National Security Agency on Jan. 11 describing the tactics, techniques and procedures frequently associated with Russian state-sponsored cyberattacks
- A <u>CISA list of of cybersecurity</u>

<u>measures</u> to reduce the likelihood and impact of a cyberattack

- A <u>Russia Cyber Threat Overview and</u> <u>Advisories webpage</u>, with the CISA's advisories about Russian statesponsored threats
- A <u>new catalog of free cybersecurity</u> <u>resources</u> from CISA, the open-source community, and CISA's private sector partners in the Joint Cyber Defense Collaborative
- A CISA Insights document, "Preparing for and Mitigating Foreign Influence Operations Targeting Critical Infrastructure," focusing on

misinformation and disinformation campaigns used to sow public distrust and undermine security

CISA can offer help to organizations that have experienced cyber incidents and can use information from incident reports to protect other possible victims.

DEVELOPMENT BILL

Continued from page 1

spaces and grants to support economic development.

The bill would provide nearly \$970 million to support revitalizing local downtowns and communities, including \$318 million in ARPA funding and \$650 million in a bond authorization. This includes \$550 million for the Mass-Works program, including \$400 million in reauthorization and \$147 million in ARPA funds to support 94 local projects. Nearly 250 municipalities would receive downtown recovery grants totaling \$108 million.

The administration said the bill, in part, is responding to last year's <u>"Future of</u> <u>Work" report</u>, which found that downtowns will look fundamentally different coming out of the COVID-19 pandemic, as many people have changed how and where they work.

The bill would authorize \$270 million to support housing production across the Commonwealth, including affordable rental housing production and rehabilitation, public housing, climate resilient housing, and transit-oriented development. The bill includes policy proposals to increase housing production, including an increase of the cap on the Housing Development Incentive Program from \$10 million to \$30 million.

The bill would use \$1.2 billion of the state's ARPA funds for climate resiliency and preservation efforts. This includes \$750 million for the Commonwealth's clean energy industry, for projects such as electric vehicle rapid charging stations at Logan International Airport, the expansion of the MassCEC Wind Technology Training Center in Charlestown, more than \$70 million in investments related to the New Bedford Marine Terminal, and a greater focus on higher education and workforce training in an effort to support the growing clean energy industry.

The bill also proposes \$413 million to support more than 100 projects across state parks and trails, water and sewer, and environmental infrastructure grant programs.

The bill includes \$325 million in ARPA funding for workforce efforts, including \$300 million for the Unemployment Trust Fund to address unemployment overpayments. The HireNow program, which provides grants to employers to train and hire new workers, would receive \$25 million.

To support the innovation economy, the bill includes \$50 million for a new competitive and secure future innovation program to make strategic investments in purpose-driven research, technology development, and innovation, and in emerging technologies such as artificial intelligence and machine learning (AI/ ML), robotics, quantum information science, cybersecurity, communications, and digital health.

ARPA funds to be used for COVID response include \$20 million for local workforce training grants to recruit and train municipal employees that deliver important public services across Massachusetts.

The legislation would allow the Massachusetts Convention Center Authority to sell the Hynes Convention Center, with proceeds from the sale going to affordable housing development and the Back Bay area. Occupancy levels at the Hynes have been around 60% in recent years, according to the administration.

Housing and Economic Development

Secretary Mike Kennealy said the package reflects a "spirit of collaboration by targeting funding toward key priorities in all cities and towns across the Commonwealth."

Energy and Environmental Affairs Secretary Kathleen Theoharides said the bill would make climate resiliency investments at the state and local level and promote clean energy solutions, "fostering innovation and technology advancements, continuing the growth of a homegrown clean energy and climate workforce, and beginning construction of important resilient infrastructure improvements."

Federal ARPA funds must be committed by states by the end of 2024 and spent by the end of 2026. The governor said his bill prioritizes investing ARPA funding into projects that are already sufficiently defined and narrow in scope so they can be completed by 2026.

See the <u>administration's press release</u> for a more complete list of items in the FORWARD package.

• <u>View list of proposed "APRA 2.0"</u> <u>spending by community</u>



ATFC holds Spring Conference

At the ATFC Spring Conference on April 30 in Oxford, Medfield Finance Committee Member Jeremy Marsette discusses how his town built a capital plan over the course of several years, and how town officials continue to implement it, despite challenges. Marsette also serves as Public Works director in Natick and is a director on the Association of Town Finance Committees board. More than 40 finance committee members attended the conference, which included a session on the American Rescue Plan Act with MMA Senior Legislative Analyst Jackie Lavender Bird.



WEMO reimagines leadership

State Auditor Suzanne Bump (left) and Methuen Councillor Eunice Zeigler engage with the audience during the Women Elected Municipal Officials' spring symposium, "Reimagining Equitable Leadership," on April 2 in Marlborough. Bump and Zeigler discussed how women can lead with authenticity in a male-dominated field.



LGAC highlights street improvement programs

During the April 20 virtual meeting of the Local Government Advisory Commission, Fitchburg City Councillor Sam Squailia thanks the administration for the \$55 million in its infrastructure bond bill for municipal programs such as Complete Streets and Shared Streets and Spaces. Squailia said the programs improve safety and invigorate communities. She said a \$197,000 Shared Streets grant helped Fitchburg transform Cushing Street from a roadway to a "vibrant pedestrian plaza," bringing a boost of energy to the community.

WINTER ROADS

Continued from page 5

allowed. Unused allocations will not be available for use beyond the close of the fiscal year. Communities will receive reimbursements by Sept. 30, 2023.

If the total amount of WRAP reimbursement requests submitted to MassDOT is less than the original allocation, the remainder will be de-obligated and no longer available to the municipality. In the event that a city or town's contractor claims to be unavailable due to other work, said contractor will be allowed to subcontract work related to WRAP.

Similar programs to WRAP were enacted in 2014 and 2015. Past grant allocations were based on the Chapter 90 funding formula, but <u>this year's WRAP distribu-</u><u>tions</u> are calculated based on municipal road mileage.

SEASONAL HELP

Continued from page 15

review safety manuals and instructions, including listing what equipment each employee is and isn't authorized to use.

Seasonal employees must sign to verify that they have received and reviewed the information.

Supervise: Do not, under any circumstance, leave seasonal workers unsupervised, as significant and catastrophic injuries could occur. A full-time, adult employee should always be present and supervising part-time summer workers. This can help prevent horseplay and serious injuries.

Risk reduction

Municipal employers should also examine what can be done on a more detailed level and work to address any potential risks. For example, assess the implications of child labor laws (as addressed above). Massachusetts has specific regulations regarding minors and various mechanical equipment, hazardous materials and specific working conditions. For example, employees under 18 years of age may not operate vehicles or forklifts, use buffing or polishing equipment, or work in wrecking, demolition, excavation or roofing.

Employers should carefully examine safety around the city or town and in specific areas where employees will be working. Check parks and playground equipment, and be diligent about pool and beach safety. Remind employees about summer storm and lightning safety, and work with them to identify heat stress and dehydration quickly when it occurs. Ensure that all employees know to report hazardous conditions promptly.

Finally, provide sunscreen for outdoor workers and be prepared for insect bites, poison ivy, sunburn and ticks.

Many municipal departments and the young people they hire are excited about the chance to work together to make a difference in their community. The benefits to both the employer and employee can be great, so long as safety is the first consideration.

Lin Chabra is MIIA's Senior Manager of Risk Management.

DIRECTOR'S REPORT

Continued from page 2

2.73%, and the highest annual rate was 5.4% in 1990. This year's 7.9% annualized inflation rate in the U.S. is not just high, it's more than 40% higher than any other year during the Prop. 2½ era. If high inflation continues into the next budget cycle, communities will quickly drain their reserves and the 2.5% cap on local property taxes will create a deep and enduring fiscal crisis.

Few people seem to understand how vulnerable local governments are to macroeconomic conditions. The Federal Reserve Bank and U.S. economic policy must rein in inflation quickly. This is an imperative for the long-term fiscal stability and sustainability of our hometowns and the workability of Proposition 2½. A "soft landing" is essential, or else local and state finances will be hammered.

Short-term inflation is also a powerful reason for the state to increase revenue sharing so that Unrestricted General Government Aid grows by 7.3% in fiscal 2023, instead of the far-too-low 2.7% amount proposed in the governor's budget. The higher amount would simply match the state's budget-to-budget revenue growth and provide communities with a local aid increase to protect municipal services from the corrosive impacts of inflation in the coming months.

Growing attempts to claw back federal ARPA funding

Just one year ago, local and state leaders in Massachusetts and across the nation were giving a standing ovation to our federal lawmakers for the unprecedented investments provided by the American Rescue Plan Act. The law targeted direct aid to every city and town in the nation, creating a lifeline for vital programs, projects and initiatives to recover from the COVID crisis and rebuild local and state economies.

ARPA provided \$130.2 billion to all municipalities and counties, and \$195.3 billion to state governments. In Massachusetts, this translated into \$3 billion for our cities and towns, \$393 million for our still-functioning county governments, and \$5.3 billion for the state. Local, state and county leaders have until December 2024 to obligate the funds, and until December 2026 to spend the grants. With this federal commitment in hand, local and state leaders have been fully engaged in planning how to best use these invaluable ARPA funds, working under the assumption that they will have adequate time to plan, allocate, appropriate, distribute, commit and spend the funds. This is not a swift process. A huge portion of the funds will be directed to capital investments, which will require extensive time for procurement, negotiation and contracting. The deadline for completing all this work to obligate the funds is, on paper, Dec. 31, 2024.

However, the minority party on Capitol Hill has made it clear that their goal is to claw back unobligated state and local ARPA funds if they return to the majority. Indeed, their demand has been to use these already committed ARPA funds to pay for new federal spending measures. While these attempts have been blocked by the majority party in recent months, if the balance of power shifts in this fall's elections, ARPA clawbacks will become a very real possibility.

The best way to protect our communities and state from losing hundreds of millions — or billions — of invaluable ARPA dollars is to move swiftly in the allocation process, and to make certain that the funds are obligated well in advance of December 2024. With \$2.3 billion in state ARPA funds still awaiting appropriation, and formal legislative sessions scheduled to end on July 31, the state is facing a new and unforeseen deadline to act within the next 90 days.

Fortunately, Gov. Charlie Baker's recently filed \$3.5 billion economic development bill (see MMA coverage here) provides an excellent vehicle to finish the ARPA appropriations process in time to avoid the risk of clawbacks that could be triggered when the new Congress convenes in January. While it would be ideal for the state to have more time to decide where to focus ARPA investments, waiting beyond July 31 would create an enterprise risk that could jeopardize access to the full amount that Massachusetts is entitled to.

Because of the political uncertainty in Washington, D.C., it is becoming increasingly clear that municipal leaders should do their best to complete their planning and decision-making processes and move to obligate the funds as soon as practicable.

Recessions always hit local governments the hardest

The third threat visible on the horizon is the global economic uncertainty created by the pandemic, supply chain disruptions, spiking energy prices and inflation — all deeply exacerbated by Russia's immoral war on Ukraine.

With last week's news that the U.S. experienced a real decline in GDP during the last quarter, economists are concluding that the risk of a recession within the next 18 months has increased substantially.

We know from experience that every recession has created deeper and longer fiscal stress for municipalities than for states and the federal government. This is because the federal government can operate in deficit. Our state government, while needing to balance its budget, has far more tools at its disposal, including a \$5.7 billion stabilization fund (massively higher than local rainy day funds), the power to raise taxes, and the ability to reduce spending. Cities and towns have very slim reserves and cannot raise taxes without state or voter permission. In addition, local government's main revenue source, the property tax, lags for years after a recession due to the suspension of private investment in commercial or business growth.

While communities cannot insulate themselves from a recession, they can benefit from fiscal and economic tools that their partners at the state and federal levels can provide. For example, using today's state revenue surplus to shore up municipal aid to match inflation, and using the state's stabilization fund to protect education and local aid if a recession comes, would help enormously. Federally, guaranteeing 100% of ARPA funds would advance projects to deliver core services, employ thousands of private sector workers, build lifelines for teetering businesses and vulnerable residents, and create stronger local economies as a base to build on.

Inflation, clawbacks, recession — that's a lot to worry about!

The good news is that local officials, state leaders, and our federal lawmakers here in Massachusetts can lean in and work together to manage these risks.

That's the only way to guard against the coming hazards. ●

People



Christine Lindberg

four years as chief aide to Salisbury Town Manager Neil Harrington and three years as assistant to the town manager in Hamilton. She served for nine years on the Middleton Select Board and served on the Middleton Planning Board from 2001 to 2016.

Lindberg has a master's degree in public administration from Suffolk University and a bachelor's degree in political science from Salem State University. She also completed the 2012-2013 MMA-Suffolk University Certificate in Local Government Leadership and Management program.

In Ashby, Lindberg replaces **Bob Hanson**, who served as administrator from 2013 until his retirement last year.



James Ferrera became the new town administrator in Warren on March 14

Christine Lindberg

town administrator

in Ashby on Feb. 14.

Lindberg had served

as human resources

director in Dracut

from June 2017

until November

2021, and before

that had served for

became the new

For the past 16 years, Ferrera had worked as a court service coordinator for the Massachusetts Trial Court. He also served on the Springfield

James Ferrera

City Council from 2007 to 2014, and was twice council president. He has a bachelor's degree in political science and criminal justice from American International College.

In Warren, Ferrera replaces Michael Lapinski, who left the position in December.

On April 25, Kate Hodges became the new town administrator in Lancaster.

Hodges had worked for the town of Concord for the past seven years, serving



as assistant town manager from February 2015 until December 2018, and as deputy town manager after that. Previously, she had worked as the director of parks, recreation and community education in

Kate Hodges

Littleton from 2008 to 2015, and had been the director of parks and recreation for the town of Coventry, Connecticut, from 2004 to 2008. She has a bachelor's degree in sociology/women's studies from UMass Amherst, and a master's degree in public administration from Framingham State University.

In Lancaster, Hodges replaces **Orlando Pacheco**, who became the town administrator in Georgetown in January. Retired Franklin Town Administrator Jeff **Nutting** had been serving as Lancaster's interim administrator.

> **Angie Lopes Ellison** became

the new town

Ellison had

administrator in

served as the city

administrator in

North Adams since

2020, and had been

the town manager

Fairhaven on April 4.



Angie Lopes Ellison

in Uxbridge for two years before that. She served as town administrator in Blandford from 2016 to 2018, and as a college administrator at UMass Boston from 2002 to 2007 and at Framingham State University from 2000 to 2002. She also worked as an independent consultant from 2008 to 2019, with a focus on diversity, equity and inclusion work.

She has a master's degree in American studies from UMass Boston, and a bachelor's degree in political science from Southeastern Massachusetts University (now UMass Dartmouth). She completed the MMA-Suffolk University Certificate in Local Government Leadership and Management program in 2018-2019.

In Fairhaven, Ellison replaces Mark **Rees**, who retired in January 2021 after five years of service. Rees is a former city manager in Portland, Maine, town manager in North Andover and Northbridge, and chief financial officer in Framingham. Wendy Graves, the town's finance director, had served as interim administrator after Rees retired.



Tom Golden

Tom Golden, who had been serving in the House of Representatives since 1995, became the new city manager in Lowell on April 28.

A lifelong resident of Lowell, Golden had been representing

the 16th Middlesex District, which includes parts of Lowell and Chelmsford. He had served on numerous committees, including the House Committee on Ethics, the House Committee on Rules, and the Special Joint Committee on Redistricting. He has a bachelor's degree and master's degree in business administration, both from UMass Lowell.



Eileen Donoghue

In Lowell, Golden replaces **Eileen Donoghue**, the first woman to hold the position, who left on April 11 after four years. She had previously served on the Lowell City Council and as mayor from 1998 to 2002. In 2010, she

was elected to the state Senate, where she represented Lowell, Dunstable, Groton, Pepperell, Tyngsboro, and Westford in the First Middlesex District until becoming city manager.

In the weeks between Donoghue's departure and Golden's arrival, City Clerk Michael Geary served as interim city manager.

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People

PEOPLE Continued from page 22



Richard Waldo

will become the new town administrator in Wellfleet on May 31.

Waldo has been Provincetown's public works director since November 2013 after serving as the deputy public works

director for more than a year. He has a bachelor's degree in civil engineering from Concordia University and is working toward a master's degree in public administration at Suffolk University, with an expected graduation this fall. He completed the 2019-2020 MMA-Suffolk University Certificate in Local Government Leadership and Management program.

In Wellfleet, Waldo replaces **Maria Broadbent**, who left the position in April 2021. **Charles Sumner** has been serving as the town's interim administrator.



Needham Town Manager **Kate Fitzpatrick** has received national attention for a crowdsourced poem she started just over a year ago to reflect people's hopes and dreams for cities and towns. The poem, "We Long For A City

Kate Fitzpatrick

Where We Go Hard On The Issues And Easy On The People," received more than 50 contributions from around the country and one from Australia.

Ron Holifield, CEO of Strategic Government Resources, discussed the poem in a <u>video</u> included in the organization's March 29 "10 in 10" email newsletter, and Fitzpatrick recently learned that the poem would be included in the May issue of Public Management magazine, published by the International City/County Management Association.

Fitzpatrick first requested contributions to

the poem in April 2021 on her blog <u>Very</u> <u>Kate</u>, which she has been writing for the past three years, and where she reflects on life and municipal management. She credited Arlington Town Manager **Adam Chapdelaine** with inspiring the poem's title. (<u>Click here for the poem</u>.)



Kenrick Clifton, who was serving his seventh term on the Randolph Town Council, died on April 21 at age 61.

Clifton was the council's vice president when he died. He previously served two terms on

Kenrick Clifton

the Randolph School Committee. He had been working for the MBTA since 1995 and was assistant director of the MBTA's civil rights office.

A native of St. Kitts and Nevis, Clifton spent his high school and college years in the United States, having attended Boise State University on academic and athletic scholarships and earning a bachelor's degree in political science. He earned a master's degree in government and international relations from the City University of New York, a law degree from the University of Wolverhampton Law School in the United Kingdom, and certificates in law from the Norman Manley Law School in Jamaica and the Inns of Court School of Law in London. Before joining the MBTA, Clifton had worked for the St. Kitts Ministry of Foreign Affairs and for the Ministry of Tourism and Trade.

Florence Seldin, a longtime public servant and former Select Board member in Chatham, died on April 6 at age 91.

Seldin had served on the Select Board from 2009 to 2015, with three of those years as chair. She had also served as vice chair of Chatham's Finance Committee, and was the town's representative to the Cape Cod Commission for several years. She served on committees devoted to affordable housing, human services and community preservation, among others. A member of the League of Women Voters of Cape Cod, she had served as its president from 1997 to 2000.

With a Ph.D. in education from the University of Rochester, Seldin served as a school principal and assistant superintendent in Pittsford, New York, and as the superintendent of schools in Harvard before moving to Chatham in 1994. While in New York, Seldin also served on a statewide commission that investigated discrimination against women during the 1970s.

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After eight terms and 24 years of service, **John Lebeaux** will retire from the Shrewsbury Board of Selectmen following the town's May 3 election. Lebeaux, who had also served as town administrator in Princeton from

John Lebeaux

2009 to 2015, has been commissioner of the state Department of Agricultural Resources since February 2015. He was a member of Small Town Administrators of Massachusetts.

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.

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People

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New select board members elected

The following are new select board members elected in annual town elections from March 1 through April 22.

This listing is meant to highlight firsttime select board members, but it's possible that some listed here are returning to their board after an absence. If we are missing a new member, let us know by emailing newselectmen@mma.org.

Andover: Melissa Danisch Athol: Kala Fisher Barre: John Dixson Bedford: Shawn Hanegan Billerica: Mike Riley Blackstone: Brian Scanlan Burlington: Mike Espejo Concord: Mary Hartman Dartmouth: Heidi Brooks Dedham: Erin Boles Welsh Dighton: Peter Caron Fairhaven: Leon Correy Freetown: Carlos Lopes Hamilton: Caroline Beaulieu, Tom Myers

Lincoln: Jim Hutchinson Medfield: Eileen Murphy Middleborough: Brian Giovanoni Millville: Richard Keith Bremilst Natick: Kathryn Coughlin, Bruce Evans Needham: Heidi Frail Norwood: Bob Donnelly, Amanda Grow Reading: Jackie McCarthy Rockland: Lori Childs, Donna Shortall Royalston: Richard Martin Somerset: Jacob Vaught **South Hadley:** Renee Sweeney Sudbury: Lisa Kouchakdjian **Swansea:** Bob Medeiros Ware: Joshua Kusnierz Wenham: Peter Clav Winchester: Anthea Brady, John Fallon Wrentham: William Harrington



Managers gather for ICMA conference

Sandy Stapczynski (left), president of Human Resources Services, Sandwich Assistant Town Manager Heather Harper (center), and Tricia Vinchesi, Northeast regional director for the International City/County Management Association, attend a session called "A Bumpy Road Ahead? Adapting to the New Workplace" during the ICMA Northeast Regional Conference, held in Boston from April 6 to 8. The conference was attended by more than 200 government management professionals. The theme was "Build Your Resilience: Creating Balance in the Personal and Professional."

Officials discuss incivility in government

Bridgewater Town Manager Michael Dutton discusses an increase in incivility in local government and strategies to counter this behavior during an April 14 joint meeting of the Massachusetts Municipal Management Association and Massachusetts Municipal Human Resources in Worcester. Dutton participated in a panel that included Norfolk Town Administrator Blythe Robinson and Acton Human Resources Director Marianne Fleckner and was facilitated by Randolph Town Councillor Katrina Huff-Larmond.



Officials consider effects of birth order

Jack Agati, a human relations and management expert, speaks during a joint meeting of the Massachusetts Municipal Management Association and Massachusetts Municipal Human Resources on April 14. Agati discussed how a person's birth order influences behavior, and identified interesting character traits of the firstborn child, only child, youngest child and somewhere-in-the-middle child.



EMPLOYMENT **OPPORTUNITIES**

Junior Mechanic City of Melrose

The city of Melrose is currently hiring for a Junior Mechanic. Under the direction of the Mechanic, they will perform skilled and semi-skilled work in the repair and maintenance of a wide variety of mechanical equipment (i.e. light and medium duty trucks (gas), diesel heavy duty trucks: diesel machinery such as bobcats, front end loaders, backhoes, etc.). The work includes routine repair, preventive maintenance, and emergency breakdown repair, all of which involves responsibility for making swift, efficient, and workmanlike repairs. Please send a cover letter and resume to mtravers@cityofmelrose.org. For a full job description, go to cityofmelrose.org.

Animal Control Officer/Animal Inspector City of Melrose

The city of Melrose is currently hiring for an Animal Control Officer/Animal Inspector under the supervision of the Health and Human Services Director. They are responsible for the welfare of animals and the protection of persons within the city of Melrose. Interested applicants should send a letter of interest and cover letter to Matt Travers, HR, at mtravers@cityofmelrose.org.

EMS Administrator

Town of Wilton, New Hampshire

Wilton Ambulance Service serves Wilton, Lyndeborough and Greenfield, N.H. This is a full-time salaried position with benefits for a Paramedic with at least five years municipal experience. Responsible for staffing, payroll, budgets, billing, compliance, training and maintaining policy and procedures. More information can be found on our website at www. wiltonnh.gov. Send resume to adminassist@wiltonnh. gov or P.O. Box 83, Wilton, NH 03086. Available immediately; open until filled.

Town Clerk

Town of Wayland

Full-time/hours: 35 hours/week, Union/Grade: N-8 non-union. Starting Salary: \$71,314-\$77,928. Salary Range: \$71,314-\$93,051. Description of Position: The town of Wayland seeks highly qualified innovative candidates for the position of Town Clerk. The Town Clerk performs professional administrative and supervisory work in conducting elections, registering voters, recording and issuing vital records, conducting Annual Town Census, recording and maintaining Town Meeting records, maintaining official municipal records, issuing various licenses and documents, and serving as a source of public information on a wide variety of subjects relating to municipal government. Responsible for maintaining and improving upon the efficiency and effectiveness of all areas under their direction and control. Performs varied and responsible duties requiring a thorough knowledge of departmental operations and the exercise of judgment and initiative in completing tasks, particularly in situations not clearly defined by precedent or established procedures. Incumbent handles a significant amount of varied work, requiring independent direction, judgment and attention to detail. For the full job description <u>click here</u>. Recommended Minimum Qualifications: Education:

Bachelor's degree in public administration, business management or related subjects and experience in municipal operations is desirable, including supervisory experience, or any equivalent combination of education and experience. Experience: Over five years of progressively responsible experience in public administration, records management, office management, or a related field; or any equivalent combination of education and experience. Licenses/ Certificates: Must be bondable. Must attain Notary Public status within six months. Justice of the Peace preferred. Must attain Certified Municipal Clerk (CMC) or Massachusetts Municipal Clerk Certification (CMMC). Valid Driver's license required. Date posted: April 20. Closing date: Open until filled. Apply to: Please submit a resume and cover letter to the Human Resources Manager, Town of Wayland, 41 Cochituate Road, Wayland, MA 01778 or hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Tree Warden **City of Quincy**

The Tree Warden shall be responsible for overseeing the maintenance and care of the more than 20,000 trees that line our city's streets, as well as the countless trees in our parks, conservation areas, schools, and on other public properties. The Tree Warden shall assess the condition of our trees and schedule any maintenance, care, or removal as necessary. The Tree Warden shall help develop and maintain a full tree inventory of all city-owned trees. The Tree Warden is responsible for the daily oversight and scheduling of the employees of the Forestry Division. The Tree Warden must create and maintain an appropriate database for the maintenance requests generated by the public. The Tree Warden will be expected to interact with the public frequently as it relates to tree care, maintenance, and plantings. From time to time, the Tree Warden may be required to perform actual tree work when needed. The Tree Warden should be a Certified Arborist, with more than ten years in the forestry business. The Tree Warden will be expected to maintain their professional status throughout their

tenure. The Tree Warden should have familiarity with technology including, Microsoft Word, Excel, and standard GIS programming. The Tree Warden reports directly to the Commissioner of Natural Resources. The position directly supervises the personnel assigned to the Forestry Division (currently five workers). The scope of the job is broad and includes responsibility for all community trees – on streets and town commons as well as in parks, schoolyards, and town forests. The position of tree warden requires qualified training in arboriculture, the science of tree care. A tree warden should also have good communication skills for dealing with the public, municipal department heads, and local politicians. The job may be physically challenging as well. On a day-to-day basis, a tree warden must plan, organize, control, and be accountable for all authorized activities in the public community forest, including: pruning of trees for safety and health; removal of trees that are dead or dying (from storms, insects, disease, or old age); identification of appropriate planting sites; planting new trees; creation or updating of a tree inventory, often on computer; assessment of trees for potential hazards to public safety; oversight of utility arboricultural operations; preparation of budget presentations; supervision of city tree workers; creation of bid proposals for contract tree work; inspection of contracted tree work; conduct public meetings and tree hearings; writing grant proposals. Interested persons should submit a resume to Patricia McGowan, Director of Human Resources, at pmcgowan@quincyma.gov or apply through our website at <u>quincyma.gov/departments/human_</u> resources.

Police and Fire Communications Officer Groton Police Department

The Groton Police Department is accepting applications for a full-time (40 hour) Police and Fire Communications Officer. The hourly wage range is \$23.81 to \$27.84 based on experience. There is an evening shift differential of 6% and late night

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Classified advertising rates and information

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

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

Classified advertising rates

Classified ad rates include publication in The

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

Member rates

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

Nonmember rates

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- \$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.

June Beacon

Deadline: May 25 Publication: June 1

Summer Beacon

Deadline: July 12 Publication: July 19

Placing an ad

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

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

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

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

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shift differential of 8%. Candidates must be able to work all shifts including holidays and weekends for a 24/7 operation. Responsibilities include receiving emergency and non-emergency calls for Police, Fire and EMS, and dispatching Public Safety Personnel. Other duties would include record keeping, warrant management and other administrative tasks. Applicants must be able to multitask in a fast-paced and stressful environment. Experience and training in this field is a plus and must be able to earn and maintain required state certifications. Applicants will be required to successfully complete a one-year probationary period. Applicants must possess a high school diploma or equivalency, good typing and communications skills, a valid driver's license and have no criminal convictions. Successful candidates must have a good work history, references and be able to successfully complete a thorough background check. To apply, please send cover letter and resume by mail to Human Resources Director, Town Hall, 173 Main St., Groton, MA 01450 or by email to humanresources@grotonma.gov. For questions please call 978-448-1145. Job description is available by request. Deadline for applications: May 6. The town of Groton is an Equal Opportunity Employer.

Council on Aging Director Town of Rockland

The town of Rockland is seeking a Council on Aging Director who oversees the daily operation of the Senior Center. Responsible for administrative, fiscal management, managerial, supervisory, and social service work in connection with the need's determination, development, implementation of support programs, services, events, activities and facilities of a multi-purpose Council on Aging and Senior Center. Full-time, exempt, minimum annual salary \$70,000/DOQ. Excellent benefits including BCBSMA health insurance with town contribution of 79% of the premium and 50% of the dental premium. Full job description and application can be found online at <u>rockland-ma.gov</u>. Please send letter of interest, resume and application to scallahan@ rockland-ma.gov.

Planning Director Town of Duxbury

Duxbury, Mass., (pop 15,812) seeks qualified Planning Director (full-time, benefit eligible) to perform professional and administrative planning, organizing and coordinating of land use and community development. Administers, develops and initiates planning and zoning policies and regulatory programs, addresses planning and land use issues consistent with state law, town bylaws, subdivision rules/regulations and land-use planning objectives. Bachelor's degree in planning or related field, five to seven years' municipal planning experience, valid driver's license, AICP Planner certification, or any equivalent combination, supervisory experience and Notary Public preferred. Posted April 11, open until filled. For job description and to apply go to: townofduxburyjobs.easyapply. co. EEO

DPW Superintendent/Town Engineer Town of Great Barrington

The town of Great Barrington is seeking an experienced, progressive, and dedicated individual as its next DPW Superintendent/Town Engineer.

This is a key management position reporting directly to the Town Manager, and responsible for directing and overseeing all operational and administrative activities of the Department of Public Works. The town of Great Barrington has a population of 7,000 and is located in scenic Southern Berkshire County in western Massachusetts. The DPW operating budget is approximately \$5.4 million with 23 full-time employees and three part-time employees. The ideal candidate will be an energetic, professional manager with strong leadership and communication skills, possessing broad experience in all areas of Public Works field operations. The department operations cover wastewater, highway, vehicle maintenance, facilities maintenance, public grounds (including cemetery and parks maintenance), solid waste, recycling, and engineering. Our priorities for the position and the department include customer service, effective supervision, collaboration with other town departments, and seeking innovative strategies to improve services without increasing costs. The town seeks candidates with eight years' progressively responsible experience in municipal public works construction and maintenance, five of which are in a supervisory capacity; and, a bachelor of science degree in public or business administration, or civil engineering. Registration as a Professional Engineer is preferred. Salary up to \$100K; depending upon qualifications and work experience. Please send a cover letter, resume and application to apulver@townofgb. org. Resumes and applications will be accepted until the position is filled.

Engineering/Administrator Town of Westborough

The Westborough Treatment Plant Board is seeking applications from qualified individuals for this parttime position. The position will report directly to the Westborough Treatment Plant Board and perform advanced professional administrative activities in support of the wastewater treatment plant. Applicant shall possess a bachelor's degree in engineering and possess strong administrative skills needed to satisfy the requirements of the position. Requires PE license. Strong computer skills are required. Position Range is up to \$29,664 for this hybrid part-time position (currently averaging 15 hours a month). Interested persons should submit a cover letter and resume to Jack Goodhall, Engineer/Administrator, Westborough Treatment Plant Board, 238 Turnpike Road, Westborough, MA 01581, or jgoodhall@town. westborough.ma.us. Review of applications shall begin April 4 and the position shall remain open until filled. EOE/AA

Senior Budget Analyst Cambridge Public Schools

The Senior Budget Analyst is responsible for assisting in the management of the CPSD's budget and related financial operations. This position has a critical role in budget development and monitoring, position management, grant administration, purchasing, accounts payable, payroll, and reporting and compliance. This role also supports the mission of the school district through providing assistance and guidance to principals in managing school fiscal resources. This is a great opportunity for a missiondriven professional who would like to utilize their understanding of finance and accounting best practices to make a significant impact on the lives of children. Apply here: https://cpsd.tedk12.com/hire/ ViewJob.aspx?JobID=3634.

Town Administrator Town of Florida

The Town Administrator functions as the town's full-time Chief Administrative Officer. The position is a senior management position that is responsible for the efficient and effective management and administration of all officials, departments, and committees under the jurisdiction and operation of the Board of Selectmen. The position must exercise management discretion in unison with the Board of Selectmen and provides direction in compliance with Board policy. The position performs highly responsible duties requiring independent judgment and initiative in planning, organizing and directing the work of the town and in the enforcement of federal, state and local laws and bylaws. The position works under the direction of the Board of Selectmen, and in accordance with the applicable provisions of the Massachusetts General Laws. The position manages direct reports, in accordance with town policies and procedures. This position administers the operations of the town under the general policy direction of the Board of Selectmen. The position is responsible for keeping the Board's records, overseeing budgets and bylaws for the Board's consideration, overseeing the proper execution of the departmental budgets, and ensuring adequate staffing for town offices, subject to appropriate budgetary constraints. The work requires that the employee possess and exercise excellent interpersonal skills as he/she is the link between the general public, elected officials, County and State authorities, departments and the Board of Selectmen. The position is required to stay current with rules, procedures and legislative changes promulgated by the Commonwealth. Makes recommendations, revisions or modifications in policy to the Board of Selectmen, to ensure compliance with Massachusetts General Laws. Management is exercised over the work of other employees. Work requires the ability to represent town effectively in important decision areas and forums which could have considerable impact on current and long-range economic conditions within the town. Directs the operations of the town, on a daily basis, executing policies of the Board of Selectmen in areas of municipal management, administration, and coordination. Exercises administrative authority over town departments, commission, boards, committees, and officers under the jurisdiction of the Board of Selectmen. Operational authority of town departments are the responsibility of respective department heads. Coordinates the activities of all the town offices. Serves as Chief Procurement Officer for the town. Reviews and authorizes all matters relating to benefits, medical and accident insurance for the town. Administers all matters relative to auto, property and liability insurance. Acts as Chief Fiscal Officer of the town, in conjunction with the Board of Selectmen and Finance Committee. Coordinates the preparation of the operating budgets and capital outlay programs for submission to the Board of Selectmen and Finance Committee based upon the priorities set by the Board of Selectmen. Oversees preparation and directs the budget process on behalf of the Board of Selectmen. Approves the payment of all bills incurred by the Board of Selectmen and Town Hall offices. Serves as Personnel Administrator for town employees. Responsible for performance reviews and monitoring of all department heads. Serves as the Affirmative Action Officer and ADA

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Compliance Officer for the town. Responsible for negotiating union and department head contracts based on parameters established by the Board of Selectmen. Oversees delivery of management goals as set by the Board of Selectmen for all departments. Serves as liaison and resource for boards, committees, commissions, department heads, and elected officials. Coordinates volunteers, employees, elected officials and contractors for maximum benefit of the town. Assures a "consumer friendly" Town Hall. Oversees preparation of town warrants, all materials for all town meetings and Annual Report. Oversees preparation of agendas, sets meetings and correspondence priorities and attends the meetings of the Board of Selectmen and other boards and committees as necessary. Develops policy proposals and recommends policy alternatives to the Selectmen. Manages information systems, coordinates internal financial information systems and networking. Manages the preparation and administration of Town Hall grants. Formulates written policies for the town under the supervision of the Board of Selectmen. Maintains active membership and participation in state and national organizations of municipal managers. Performs other duties as required. Please send resume and cover letter to Townhall.floridamass@gmail.com.

Wastewater Plant Operator Town of Ware

Wanted: Wastewater Plant Operator in the Department of Public Works. This is a full-time benefited, union position. Duties and responsibilities include but not limited to: Works under the general direction of the Chief Plant Operator. Provides daily operation and maintenance, including visual checks of equipment and inspection of motor control center, and recording instrumentation; records and interprets readings of instruments monitoring treatment process, maintains operational records. Minimum Qualifications: High school diploma or GED equivalent. Two years of experience relating to the construction, repair and maintenance of wastewater treatment systems, or any equivalent combination of education and experience. Valid Commonwealth of Massachusetts Driver's license at date of hire. Valid Commonwealth of Massachusetts Wastewater Treatment Operator License within six month of hire date. Grade 5C is desired, Grade 4M is acceptable. Must be available off hours for emergency purposes, including snow removal, plant alarm calls, and water/sewer issues. All applicants must be able to pass a criminal background/CORI check and a preemployment physical including drug testing. Starting salary: DOQ. Interested applicants please send cover letter and resume to: Human Resources Department, Town of Ware, 126 Main St., Ware, MA 01082 or email resumes@townofware.com. AA/EOE

Drinking Water Operator Town of Palmer, Three Rivers Water Department

The Three Rivers Water Department is seeking a secondary operator to help with all functions of the department. This position will include everything from repairing pipes in the streets, to adding chemicals before water is distributed to the town, to working on a computer. For the full description, please go to TownofPalmer.com and navigate to the Three Rivers Water Department's web page, then scroll down until

you see "Employment." Or, use this link.

Project Manager

Massachusetts Division of Local Services The Massachusetts Division of Local Services is seeking qualified candidates for a Project Manager position. The Project Manager promotes best practices in municipal finance by providing consulting services to municipalities across Massachusetts. To encourage efficient and effective municipal financial management, this individual works collaboratively with team members; conducts in-depth interviews with local officials and employees; analyzes complex data and information; prepares guidance on municipal finance policies and procedures; writes comprehensive reports; and provides technical assistance and training. Experience in a municipal finance role is highly desirable. This is a telework position with periodic travel. For more information, visit massanf.taleo.net/careersection/ ex/jobdetail.ftl?job=220003NY&tz=GMT-04%3A00&tzname=America%2FNew_.

System Operator Town of Medway

Responsibilities: Construction and maintenance of extensions to water distribution and sanitary sewer systems; install water mains and lines, hydrants, valves, and pumps; excavates trenches and backfills excavations; cleans and repairs mains and manholes; repairs water mains, hydrants, and gates. Installs and reads water meters. Performs daily water sampling of water supply and adjusts treatment as necessary. Qualifications: High school graduate; three years' experience in municipal water supply and wastewater collection operations; MA Drinking Water Operators License; wastewater collection system certificate; Cross Connection Backflow Test and Survey; MA CDL Class B & MA Hoisting License. Salary: \$24.82-\$32.66/hour. The town of Medway is an AA/EEOC Employer.

Building Commissioner Town of Monson

The town of Monson is seeking a full-time Building Commissioner. Position is responsible for reviewing all building permit applications for compliance, conducting site inspections, issuing permits/ certificates of occupancy, determining/collecting related fees, and reviewing all subdivision/commercial development proposals. Successful candidate meets/ exceeds requirements pursuant to MGL C. 143 Section 3 and 780 CMR including: minimum five years' direct construction supervision, State Certified Building Commissioner or Local Inspector, possess a Construction Supervisors License, and a valid motor vehicle operator's license. Salary DOQ/DOE. Submit cover letter, resume and general application to the HR Department, 110 Main St., Monson; astaples@ monson-ma.gov; fax: 413-238-6127. Posted until filled. Town of Monson is an AA/EEO Employer.

Finance Director/Town Accountant Town of Harwich

The town of Harwich is accepting applications for the position of Finance Director/Town Accountant. Must have a bachelor's degree in accounting, finance, business or public administration and five years of progressively responsible municipal finance work. A master's degree in public administration, accounting or finance is preferred. A thorough knowledge of the Municipal Finance Law of the Commonwealth, and knowledge of the statutory responsibilities of each of the three divisions in the Department of Finance

(Accounting, Treasurer/Collector, Assessing). MUNIS experience is preferred. 35 hours/week. The successful candidate will receive an attractive compensation package including health and retirement plans, commensurate with qualifications and experience. Town employment application and job description are available on the town's website at <u>www.harwich-ma.</u> <u>gov</u> or from the Town Administrator's Office at 508-430-7513. Cover letter, resume, and job application must be submitted to Town of Harwich, Joseph F. Powers - Town Administrator, 732 Main St., Harwich, MA 02645, or email to jpowers@town.harwich.ma.us. Position search will remain open until filled. Town will commence review of applications by April 22 at noon. EOE

Long-Term Substitute Math Interventionist

Wellesley Public Schools

The ideal candidate will hold DESE certification in mathematics 5-8 or 5-12. The candidate's teaching responsibilities will include multiple sections of 6th grade and 7th grade math workshop, which is a tier 2 mathematics intervention class that meets every other day, and one section of Geometry in 8th grade that meets every day. Previous experience in math intervention is preferred but not required. This position is a long-term substitute position through the end of the 2021-2022 school year. Please apply via: wellesleyps.tedk12.com/hire/admin/JobPosting/ NewManageJobPostings.aspx#.

Temporary Human Resources Secretary Wellesley Public Schools

Part- or full-time temporary support needed for a busy Human Resource department to provide various clerical functions for the months of April, May and June 2022. Answer telephones, file, direct inquiries, manage daily mail, create correspondence as directed in addition to other duties as required. Ability to work independently, multi-task, excellent interpersonal and communication skills and a comfort with technology are required. Please apply via TalentEd: wellesleyps.tedk12.com/hire/Admin/JobPosting/ NewManageJobPostings.aspx#.

Town Accountant

Town of Hardwick – Gilbertville

Population less than 3,000 with an approx. \$6 million budget seeks a detail-oriented individual to serve as its Town Accountant. A full-time benefited (32 hr/ wk) position that reports to the Town Administrator. Accountant is responsible for financial monitoring, maintaining comprehensive records and generating required reports under statute and local policies. Applicants must have excellent communication skills, financial management, general knowledge of small town government operations and Massachusetts laws and regulations, and the ability to work with diverse groups of town officials and residents. Hardwick is a rural town, predominantly residential, with an Open Town Meeting and three-member Select Board. The preferred candidate will have a bachelor's degree in accounting or closely related field and a minimum of three to five years' municipal experience or a combination of education and experience. Knowledge of UMAS and experience with Vadar software preferred. Salary range of \$60,000 to \$70,000 DOQ. Submit cover letter and resume to Nicole Parker, Town Administrator at admin@townofhardwick.com.

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SERVICES

Municipal Energy Services

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

Athletic Courts

Sport Court MA has been the premier custom court builder and sports flooring expert for residential and commercial properties for more than 25 years. Our experienced team designs and installs, and repurposes and resurfaces existing indoor and outdoor courts, including pickleball, basketball, tennis, volleyball, hockey, and much more. Headquartered in Andover, Mass., Sport Court MA has designed and constructed more than 2,000 courts. Call Mo Killay, Sales Manager, to arrange a complimentary site visit: 207-396-0205. www.sportcourtma.com

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 the overhead of a large firm? Don't have GIS staff, but have a one-time need? Indispensable GIS staff going out on leave? We're here to help. To learn more about us, please visit www.spatial-relationships.com.

Town Counsel Services

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

General Consultant, Recruiting and Special Studies

Municipal Resources Inc. has been providing management solutions to New England municipalities

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

Town Counsel/Legal Services

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

Organizational Development and Conflict Resolution

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

Town Counsel Services

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

Tax Title Legal Services

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

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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; <u>www.</u> grouxwhiteconsulting.com. ●

Management Association announces scholarship opportunities

The Massachusetts Municipal Management Association is seeking applications for two of its scholarship programs: the Gerry Whitlock Memorial Scholarship and the Nancy Galkowski Legacy Fund.

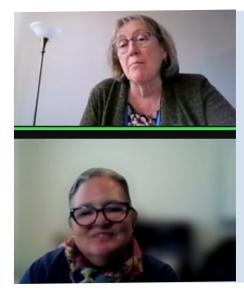
The Whitlock Scholarship is funded by the MMMA in honor of the late former town administrator, who dedicated his life to local government, starting as a selectman in Belchertown before becoming its first town administrator. He mentored many young professionals who were just entering the field of local government, and he was well known for his wit and candor.

Candidates for the Whitlock Scholarship must be enrolled in a college or university master's-level program in public administration, and the award of \$2,000 may be used to offset tuition. The deadline for submission is June 1. <u>Click here for the application in fillable</u> <u>PDF format</u>.

The Galkowski Fund is named after Nancy Galkowski, who had a 35-year career in municipal management in Massachusetts and a passion for mentoring younger managers and being of service to all of her peers. Following her death in 2013, her colleagues in the Massachusetts Municipal Management Association established a fund to honor her memory and continue her legacy.

Galkowski funds can be used for any number of professional development programs. Applicants should identify the program they wish to participate in. The program is open to all local government professionals and is targeted to those seeking to further their municipal management career.

<u>Click here to download the application</u> <u>form in fillable PDF format</u>. The deadline for the Galkowski Fund is May 20.

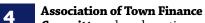


Councillors discuss cybersecurity

MassCyberCenter Director Stephanie Helm (top) and her colleague, Resiliency Program Manager Meg Speranza, discuss cybersecurity strategies during an <u>April</u> 21 webinar held by the Massachusetts <u>Municipal Councillors' Association</u>. Helm discussed the <u>Minimum Baseline</u> of <u>Cybersecurity for Municipalities</u>, a framework to help Massachusetts cities and towns protect themselves from cyberattacks.

Calendar

MAY



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

10 Massachusetts Municipal Councillors' Association, board meeting, virtual. Contact: MMA Senior Member Services Coordinator Denise Baker

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

10 Massachusetts Select Board Association, board meeting, 2:15-3:30 p.m., virtual. Contact: MMA Senior

Member Services Coordinator Isabelle Nichols

11 Massachusetts Municipal Councillors' Association, 5:30-8 p.m., Brady's restaurant, Leominster.

Contact: MMA Senior Member Services Coordinator Denise Baker

12 Massachusetts Municipal Human Resources, boot camp,

8:30 a.m.-3 p.m., Lake Pearl, Wrentham. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

MunEnergy, spring breakfast meeting, 12-1:30 p.m, webinar. Contact: MMA Administration, Finance and Operations Director Katie McCue



Massachusetts Mayors' Association,

spring conference. Contact: MMA Communications and Membership Director Candace Pierce

JUNE



Massachusetts Municipal Management Association,

spring conference, Beauport Hotel, Gloucester. Contact: MMA Senior Member Services Coordinator Denise Baker

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



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

Note: Until further notice, attendees of in-person meetings will be required to show proof of being fully vaccinated for COVID (card, photo or QR code) on the day of the event. (Religious or medical vaccine exemptions are allowed with a negative PCR test taken within 72 hours.) Masks are optional. These safety protocols are subject to change based on the latest public health data and guidance

14 Massachusetts Municipal Councillors' Association, board meeting, 8:30-9:45 a.m., virtual. Contact: MMA Senior Member Service

Contact: MMA Senior Member Services Coordinator Denise Baker

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

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

16 Massachusetts Municipal Human Resources, annual meeting, Grandview Farm, Burlington. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

21 Massachusetts Municipal Councillors' Association, webinar, 12-1 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

22 Massachusetts Mayors' Association, monthly meeting,

9:30 a.m.-1 p.m. Contact: MMA Communications and Membership Director Candace Pierce

23 Women Leading Government. Contact: MMA Senior Membership Coordinator Denise Baker

JULY

12 Massachusetts Municipal Councillors' Association,

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



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

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

21 Massachusetts Municipal Management Association, monthly meeting, Cyprian Keyes Golf Club, Bolyston. Contact: MMA Senior Member Services Coordinator Denise Baker

23 Massachusetts Select Board Association, newly elected member training, Devens Common Center, Devens. Contact: MMA Senior Member Services Coordinator Isabelle Nichols

Online registration is available for most of these events.

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

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