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Summer 2022

Legislature OK's FY23 state budget

By Jackie Lavender Bird

The House and Senate on July 18 unanimously passed a \$52.7 billion state budget bill for fiscal 2023.

Both chambers took quick action on a compromise bill (<u>H. 5050</u>) that was released by a six-member House-Senate conference committee the previous evening.

Gov. Charlie Baker has 10 days to approve the spending appropriations and proposed law changes, veto certain items, or return items with amendments. Lawmakers will then have several days to take up any vetoes before formal sessions end on July 31.

On all key local aid accounts, the compromise bill would provide the higher funding level wherever there were differences in the budget bills passed by the Senate and House, respectively.

In a major win for cities and towns, the Legislature's budget bill increases Unrestricted General Government Aid by 5.4% (\$63 million), a major priority pushed by the MMA throughout budget deliberations. The increase doubles the municipal aid increase originally proposed by the governor in January.

The budget significantly increases Chapter 70 school aid over fiscal 2022, bringing the total to \$5.99 billion. There's also a \$67 million increase for the Special Education Circuit Breaker account, an additional \$89 million for charter school mitigation payments, and an increase of \$10 million for Payments-in-Lieu-of-Taxes for stateowned land.

Following months of state tax collections exceeding expectations, the budget bill reflects an agreement between Senate and House leaders to increase tax collection estimates for fiscal 2023 by \$2.66 billion, with \$1.9 billion available for the general budget after statutorily required transfers.

The Division of Local Services has posted preliminary Cherry Sheet estimates for

each city, town and school district based on the Legislature's budget.

UGGA

The Legislature's budget includes \$1.23 billion for Unrestricted General Government Aid (line item 1233-2350 and Section 3). UGGA is the state revenue-sharing program that cities and towns receive to fund essential municipal services. With property taxes tightly capped by Proposition 2½, cities and towns rely on state revenue sharing to provide municipal and school services, ensure safe streets and neighborhoods, and maintain vital infrastructure — services that are fundamental to the state's economic recovery and competitiveness.

Chapter 70

The Legislature's budget would fund Chapter 70 aid at nearly \$6 billion, representing a commitment to fund the Student Opportunity Act according to the original

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Remote meeting extension for local boards signed into law

By Ali DiMatteo

On July 16, Lt. Gov. Karyn Polito, as acting governor, signed legislation to extend key pandemic-era accommodations, including remote local government meeting authorizations, through March 31, 2023.

The House and Senate had passed the bill on July 14, with an emergency preamble that allowed it to take effect immediately once it was signed. Polito signed the bill in her role as acting governor

because Gov. Charlie Baker was out of state.

Cities and towns again have the option



Legislation signed on July 16 allows local governments to continue holding remote and hybrid public meetings through March 31, 2023. Pictured here is a hybrid Franklin Town Council meeting. (Photo courtesy town of Franklin)

to hold public meetings remotely or in a hybrid format, following the same

■ REMOTE MEETINGS continued on 23

2022 MMA Board of Directors

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

Executive Committee

Ruthanne Fuller, MMA President Mayor, Newton

Jill Hai, MMA Vice President Select Board, Lexington

Brian Arrigo, MMaA First Vice President Mayor, Revere

Steve Bartha, MMMA First Vice President Town Manager, Danvers

Lisa Blackmer, MMCA President Councillor, North Adams

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

Andrew Hogeland, MSA First Vice President Select Board, Williamstown

Samantha Squailia, MMCA First Vice President Councillor, Fitchburg

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

John Trickey, ATFC President Finance Committee, Pelham

Linda Tyer, MMaA President Mayor, Pittsfield

Michael Walsh, MSA President Select Board Member, Westwood

Geoff Beckwith (non-voting) MMA Executive Director

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North Andover Lisa Feltner, Councillor, Watertown Ralph Figy, Councillor, Westfield Andrew Flanagan, Town Manager, Andover Claire Freda, Councillor, Leominster Scott Galvin, Mayor, Woburn Christine Hoyt, Selectman, Adams Afroz Khan, Councillor, Newburyport Nicole LaChapelle, Mayor, Easthampton Andrea Llamas, Town Administrator, Northfield John Mangiaratti, Town Manager, Acton John McLaughlin, Councillor, Waltham Debra Roberts, Select Board, Stoughton Moises Rodrigues, Councillor, Brockton

Alan Slavin, Selectman, Wareham Peter Spellios, Select Board, Swampscott Kevin Sweet, Town Administrator, Wrentham Arthur Vigeant, Mayor, Marlborough

Kristi Williams, Town Manager, Westborough Michelle Wu, Mayor, Boston

Executive Director's Report

SCOTUS complicates the municipal landscape

In three separate rulings on controversial issues, the U.S. Supreme Court ended its recent term by issuing decisions that infringe on municipal discretion and effectiveness in advancing community interests on public safety, climate action and workplace manage-

Each of these decisions marked a sharp turn by the court, and raises new concerns about the ability of cities and towns to manage their affairs and have the same impact going forward in the areas of gun violence prevention, carbon emissions reduction, and creation of safe spaces for students with diverse religious perspectives.

In the first decision, New York State Rifle and Pistol Association v. Bruen, the court ruled that states may not require "proper cause" to obtain a license to carry a handgun outside the home. The New York law that was struck down required concealed-carry gun license applicants to demonstrate a special need for self-protection greater than the general population. This is quite similar to the Massachusetts statute that gives local police chiefs — our issuing authority — the ability to require a "good reason" for gun permits. It is widely believed that this Massachusetts standard is the reason why our state has the lowest level of gun violence in the continental U.S. (only Hawaii is lower).

This decision, set by the new 6-3 majority on the court, was based on "historical



By Geoffrey **Beckwith**

tradition" throughout "modern Anglo-American history," looking at five distinct time periods: "medieval to early modern England, the American Colonies and the Early Republic, antebellum America, Reconstruction, and the late-19th and early-20th centuries." The court decided to eliminate the discretion of police chiefs to decide on firearms li-

cense applications with a rearview-mirror standard that ignores the modern context of rising gun violence in a country where guns outnumber the population.

In the second decision, West Virginia v. EPA, the court ruled that the U.S. Environmental Protection Agency lacked the authority to implement its 2015 Clean Power Plan, which required power plants to implement the best system of emissions reduction, designed to compel existing power plants to make technological changes, such as adding scrubbers, to reduce carbon emissions. The goal was to reduce the nation's percentage of coal-generated electricity from 38% in 2014 to 27% by 2030. Plant operators could shift their generation by making changes in operations, or by investing in solar or wind generation through the cap-and-trade

The coal industry chafed at the new regulation and sued. Even though Congress delegated broad authority to the EPA in the Clean Air Act to implement systems and regulatory structures to reduce harm-

■ DIRECTOR'S REPORT continued on 28

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

House passes \$3.8B economic development bill

By Ali DiMatteo

On July 14, the House passed a \$3.8 billion economic development bill that is technically an update to the \$3.5 billion "FORWARD" bill that Gov. Charlie Baker filed in April.

The House bill (H. 5034) would raise \$1.26 billion through bonds, with the remaining \$2.5 billion coming equally from the state's share of American Rescue Plan Act funding and the fiscal 2022 state budget surplus. (The governor's bill would use all of the state's remaining \$2.3 billion in ARPA funding and \$1.2 billion in bonding.)

The House bill includes many of the programmatic priorities of the governor's bill, including:

- \$400 million for MassWorks grants
- \$204 million for the Clean Water Trust to support water pollution abatement, PFAS remediation and other issues
- \$175 million to support affordable housing production.

The House bill expands on the original with funding for programs such as \$15 million to address reproductive and family planning service needs, \$15 million to help reduce gun violence, and \$25 million to address food insecurity.

The bill would also formally establish the Massachusetts Cybersecurity Center.

The House bill proposes some significant changes to tax law, including increases in the estate tax trigger, the dependent child tax credit, and the senior circuit breaker tax credit. The bill would provide state income tax rebates of up to \$250 to more than 2 million Massachusetts

The MMA has strongly advocated for passage of an economic development bill this session, as well as the swift allocation of the state's ARPA funding, in part to avoid the possibility of the U.S. Congress pulling back any of the state's remaining \$2.3 billion in ARPA allocations if the funds are not yet committed to projects. Federal ARPA rules require funds to be obligated by the end of 2024 and expended by the end of 2026.



At a June 24 legislative hearing, Brockton Mayor Robert Sullivan joined Newton Mayor and MMA President Ruthanne Fuller and other local officials supporting an economic development bond bill originally filed by Gov. Charlie Baker as the FORWARD Act.

The House bill would leave the state with just over \$1 billion in ARPA funds.

The Senate is scheduled to take up its own economic development bill very soon, and differences between the two bills may need to be resolved by a House-Senate conference committee. Similar largescale economic development bills have traditionally been done at the end of a two-year legislative session. The current session is scheduled to end on July 31.

Governor signs voting and election reform bill

By Ali DiMatteo

On June 22, Gov. Charlie Baker signed into law an election reform bill that makes many pandemic-related election changes permanent, expanding some voting opportunities in time for the next statewide election in September.

The new law changes the voter registration deadline from 20 days before an election to 10 days. The final bill (S. 2924) did not include same-day voter registration, a sticking point between the House and Senate in earlier versions of the bills.

The law allows mail-in ballots for presidential, state and municipal elections, while allowing municipalities to opt out of mail-in voting for elections that are not held on the same day as a state or federal election. Municipalities could, however, allow in-person early voting for those elections if they choose.

While these provisions take effect 30 days after the bill is signed into law —

The law allows mail-in ballots for presidential, state and municipal elections, while allowing municipalities to opt out of mail-in voting for elections that are not held on the same day as a state or federal election. Municipalities could, however, allow inperson early voting for those elections if they choose.

in time for the state's Sept. 6 primary election — the law includes some provisions that would not go into effect until January



Under a new election reform law signed on June 22 by Gov. Charlie Baker, municipalities may allow in-person early

2023. These include automatic voter registration, and expanded voting access procedures for incarcerated individuals.

The Senate passed an election reform bill, known as the VOTES Act, in October 2021, and the House passed its version of the VOTES Act in January. A House-Senate conference committee resolved differences between the two bills, and a compromise bill was approved in each branch in mid-June. 🌑

Senate OK's \$10.8B infrastructure bond bill

By Adrienne Núñez

On July 14, the Senate passed an amended \$10.84 billion version of an infrastructure bond bill known as MassTRAC.

In addition to an abundance of earmarks for specific municipalities, the Senate's version of the bill would increase, to \$275 million, the authorization to support the establishment of an east-west passenger rail line.

Two key proposals from the House bill remain in the Senate's version:

- The creation of a "Mobility Pricing Commission" to study and recommend action related to equitable public transportation pricing, roadway pricing, and congestion pricing
- A reduction of reporting requirements for Transportation Infrastructure Enhancement Trust Fund distributions of less than \$25,000

The Senate bill includes a proposal to require the MBTA and authorize regional transit authorities to create free and reduced-fare programs. The bill proposes a definition and classifications for electric bicycles, with basic regulations for their use while preserving municipal authority to regulate use on local paths.

The MMA has been supporting MassTRAC since the governor filed it on March 17. The bill, originally set at \$9.7 billion, would support investments in the Commonwealth's roads, bridges, railways, transit agencies and environmental infrastructure.

The MMA testified in support at hearings held by the <u>Joint</u> <u>Committee on Transportation</u> and the <u>Joint Committee on Bonding, Capital Expenditures, and State Assets; and sent a letter of support to the Senate on July 14.</u>

The MMA has expressed support for the focus of the MassTRAC legislation — to provide authorizations necessary to ensure that Massachusetts is well-positioned to receive formula and discretion-

ary aid from the \$1.2 trillion Bipartisan Infrastructure Law — while also voicing support for funding to maintain non-federally funded roads, investments in key municipal grant programs, and targeted investments in municipal projects.

An Act Relative to Massachusetts's Transportation Resources and Climate (MassTRAC) would invest in existing state programs and make authorizations for required state matches to compete for and capitalize on investment opportunities provided by the Bipartisan Infrastructure Law. The BIL 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 and dispersed over five years.

The Baker-Polito administration states that MassTRAC's spending would be used to modernize the state's transportation system, with a focus on transportation



The MassTRAC infrastructure bond bill would support investments in the state's roads, bridges, railways, transit agencies and environmental infrastructure.

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, the Municipal Small Bridge Program, the Municipal Pavement Program, and Shared Streets and Spaces; modernization of the MBTA; support for regional transit authorities; and grants for electric vehicle charging infrastructure.

A House-Senate conference committee has been appointed to reconcile differences between the bills approved in the Senate and the House. With a July 31 deadline, the committee is expected to reach agreement within the next two weeks.

Note: An earlier version of this story had an incorrect funding amount for an east-west passenger rail line.

Committee considers \$5B bond bill with funding for local projects

By Jackie Lavender Bird

A conference committee met for the first time on July 7 to begin the process of resolving differences between \$5 billion general government bond bills passed by the House and Senate.

Both five-year bond bills (H. 4807 and S. 2951) include funding for a range of municipal grant programs, including:

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

- required to secure federal dollars for the fund, which helps cities and towns improve water supply infrastructure and drinking water safety
- \$60 million for the Housing
 <u>Stabilization Fund</u>, which provides
 funding for municipalities, nonprofits,
 for-profit developers and local housing
 authorities in support of affordable
 rental housing production and
 rehabilitation
- \$50 million for the <u>Cultural</u>
 <u>Facilities Fund</u> to provide grants for planning, acquisition, rehabilitation and construction of cultural facilities, administered through

- Massachusetts Cultural Council and MassDevelopment
- \$25 million for Housing Choice grants to municipalities that receive a Housing Choice designation

The two chambers took different approaches to investments in municipal information technology. The House bill includes \$30 million for the Community Compact IT competitive grant program for innovative technology initiatives at the local level. The Senate bill includes \$20 million, with funding for IT grants to municipalities to expand remote meeting accessibility for residents.

EPA releases new health advisories on 4 PFAS chemicals

By Josie Ahlberg

On June 15, the U.S. Environmental Protection Agency released new health advisories for four per- and polyfluoroalkyl substances, or PFAS, replacing prior health advisories from 2016.

The EPA is using its power under the Safe Drinking Water Act to issue health advisories for contaminants not yet subject to National Primary Drinking Water Regulation. Drinking water health advisories provide information on contaminants that can cause health effects and are known or anticipated to occur in drinking water. They are unenforceable and nonregulatory, but help to educate water system administrators and users on contaminants.

The new advisories indicate that some negative health effects may occur with concentrations of certain PFAS in water that are near zero. With nearly no known safe level of exposure to two particular PFAS, water systems could face daunting tasks of widespread testing, remediation and cleanup efforts ahead.

Per- and polyfluoroalkyl substances are a family of chemicals used since the 1940s in a range of packaging materials and consumer products, particularly water-resistant, stain-resistant and nonstick items, as well as fire extinguishing foams. PFAS are water soluble, so over time they leach into groundwater and can contaminate drinking water, rivers, lakes and wildlife. The chemicals do not break down easily — they're known as "forever chemicals" — and can be difficult and expensive to mitigate.

Studies suggest that human exposure to high levels of PFAS may lead to adverse health outcomes such as reproductive effects, developmental effects in children, increased cancer risk, and interference with the body's immune and hormonal systems.

The new health advisories apply to the following PFAS:

- PFOA (perfluorooctanoic acid), used to make products non-stick, water resistant and stain resistant
- PFOS (perfluorooctane sulfonic acid), used as a stain repellent, fabric protector, and component of firefighting foam
- PFBS (perfluorobutane sulfonic acid

- and its potassium salt), considered a replacement for PFOA
- HFPO (hexafluoropropylene oxide) dimer acid and its ammonium salt (also known as "GenX chemicals"), used as a replacement for PFOS

PFOA and PFOS

Six years ago, the EPA released health advisories for PFOA and PFOS that set 70 parts per trillion, or ppt, as the maximum contaminant level in drinking water, below which there was believed to be no known or expected risk to health.

In 2020, Massachusetts took a stricter approach and established a 20 ppt state maximum contaminant level for a set of six specific PFAS known as PFAS6, which includes PFOA and PFOS.

The EPA's new interim advisories indicate that some negative health effects may occur at as little as 0.004 ppt for PFOA and 0.02 ppt for PFOS. These new levels, however, are below levels that existing testing and analytical methods can detect, further complicating the ability of communities to address PFAS appropriately. Improving PFAS detection and precision in testing is one of several key priorities in the EPA's PFAS strategy.

PFBS and HFPO

The EPA's final health advisories for HFPO/GenX chemicals and PFBS are based on final assessments of their toxicity to animals. Finalizing advisories for these two chemicals was a goal of the PFAS Strategic Roadmap, the agency's approach to research, restriction and remediation of PFAS over the next several vears.

The new health advisory level for HFPO is 10 ppt. For PFBS, the advisory is set at 2,000 ppt. These two chemicals are not included in the Massachusetts PFAS6, so they are not currently subject to a stricter state standard, nor are they frequently included in statewide PFAS testing.

The health advisories on these two chemicals, as well as PFOA and PFOS. serve as a statement of intention for future regulation, as well as a request to water utilities and states to begin addressing PFAS contamination in their water systems if they have not already done so.



In an effort to protect drinking water, the U.S. Environmental Protection Agency has issued new PFAS-related health advisories.

Next steps

The EPA is moving forward with its regulatory process, with a new PFAS National Drinking Water Regulation proposal expected this fall that is likely to address the four PFAS in the new health advisories in greater detail.

The Bipartisan Infrastructure Law includes \$5 billion in grant funding to address known or suspected PFAS contamination over fiscal 2022 through 2026. States and territories must submit a letter of intent for grant funding by Aug. 15. Details are available on the EPA's emerging contaminants website.

The Massachusetts Department of Environmental Protection's State Revolving Fund project solicitation period for new drinking water and clean water projects is open through Aug. 12. PFAS mitigation and design projects have been identified as priorities for the 2023 round of funding.

The MassDEP is expected to issue further guidance in response to the EPA's health advisories soon. Rep. Kate Hogan and Sen. Julian Cyr, co-chairs of the PFAS Interagency Task Force, have indicated that PFAS might be further addressed in a bill next session, with steps for accountability as well as funding for remediation efforts. Meanwhile, Attorney General Maura Healey is suing 13 manufacturers of PFAS, seeking accountability and payment for damages caused by PFAS contamination across the state.

Gov. signs \$200M Ch. 90 bill, with additional \$150M

By Adrienne Núñez

On June 17, Gov. Charlie Baker signed a Chapter 90 bond bill for fiscal 2023 that appropriates \$200 million for the local road maintenance program and provides an additional \$150 million for other municipal grant programs related to roadwork.

In addition to \$200 million for the Chapter 90 municipal road and bridge program, \$150 million for municipal grant programs was included in the legislation:

- \$30 million for the <u>Municipal Small</u> <u>Bridge Program</u>
- \$30 million for Complete Streets
- \$40 million for design, construction, repair and improvements on nonfederally 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

An associated bill setting the terms of the bond issuance is now before the



The Chapter 90 bond bill signed by Gov. Charlie Baker provides \$200 for local road maintenance and \$150 million for other municipal roadwork grant programs.

House Committee on Ways and Means. Approval of the terms bill is necessary for the Massachusetts Department of Transportation to issue reimbursements to municipalities on qualifying fiscal 2023 projects.

Both the terms bill and the Chapter 90 bill include emergency preambles that enable them to take effect immediately upon being signed by the governor.

The <u>Chapter 90</u> reimbursement program was created in 1973 to provide support to all 351 cities and towns to maintain

30,000 miles of local roads and hundreds of bridges. Apportionments are calculated based on local road miles, employment and population.

The MMA and local officials have long advocated for swift passage of a Chapter 90 bill and an increase to \$300 million per year, indexed to inflation. The MMA has also been requesting a multiyear bill to help cities and towns better plan for use of the funds.

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. Base funding for the program, however, has been level-funded at \$200 million per year since fiscal 2012. The MMA calculates that the program's purchasing power has decreased by 42.6% over the past 11 years.

Passage of the \$100 million winter road recovery program in April, an MMA priority, provided much-needed interim funding to assist cities and towns in addressing road funding needs.

MassDEP opens State Revolving Fund applications for water projects

By Adrienne Núñez

The Massachusetts Department of Environmental Protection is soliciting project proposals for the <u>Clean and Drinking Water State Revolving Fund loan program</u> through Aug. 12 at noon.

The 2023 financing round for drinking water construction projects will prioritize proposals that focus on PFAS remediation and lead reduction.

Financing for clean water construction projects will prioritize the following:

- Financing, removal or abatement of combined sewer overflow discharges
- Stormwater planning to help communities comply with MS4 permits
- Projects that include green elements and innovative technologies that reduce energy consumption, conserve resources, produce renewable energy, or enhance climate resiliency

The selection process for clean water

projects will use a revised ranking system similar to that used for drinking water projects. The system classifies projects into five tiers that help identify the most significant proposals to improve and protect water quality and public health in the Commonwealth.

Funding is also available for planning and assessment of existing water infrastructure, including cybersecurity, under the Asset Management Planning program.

Project Evaluation Forms for construction projects and asset management planning for the 2023 financing round may be submitted via MassDEP's PEF portal.

MassDEP is also maintaining an open solicitation for the following projects, which do not require a Project Evaluation Form:

 Planning Projects: Upon publication of the Final 2023 Intended Use Plans, MassDEP will begin accepting loan applications on a rolling basis.

- PFAS Design Projects: Upon publication of the Final 2023 DWSRF IUP, MassDEP will accept, on a rolling basis, loan applications for the design phase of PFAS remediation projects.
- Lead service line planning loans with 100% loan forgiveness: MassDEP is accepting, on a rolling basis while funding is available, loan applications to complete lead service line inventories and replacement programs.

Communities with a Housing Choice designation are eligible for a discount of up to 0.5% on their SRF interest rate from the standard rate of 2%.

Questions about the SRF programs may be sent to MassDEP Municipal Services Division Director Maria Pinaud at Maria.Pinaud@mass.gov.

DOER releases draft building energy code updates

By Josie Ahlberg

On June 27, the Department of Energy Resources released <u>draft language</u> for its Base Energy Code, Stretch Energy Code and Specialized Municipal Opt-in Code.

The "stretch code" is an above-code appendix to the state's base building energy code, designed to result in cost-effective construction that is more energy-efficient than what is built under the base code. Since 2010, municipalities have had two options: the base energy code or the stretch energy code. This past spring, through a Building Energy Code Straw Proposal, the DOER offered draft language for a new third option, the specialized municipal opt-in code.

The <u>Climate Act of 2021</u> and the Green Communities Act of 2008 tasked the DOER with updating and implementing new energy code language by the end of this year.

Updating the stretch energy code is a technical method to help Massachusetts achieve its goal of net-zero emissions by 2050. With 299 cities and towns having adopted the existing stretch energy code and fulfilling other requirements for becoming a Green Community, the updated base, stretch, and specialized opt-in codes are expected to further advance clean and renewable energy practices.

The new code language would update compliance pathways in the base and stretch energy code and introduce more stringent energy efficiency requirements.

The base energy code is being refreshed with the 10th edition of Board of Building Regulations and Standards codes and the 2021 edition International Energy Conservation Code updates. The stretch energy code will similarly be updated with IECC 2021, updated Massachusetts code compliance pathways, and the elimination of some existing base code exceptions to further promote energy efficiency measures.

Specialized opt-in code

The DOER's draft language would further define the new Specialized Opt-in Code, which would allow cities and towns that wish to adopt stricter local building codes to go beyond the base and stretch code by requiring all new buildings to be designed for electric service and wiring appropriate for future electrification.

With 299 cities and towns having adopted the existing stretch energy code and fulfilling other requirements for becoming a Green Community, the updated base, stretch, and specialized opt-in codes are expected to further advance clean and renewable energy practices.

The specialized code provides a set of net-zero building performance standards that combine highly energy-efficient design, onsite renewable energy generation, and electrification to comply with state emission limits and goals. The specialized opt-in stretch code language includes the following updated definition of a net-zero building: "A building which is consistent with achievement of MA 2050 net-zero emissions, through a combination of highly energy efficient design together with being an all-electric or Zero Energy Building, or, where fossil fuels are utilized, a building fully pre-wired for future electrification and that generates solar power on-site from the available Potential Solar Zone Area."

The DOER has outlined the process by which cities and towns may pursue adoption of the specialized code. Adoption would require a vote by the city council or town meeting to opt-in, followed by a phase-in period to allow an appropriate transition for developers, designers, builders and code officials to get up to speed with new requirements. The specialized, net-zero requirements would take effect on the next Jan. 1 or July 1, whichever is at least six months after the municipal vote.

An increasing number of cities and towns are actively seeking the authority to prohibit on-site fossil fuel combustion in new construction and major renovations. Adoption of the specialized stretch energy code would be a meaningful move forward in efforts to reduce dependency on fossil fuels.

As the <u>summary of the draft regulations</u>



Net-zero energy codes encourage the use of electric heat pumps rather than the burning of fossil fuels.

acknowledges, "buildings reliant on fossil fuel combustion equipment have no clear path to zero emissions." The updates to the base energy code, stretch energy code, and new specialized code target municipal priorities: emissions reduction within the buildings sector and increased energy efficiency across municipal, residential and commercial properties.

In March, the MMA <u>submitted a letter</u> during the Building Energy Code Straw Proposal public comment period highlighting areas of municipal concern regarding the proposal and its goals to address climate change through the energy code. The letter requested more details on the opt-in stretch energy code, including a strong definition of net-zero, as the straw proposal's definition did not make reference to specific features of net-zero building performance that might be considered.

Next steps

The DOER has opened its public comment period on the new draft code language. Written comments can be submitted to stretchcode@mass.gov with the subject line "Building Code Comments" through 5 p.m. on Aug. 12.

Three public hearings are planned for July and August. An introductory webinar was held on July 7 that provided an overview of the updates and answered initial questions. Representatives from DOER gave context to the technical requirements of the new and updated energy efficiency pathways municipalities can follow to comply with the code language.

More information on the draft code language and upcoming events can be found on the Stretch Energy Code Development 2022 website.

MSA to hold training for newly elected select board

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

The meeting will open with a roundtable discussion with members of the MSA Board of Directors: "You've been elected, now what?" Veteran select board members will share their experiences during this informal session and take questions.

Additional sessions will cover:

- Municipal Finance and Budgeting 101, with Westwood Finance Director Pamela Dukeman
- Introduction to the Open Meeting and Public Records Laws, with attorney Karis North from Murphy, Hesse, Toomey & Lehane
- Collaborative Decision Making, with former Arlington Town Manager Adam Chapdelaine







Adam Chapdelaine

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 is available at www.mma.org.

The training will be held at Devens

Commons Center, 31 Andrews Parkway in Devens.

The MMA currently requires attendees of in-person events to show proof of being fully vaccinated for COVID (card, photo or QR code). (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.

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 Jenkins at ijenkins@mma.org

DLS publishes issue dedicated to new local officials

The June 16 edition of the Division of Local Services' e-newsletter, City & Town, is dedicated to newly elected or appointed local officials, with municipal finance resources, information and policy guidance for those who might be new to local government.

Articles include a welcome to local government by Sean Cronin, senior deputy commissioner at the Division of Local Services; highlights of the DLS's New Officials Youtube Playlist; recommended policy resources for new officials; and helpful data for new officials.

There are also links to introductory

June 16th, 2022

The New Officials Edition

An introduction to Business paralleller Please to Hausey (Question Country)

An introduction to Business paralleller Please to Hausey (Question Country)

The New Officials Edition

An introduction to Business paralleller Please to Hausey (Question Country)

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The New Officials Edition

Every year, new people enter public service for the first time in cities and towns in a variety of roles and positions across the Commonwealth. On behalf of the Division of Local Services (DLS), I want to welcome all of you. To assist with the transition, we're dedicating this edition of City & Town to newly elected or appointed local officials. Below you'll find a handy crib sheet of links to

municipal finance guidance, trainings, data and other helpful resources. The

Municipal Finance Training and Resource Center features an array of trainings and municipal finance tools, and the <u>DLS Youtube channel</u> has a wealth of content related to municipal finance.

Over the past several years, the DLS has retooled its approach to training and professional development by building an online resource center that is available at all times.

The newsletter encourages new local officials to sign up for DLS email alerts and confirm that their contact information is accurate in the DLS Local Officials Directory.

- John Ouellette



Rivera, mayors discuss development resources

MassDevelopment President and CEO Dan Rivera speaks to mayors about resources available to cities during the July 20 meeting of the Massachusetts Mayors' Association in Revere. Before taking the lead of MassDevelopment in January 2021, Rivera had served as mayor of Lawrence for seven years.

Secretary Card releases Clean Energy and Climate Plan

Energy and Environmental Affairs Secretary Beth Card today released the state's "Clean Energy and Climate Plan for 2025 and 2030," which establishes an economy-wide emissions limit representing a 33% reduction from 1990 levels in 2025, and a 50% reduction in 2030.

The 2025/2030 CECP represents the Commonwealth's comprehensive plans to achieve aggressive emissions reduction in 2025 and 2030. According to the Executive Office of Energy and Environmental Affairs, the plan "is rooted in the understanding that climate change poses a unique and potentially irreversible threat to the well-being of society."

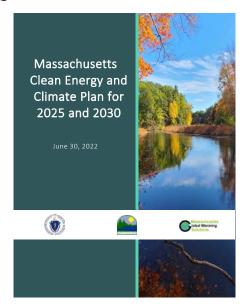
The plans for 2025 and 2030 "maximize the ability to realize a 2050 future in which the heat in homes, power in vehicles, and electric grid can all operate with a minimum reliance on fossil fuels, and natural and working lands can be protected from conversion and better managed and restored to enhance carbon sequestration."

The 2025/2030 CECP "exhibits the confidence that Massachusetts can help lead the clean energy transition and that doing so will mean more well-paying jobs, improved public health, reduced

consumer costs, and better quality of life for all residents." Economic analysis performed during the plan's development estimates that the 2025/2030 CECP will result in a net gain of more than 22,000 jobs by 2030, with 95% of those clean energy jobs paying wages of more than \$26 per hour.

Secretary Card wrote that the plan "prioritizes actions within several sectors of the economy to close the gap between current emissions and future emissions targets. These initiatives include the implementation of the California vehicle emissions standards to advance the electrification of cars and trucks; increasing electric vehicle charging infrastructure while expanding investments in the public transportation system; pursuing recommendations from the Commission on Clean Heat to transform how homes and businesses are heated; doubling the state's efforts to conserve natural and working lands; and significantly expanding tree planting, especially in environmental justice neighborhoods."

Chapter 8 of the Acts of 2021, An Act Creating a Next-Generation Roadmap for Massachusetts Climate Policy, requires the secretary of Energy and Environmental Affairs to set interim



emissions limits and sector-specific sublimits every five years. The law set July 1, 2022, as the deadline for the adoption of the 2025 and 2030 emissions limits and sublimits, as well as the release of a comprehensive plan to achieve those

Visit the Clean Energy and Climate Plan website for more information.

MSA discusses practical needs for remote meetings

By Isabelle Jenkins

A free Massachusetts Select Board Association webinar on June 15 discussed the technology and staffing resources required for municipalities to run successful virtual and hybrid meetings.

Virtual and hybrid public meetings have allowed municipalities to continue operations during the pandemic, and have the added benefit of improving equity in access, public engagement and transparency in government operations. But these meetings require both the right technology and the right staffing to ensure an orderly meeting with limited interruptions.

Franklin TV Executive Director Peter Fasciano gave an overview of the technology that his town uses to run virtual and hybrid meetings. He discussed the audio and video systems used for the

local access television station to make meetings available to the public, and the protocols in place for both Franklin TV and town staff to ensure successful meetings.

Cohasset Planning and Zoning Director Lauren Lind gave an overview of staff responsibilities during virtual meetings, and discussed their advantages and disadvantages. She outlined best practices for virtual meetings, and discussed steps her town is taking to prepare for hybrid meetings in the future.



During a June 15 webinar, members of the Massachusetts Select Board Association discuss the technology and staffing resources required for municipalities to run successful virtual and hybrid meetings. Pictured are (clockwise from top left) Cohasset Planning and Zoning Director Lauren Lind, Westwood Select Board member Michael Walsh, and Franklin TV Executive Director Peter Fasciano.

Mayors discuss mental health and policing

By Amanda Brangwynne

On June 22, mayors from across the state gathered in Amesbury to hear from experts on addressing the challenges surrounding mental health and policing and the resources available to their communities.

Pittsfield Police Chief Michael Wynn, a member of the Peace Officer and Standards Training Commission, gave an overview of the issue from a municipal and public safety perspective and shared examples of co-response crisis intervention teams. He emphasized the importance of not only improving police response during mental health crises, but also the pressing need to address the mental health of first responders.

John Barber, forensic director for the Department of Mental Health Services



Pittsfield Police Chief Michael Wynn discusses the importance of mental health in various aspects of law enforcement during the June 22 monthly meeting of the Massachusetts Mayors' Association in Amesbury.

Western Area, and Sarah Abbott, founder and principal of Abbott Solutions for Justice, highlighted the array of grant

opportunities available to municipalities. These included the <u>Jail Diversion Programs</u>, which encourages the use of de-escalation and less force during interactions between first responders and people in crisis and has shown to decrease arrests and unnecessary visits to the emergency room. JDP funding began in 2007 and now has \$9 million available, with more than 100 grants impacting 175 municipalities.

The meeting concluded with a presentation by the Amesbury School Support and Empowerment Team (ASSET), which brings together stakeholders from Amesbury Public Schools, Amesbury Police, Amesbury Fire, the mayor's office, and the Pettengill House to enhance communication between to better respond to and support Amesbury Public School families and students.

Administration awards \$13M through Municipal Fiber grant program

On June 2 in Taunton, Lt. Gov. Karyn Polito announced \$13 million in grants through the <u>Community Compact Cabinet's Municipal Fiber grant program</u>.

The grants will help 86 municipalities and school districts with the construction or completion of their municipal fiber networks to enable more efficient management of IT infrastructure and aggregate internet bandwidth purchases and associated security infrastructure.

The administration established the Municipal Fiber grant program in its fiscal 2022 Capital Investment Plan, which

allocated \$3 million to the program, and added \$10 million from surplus fiscal 2022 capital reserves to help meet the demand for the new competitive grants. Grant recipients are required to contribute a 5% local match.

The administration said the grants will help recipients take an enterprise approach to network monitoring and cybersecurity.

For example, Taunton will receive \$190,000 to extend the city's existing fiber network, which will help protect the Taunton water distribution



Lt. Gov. Karyn Polito announces \$13 million in grants through the Municipal Fiber grant program. (Photo courtesy Joshua Qualls/Governor's Press Office)



Managers explore happiness, resilience at work

Needham Town Manager Kate Fitzpatrick explains how her fellow managers can be happier at work during the Massachusetts Municipal Management Association spring conference, which was held in Gloucester on June 2 and 3. Fitzpatrick led a discussion on how to practice resilience, and how it can bring more happiness to one's work and home life. She called on several colleagues to share their techniques, which ranged from learning a new hobby, such as beekeeping, to tackling difficult subjects, such as personal financial planning and budgeting.

network against cyber and environmental threats.

Rockport, Gloucester and Essex will receive \$459,672 to complete connections between them for regionalization of shared services, backup of public safety functions, and cost reductions in numerous redundancies that currently exist across the region.

Amherst will receive \$295,925 to extend its existing municipal fiber network to provide connectivity for Amherst's and Pelham's municipal facilities and other assets

See the full list of awardees and projects. ●

Women municipal leaders discuss interview process

By Meredith Gabrilska

On June 23 in North Reading, Women Leading Government, an initiative of the Massachusetts Municipal Management Association, discussed strategies for "owning" the interview process in local government, both as interviewers and interviewees.

A panel of six local government professionals discussed their career trajectories, interview practices they've established in their communities, and interviewing advice.

Westford Town Manager Jodi Ross, who recently announced her upcoming retirement, discussed the path of her career, which coincided at times with raising a family and getting a master's degree in public administration. She endorsed promoting from within whenever possible. She also shared that, when she has encouraged women to apply for promotions, they often express uncertainty about being qualified, but when they participate in interviewing applicants for that position, they often realize they are in fact well-qualified.

"If you want to move up ... every day show up and ask what is not working and what you can do to help with that," Ross said. "Be part of the solution."

Ross recommended being open with supervisors about career ambitions, so they can help you get there and to find a city or town that is a good fit.

Sandwich Town Manager Bud Dunham said his team always considers three things when a position opens up: examining and improving the job description; seeking open-minded, big-picture thinkers at all levels in the organization; and actively considering how a person would relate to coworkers outside of their team within the small town. For example, he said, during the pandemic it was invaluable that the public health nurse knew the police chief by name.

Dunham recognized that municipalities are struggling to fill high-level finance positions, an issue Sandwich faced recently when their finance director/treasurer/collector decided to relocate to Florida.

"It is so hard to find that three-headed unicorn, so we decided to retain them as finance director and they will work remotely from Florida — to try and think



Westford Town Manager Jodi Ross, Stow Assistant Town Administrator Dolores Hamilton, Brookline Town Administrator Mel Kleckner, Norwood Human Resources Director Molly Kean, Sandwich Town Manager Bud Dunham and Rowley Town Administrator Deborah Eagan speak on a panel during the June 23 meeting of Women Leading Government.

outside the box," Dunham said. "We will only need to find a treasurer/collector."

Brookline Town Administrator Mel Kleckner, who has announced his retirement at the end of this summer, described his career trajectory as "the most traditional there is."

"One thing we all have in common is we want to help people," Kleckner said. "We are working in local government and the public sector for a reason."

He discussed using screening committees for interviews, and said it's important for job candidates to know in advance who will be on their panel and for them to do some research about the town.

Kleckner noted the challenges municipalities are facing with recruitment and hiring, noting that employees are moving from one community to another, and managers are looking for possible recruits from other communities.

"We are looking for different ways to hire people," he said. "It used to be that applications would just pile in. We have to be more proactive about recruiting."

Stow Assistant Town Administrator Dolores Hamilton stressed the importance of providing in-service training on interviewing practices in order to prepare a panel for what they can or cannot ask, with a focus on competency-based and situational questions. She suggested redacting identifying characteristics from applications — even the candidate's hometown — to avoid any bias and to encourage diversity.

A common thread was the importance

of a thoughtfully chosen and thoroughly prepared selection committee or panel for the interview process. Dunham, Kleckner and Hamilton all recommended including a select board member on the panel for certain jobs; establishing and discussing interview questions in advance; and considering the diversity of the

panel.

"We are always looking for diverse candidates, and it's important that your panel reflects that," Kleckner said.

When pursuing a new opportunity, Molly Kean, then the human resources director in Norwood and now the assistant town administrator/HR director in Westwood, suggested reaching out to colleagues who have recently hired someone for the type of position you are interviewing for, to get a sense of the types of questions that will be asked. Then, prepare answers to questions, and practice the responses. She also recommends asking in advance who will be on the interview panel.

Rowley Town Administrator Deborah Eagan discussed the importance of having a strong application package, backed by a strong interview. With applications or during an interview, she recommends submitting work products that display necessary skills and achievements. Eagan said a basic understanding of municipal law is a huge value for a candidate.

The meeting kicked off with a discussion of the book "Huddle: How Women Unlock Their Collective Power" by Brooke Baldwin, which includes strategies for formulating groups for professional and personal support. The discussion was led by Needham Town Manager Kate Fitzpatrick and Southborough Assistant Town Manager Vanessa Hale.

The mission of Women Leading Government is to encourage and support women in appointed staff positions in local government.

MassDOT launches long-range planning project

By Adrienne Núñez

The Massachusetts Department of Transportation is paving the way into the future with a long-range planning effort called Beyond Mobility: The Massachusetts 2050 Transportation Plan.

Beyond Mobility will develop a guide for transportation decision-making and investments for the next 27 years using an extensive, four-stage process:

- 1. Assessment: through fall 2022
- 2. Visioning: through summer 2022
- 3. Evaluation: summer 2022 through spring 2023
- 4. Recommendations: spring through fall 2023

A final, comprehensive plan is due to be released in the fall of 2023.

The process will include:

- Analysis of existing conditions
- · Public engagement
- · A statewide vision for transportation

- · Scenario planning
- Site-specific needs assessments
- · Financial planning
- Recommendations

Beyond Mobility seeks to advance MassDOT's goals and maximize equity and the resiliency of the state's transportation system. The process will include extensive public input. The planning team is now seeking to capture the public's vision and values for transportation in the Commonwealth, as well as transportation-re-

lated needs and barriers experienced by residents.

Public input on these topics is being accepted through July 31 via the <u>Beyond Mobility visioning survey</u> or emails to the planning team at BeyondMobility@dot. state.ma.us.



The Massachusetts Department of Transportation's Beyond Mobility plan will help guide transportation decision-making through 2050.

An email update service is available.

- <u>View the project video</u>
- View MassDOT's <u>Beyond Mobility</u> <u>presentation to the MMA</u> ●

Federal program offers bridge repair and replacement grants

By Adrienne Núñez

The Federal Highway Administration is now accepting applications for the <u>Bridge Investment Program</u> to support bridge replacement, rehabilitation, preservation and protection.

The program offers grants in three categories:

- Planning
- Bridge projects with eligible costs up to \$100 million
- Large bridge projects with eligible costs exceeding \$100 million

A total of \$20 million is available for planning grants, and \$2.36 billion will be distributed through Bridge and Large Bridge project grants in this year's cycle. Large Bridge projects are eligible for multiyear grants.

Cities and towns, as well as state and tribal governments, MPOs with populations over 200,000, and special purpose districts are eligible to apply for funding.

Applications can be submitted through <u>Grants.gov</u> by the following deadlines:

Planning: July 25

Bridge Project: Sept. 8

Large Bridge Project: Aug. 9

Eligible projects must:

- Improve the safety, efficiency and reliability of the movement of people and freight over bridges
- Improve the condition of bridges by reducing the number of bridges, and total person miles traveled over bridges, that are in poor condition or fair condition and at risk of falling into poor condition within the next three years; or the number of bridges, and total person miles traveled over bridges, that do not meet current geometric design standards or cannot meet the load and traffic requirements typical of the regional transportation network

Applications must address how the bridge will be maintained and what accommodations will be made for bicyclists and pedestrians. The selection process will also consider the use of non-federal contributions from sponsors and stakeholders involved in



Municipalities can apply for Federal Highway Administration grants to improve the safety and condition of their bridges.

the planning, design and construction of eligible projects to support Bridge Investment Program projects.

For more information, contact Angela Jones or Robin Hobbs in the Federal Highway Administration's Office of Acquisition and Grants Management at BridgeInvestmentProgram@dot.gov.

Railroad Crossing Elimination Program offers grants

By Adrienne Núñez

The Federal Railroad Administration is accepting applications through Oct. 4 for a new <u>Railroad Crossing Elimination</u> <u>Grant Program</u>.

The discretionary grant program, funded by the Bipartisan Infrastructure Law, will provide \$3 billion over five years to improve safety and wait times at railroad crossings while ensuring efficient and affordable movement of freight.

More than \$573 million is available this year, with at least 20% of funding to be awarded to rural and tribal areas. Individual grants will be at least \$1 million, except for planning projects, with no predetermined maximum. No more than 20% of total grant funds will be awarded per state.

Cities and towns are eligible to apply, as well as states, local and tribal governments, metropolitan planning organizations, public port authorities, and collaborations of these entities.

Eligible projects include:

- Grade separations or closures
- Track relocation



Cities and towns can apply for federal Railroad Crossing Elimination grants.

- Improvement to or installation of protective devices, signals, signs, or other safety related measures
- Other safety improvements related to the mobility of people and goods at highway-rail or pathway-rail grade crossings
- Planning, environmental review, and design of eligible projects

Project proposals will be evaluated based on their potential to improve safety by eliminating crossings or improving existing grade crossings; increase access to emergency services; reduce emissions; provide economic benefit; and hire locally.

The Federal Railroad Administration also seeks to fund projects that will:

- Reduce greenhouse gas emissions and align with the president's climate and environmental goals
- Address environmental justice
- Address racial equity and barriers to opportunity or redress prior inequities and barriers to opportunity
- Target at least 40 percent of resources and benefits toward lowincome communities, disadvantaged communities, communities underserved by affordable transportation, or overburdened communities (to the extent possible)

Applications are to be submitted via <u>Grants.gov</u>.

For more information, contact Douglas Gascon in the Federal Railroad Administration's Office of Policy and Planning at douglas.gascon@dot.gov or 202-493-0239. ●

U.S. DOT introduces grant navigator tool, Thriving Communities

As part of its Thriving Communities Initiative, the U.S. Department of Transportation this month is introducing two new technical assistance and capacity-building resources: a DOT Navigator and the Thriving Communities Program.

The DOT Navigator is a new one-stop shop to access the array of resources across the department that are designed to provide technical assistance and help grantees navigate the grant application, transportation planning, project delivery, funding and financing, and implementation processes. Available now in a beta version, the DOT Navigator includes a set of fact sheets and information to help those new to federal grant programs understand key requirements, gain tips for successful applications, and better navigate commonly required processes and terminology.

Over the coming months, the site will continue to be built out to improve the user interface, enable search functions, and provide additional helpful resourc-



The U.S. Department of Transportation is offering two new resources for technical assistance and capacity building.

es. The DOT Navigator does not provide technical assistance, but makes it easier to find available resources and contacts.

The <u>Thriving Communities Program</u>, set to launch this fall, will provide technical assistance and capacity building to enable under-resourced communities to identify, develop and deliver transformative transportation projects. This includes community planning and project

development of infrastructure projects that increase affordable transportation options, enhance economic opportunity, reduce environmental burdens, improve access and quality of life, and provide other benefits to underserved communities.

The DOT is partnering with the Department of Housing and Urban Development, which will provide complementary technical assistance to improve the coordination of housing and transportation planning to advance residents' access to opportunity and increase housing supply.

Program notices of funding opportunity to solicit capacity builders will be published later this fall by each agency.

These efforts are intended to create a pipeline of diverse and transformative community-driven infrastructure projects across the country designed to drive inclusive economic growth, build resiliency, and ensure that every place has a chance to thrive.

U.S. DOT offers Reconnecting Communities grants

By Adrienne Núñez

The U.S. Department of Transportation's new <u>Reconnecting Communities</u> <u>Pilot Program</u> is accepting applications through Oct. 13.

Funded through the Bipartisan Infrastructure Law, the pilot is aimed at connecting communities that have been cut off from economic opportunities due to previous transportation infrastructure projects. Grants are available to support the planning and capital construction of projects that restore community connectivity through the removal, retrofit, mitigation or replacement of eligible transportation infrastructure facilities.

State, local and tribal governments, metropolitan planning organizations, nonprofits and other transportation facility owners are eligible to apply. The program will distribute \$1 billion over the course of five years, with \$195 million to be awarded this year.

This year, \$50 million will be awarded for planning grants. Such grants may be used to study the feasibility and impacts of potential projects as well as to fulfill design needs for potential projects.

Examples of eligible planning activi-



A new federal pilot program aims to help communities whose economic opportunities have suffered due to earlier transportation infrastructure projects.

ties include, but are not limited to, the following:

- Traffic pattern studies
- · Transportation network capacity
- · Alternative roadway designs
- Mobility impact assessments
- Safety assessments
- Economic and environmental impact assessments
- Public engagement activities

This year, \$145 million is available for capital construction grants. Eligible projects include:

- Removal, retrofitting or mitigation of an existing eligible facility
- Replacement of an eligible facility with a new facility that reconnects previously fragmented communities and is sensitive to the context of the surrounding community

Technical assistance will be made available to economically disadvantaged communities for applicants and grant recipients to build organizational or community capacity to engage in transportation planning and identify solutions to infrastructure challenges. The Department of Transportation plans to focus technical support on underserved, overburdened and disadvantaged community recipients that demonstrate need.

The Department of Transportation has scheduled an <u>informational webinar</u> on July 14 from noon to 1:30 p.m.

For more information, email ReconnectingCommunities@dot.gov or contact Faith Hall at 202-366-9055. ●

Diesel Emissions Reduction Act program accepting grant applications

By Adrienne Núñez

The <u>Diesel Emissions Reduction Act program</u> is offering \$1.88 million in grants to support replacement of eligible diesel vehicles and equipment with zero-emission technologies.

Applications are being accepted <u>online</u> through Aug. 24.

The program, administered by the Massachusetts Department of Environmental Protection, allocates federal DERA funding to Massachusetts recipients.

Cities, towns and other private, public and nonprofit entities with an eligible vehicle, engine or equipment that is operated within Massachusetts at least half the time are eligible to apply.

Eligible diesel powered vehicles and equipment include, but are not limited to, the following:

- School buses of type A, B, C and D
- Class 5+ medium-duty and heavy-duty transit buses



Municipalities can apply for grants to replace diesel vehicles and equipment with zero-emission alternatives.

- Class 5-8 medium-duty and heavyduty highway vehicles
- Category 1, 2, and 3 marine engines and vessels
- Line-haul, passenger and switch engines and locomotives
- Nonroad engines, equipment and vehicles used in construction, handling of cargo, agriculture, mining, or

energy production, and transport refrigeration units

Applicants must provide contact information, describe the proposed project, identify existing and desired replacement equipment, and upload supporting documents through the online application portal.

The MassDEP seeks to prioritize Environmental Justice communities and includes criteria and evaluation parameters that emphasize equity, diversity and environmental justice in the grant selection process.

Approved projects must be completed by Sept. 30, 2023.

Detailed grant application guidance and requirements are available online. Questions may be sent to cayla.paulding@mass.gov.

Online maps illustrate progress of gas leak repairs

Massachusetts has one of the oldest natural gas systems in the country, with about 22% of the pipes under the ground considered "leakprone" in 2020, according to HEET, a Cambridge-based non-profit dedicated to cutting emissions.

In 2014, Massachusetts created the Gas System Enhancement Program to hold the six investor-owned natural gas distribution companies responsible for reducing

gas leaks by accelerating the replacement of leaking infrastructure by 2039. The program and other statutes require gas distribution companies to ensure that leak-prone iron and steel pipes and services are replaced.

Now, the public can view the location and estimated cost of each new planned gas pipe replacement project using pipe replacement maps created by HEET. Also available is HEET's annually updated map of gas leaks across Massachusetts, along with estimated emissions.

Last year, 11,624 new gas leaks across Massachusetts emitted nearly 7,000 metric tons of methane — equal to an estimated 600,000 metric tons of



HEET maintains a map of gas leaks across Massachusetts, updated annually.

carbon dioxide, or \$7 million in wasted dollars, according to HEET. The largest 7% of gas leaks emit half of all the gas leaking from pipes, and major gas utilities and climate advocates have collaborated to develop a method to find and fix these big leaks.

Massachusetts enacted its Shared Action Plan as state regulation in 2019, and HEET has provided independent guidance and verification of this work. HEET's analysis shows that the Shared Action Plan is on track to cut emissions from distribution gas pipes in half.

The state's new Massachusetts Clean
Energy and Climate Plan for 2025 and
2030 recognizes that long-term climate

Last year, 11,624 new gas leaks across
Massachusetts emitted nearly 7,000 metric tons of methane — equal to an estimated 600,000 metric tons of carbon dioxide, or \$7 million in wasted dollars, according to HEET.

policies will affect the future of greenhouse gas emissions, and measures to reduce natural gas combustion for heating buildings and water would reduce methane emissions. Even "targeted decommissioning" of gas distribution systems may be needed to help the state transition to greater electrification.

The Gas System Enhancement Program is scheduled for review in 2024 under the Clean Energy Climate Plan. Among other issues, the process will evaluate safe alternatives to full line replacements in areas with low anticipated natural gas use.

MIIA webinar covers basics of municipal risk management

More than 100 municipal leaders participated in a MIIA webinar on June 27 covering how to identify, monitor and address risks in municipalities.

The hour-long session, "Municipal Risk Management 101," explained how the risk management process can help local leaders prioritize their response to multiple areas of exposure; how their insurer, agent or advisor can assist them; the current state of the municipal loss picture in Massachusetts; and training and tools to prevent or mitigate future losses.

Attorney Regina Ryan, founder and president of Discrimination and Harassment Solutions, offered sample policies and best practices on a number of issues, including harassment and discrimination, code of conduct for



Attorney Regina Ryan discusses sample policies and best practices during a Municipal Risk Management 101 webinar on June 27.

employees and elected, appointed and volunteer officials, computer use, motor vehicle use, and pregnancy and pregnancy-related conditions.

MIIA Risk Management Representative Maureen Montanus shared an analytical process to identify risk, quantify implications, and develop mitigation strategies. She said the process has four basic steps: identification, assessment, control and implement, and response monitoring.

Other speakers included MIIA Loss Control Manager David Dowd and MIIA Senior Manager of Risk Management Lin Chabra, who moderated.

- Joyce McMahon

MMHR to hold Fall Conference on Sept. 14 and 15 in Hull

Massachusetts Municipal Human Resources will host its annual Fall Conference on Sept. 14 and 15 in Hull.

Conference sessions will cover topics such as diversity, equity, inclusion and belonging; resilience for municipal leaders; mental health impacts of the pandemic; and trends in collective bargaining.

Registration and networking will begin at 8:30 a.m. on Sept. 14. The program will start at 9:15 a.m. and conclude at 4:30 p.m. Attendees are invited to join an outdoor cocktail reception immediately following the first day of the

conference for beverages, snacks and networking.

Breakfast and networking will begin at 8 a.m. on Sept. 15. The program will start at 9 a.m., and the conference will conclude at noon.

The registration fee is \$185 for the full conference or \$110 for Wednesday-only. Registration and information about hotel accommodations will be available at www.mma.org in late July.

The conference will be held at the Nantasket Beach Resort at 45 Hull Shore Drive in Hull. Hotel rooms will be available for a nightly rate of \$211.36, including taxes and fees.

The MMA currently requires attendees of in-person events to show proof of being fully vaccinated for COVID (card, photo or QR code). (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.

Contact: MMA Senior Member Services Coordinator Isabelle Jenkins at ijenkins@mma.org

Human Services Council discusses post-pandemic food insecurity

By Isabelle Jenkins

The MMA Human Services Council's Annual Meeting on June 22 in Lexington focused on food insecurity in Massachu-

Keynote speaker Catalina López-Ospina, vice president of engagement for Project Bread, discussed a significant increase in food insecurity over the course of the COVID pandemic, which has only worsened in recent months due to inflation. She said food insecurity is most significantly impacting families of color with children.

López-Ospina discussed Project Bread's work to combat food insecurity in the Commonwealth, including a hotline that connects families in need with services, assistance with Supplemental Nutrition Assistance Program eligibility and applications in more than 180 languages, legislative advocacy, and public awareness campaigns to reduce misinformation and stigma surrounding public benefits.

Following the keynote, a panel discussed public policy and legislation surrounding food insecurity, and local initiatives to address the issue.

Pat Baker, senior policy analyst with the Massachusetts Law Reform Institute, discussed maximizing SNAP benefits during the pandemic, as well as trends and changes in SNAP benefits over the course of the pandemic. She provided information about how local human services providers can help members of the community to confirm countable income and maximize allowable deductions in order to ensure they are receiving all of the benefits available to them through the SNAP program.

Jill Tsakiris, program manager at Open Table in Maynard, discussed food insecurity trends, highlighting that one in three families in Massachusetts has faced food insecurity. Tsakiris gave an overview of Open Table programs, including a drive-through food pantry



Rep. Danillo Sena discusses food insecurity and other legislative priorities during the MMA Human Services Council's Annual Meeting on June 22.

that allows for meal choice, partnerships with community organizations to provide culturally appropriate foods to immigrant and refugee families, and a Healthy Helpings meal program that provides meals that are safe for individuals with health issues such as heart disease through councils on aging and local housing authorities.

The meeting concluded with a presentation from Rep. Danillo Sena of Acton, who discussed some of his legislative priorities to address pressing social needs post-pandemic, including food insecurity, housing and behavioral health.

Click here to view slide decks from the meeting (scroll to bottom).

HR professionals discuss drug testing

Ted Dawson, founder of Advantage Drug Testing, leads an in-depth training about federal drug and alcohol testing requirements for municipal employers during the Massachusetts Municipal Human Resources Annual Meeting on June 16 in Burlington. The meeting also featured a session on "Diversity, Equity, Inclusion, and Belonging," and a legislative update from Dave Koffman, the MMA's senior executive and legislative director.



State releases age-friendly progress report

By Jennifer Kavanaugh

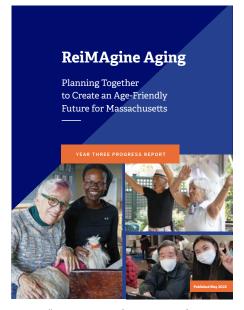
In its mission to improve the quality of life for all residents, the state has released its third annual progress report on efforts to make Massachusetts more age- and dementia-friendly.

The 68-page report, "ReiMAgine Aging: Planning Together to Create an Age-Friendly Future for Massachusetts," was released in early June by the Executive Office of Elder Affairs. It reviews the work done by communities and organizations in making the "places we live, work, and play better places to grow up and grow old," and tracks the state's progress in achieving the goals of ReiMAgine Aging, the state's multiyear, age- and dementia-friendly action plan.

The <u>age-friendly movement</u> seeks to make communities more welcoming and livable for older residents and for people of all ages. Massachusetts joined the AARP Network of Age-Friendly States and Communities in 2018.

The report notes the challenges officials confronted in advancing their efforts in the face of pandemic challenges and the increasing urgency to address racial injustice. In the report's introduction, Gov. Charlie Baker said the people involved in the movement "made the unbearable bearable," through collaboration and adjusting their efforts over the past couple of years.

"On so many issues, including the age- and dementia-friendly movement, the people of Massachusetts have led the way," Baker



states. "We continued to see people coming together — older adults, caregivers, community leaders, and organizations — creating a path for a better today and a brighter future."

Specifically, the report reviews the state's performance in 2021 over six areas of ageand dementia-friendly work:

- Community: Deepening and strengthening age- and dementiafriendly efforts to be inclusive of all communities and populations
- Information and communication: Providing information in an accessible and user-friendly manner to residents, organizations and municipalities
- Framing: Changing the conversation

about aging from a "challenge" to an "asset," increasing literacy about aging issues, and eliminating ageist images and language across social, print and other media

- Policy and practice: Encouraging the adoption of age-friendly policies and practices in all sectors
- Economic security: Improving economic security of older adults and caregivers
- Sustainability: Creating a sustainable infrastructure to guide and support the work of Age-Friendly Massachusetts and partner initiatives

According to the report, 21 communities joined the age-friendly movement in 2021, including cities such as Framingham and Greenfield, and smaller communities such as Leyden, New Salem, Warwick and Wendell.

The report includes insights from residents and local officials from around the state, including Madeline Noonan, Barnstable's director of community services.

"In Barnstable, we believe that age-friendly communities are great places to grow up and grow old and that implementing age-friendly practices is an investment in the future health, vitality, and sustainability of the town," Noonan states in the report. "This process will ensure that every community member has the opportunity to thrive, regardless of age or ability."

Feedback about the report and the age-friendly effort is welcome, by emailing Aging.Conversation@mass.gov. ■

MMA, Suffolk welcome 2022 Municipal Fellows

The MMA and Suffolk University are welcoming the second class of MMA-Suffolk Municipal Fellows.

The program, a partnership of the MMA and Suffolk that launched last year, offers significant financial support to municipal professionals to attend the master's in public administration program at Suffolk's Sawyer School of Business.

The 2022-2023 MMA-Suffolk Municipal Fellows are:

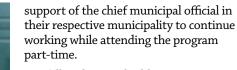
- William Adamczyk, library director, Milton
- Susan Lumping, assistant human resources director/payroll administrator, Mashpee



Susan Lumping

The fellows are both graduates of the MMA-Suffolk Certificate in Local Government Leadership and Management program, and were accepted into Suffolk's MPA program. Each recipient received the

Will Adamczyk



The fellowship was highly competitive, and the MMA and Suffolk congratulate the recipients.

Visit <u>mma.org</u> for the latest information about the three MMA-Suffolk programs:

- Certificate in Local Government Leadership and Management
- Municipal Finance Management Seminar
- Municipal Fellowship program



Management Association awards Whitlock Scholarship

The Massachusetts Municipal Management Association has awarded the 2022 Gerry Whitlock Memorial Scholarship to Norwood Human Resources Generalist Kelli Spencer.

The MMMA awards the \$2,000 Whitlock Scholarship each year in July to a Massachusetts graduate student — usually pursuing a master's degree in public administration — who plans on a career in local government. It's named for the late Gerry Whitlock, a former town administrator from western Massachusetts.

Spencer is a graduate of the MMA-Suffolk Certificate in Local Government Leadership and Management program, and has since enrolled in Suffolk's MPA program, with an



Kelli Spencer

expected graduation next spring. She plans to continue her career in human resources.

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

Performance Recognition Program accepting nominations

The nomination period is open for the Commonwealth's annual Performance Recognition Program, which formally recognizes public employees for extraordinary contributions to public service.

While most of the awards recognize state employees, municipal employees are eligible for the **Eugene H. Rooney** Jr. Public Service Award, one of the program's four special awards.

The Rooney Award highlights human

resources development as a planned, continuous effort to provide personal and professional growth opportunities that will enhance employee competency levels. Such activities serve to improve an individual's performance on a currently held job and/or provide new skills, knowledge and attitudes that will allow an individual to assume a new role in the organization.

A Commonwealth Selection Committee will review nominations and forward its recommendation to the governor, who makes the final decision.

The nomination period is open through July 29. An online nomination form is available.

Send us your Municipal Innovation Award entries!

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

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

The Kenneth E. Pickard Municipal Innovation Award is sponsored each year by the MMA to recognize municipalities that have developed unique and creative projects or programs to increase the effectiveness of local government. It is named in honor of Kenneth E. Pickard, executive secretary of the Massachusetts League of Cities and Towns from 1969 to 1973. Any city or town that is a member of the MMA is eligible to apply. The awards will be presented at the MMA's Annual Meeting & Trade Show in January 2023.

Entries are due by Monday, Oct. 31.

HOW TO ENTER

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

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

Entries are judged by the following criteria:

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

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

For more information, please contact Daniel Yi at the MMA: 617-426-7272, ext. 125, or dyi@mma.org.

Town Report Contest entries due Oct. 31

The MMA is now accepting entries for the Annual Town Report Contest.

First-, second- and third-place winners will be selected from each of three population categories: less than 5,000; 5,001-15,000; and 15,000-plus. Winners will be recognized and given a certificate during the MMA Annual Meeting & Trade Show in January 2023.

Judging criteria include:

- · Attractiveness of report cover and layout
- · Material arrangement
- Presentation of statistics and data
- Summary of the year's achievements
- Evidence of local planning for the future

Practical utility of report

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

To enter electronically, please complete the <u>form on the MMA website</u> with a link to, or a PDF of, the town report. Or, send two copies of your town's 2021 report to: Town Report Contest, Massachusetts Municipal Association, 3 Center Plaza, Suite 610, Boston, MA 02108.

Entries are due by Monday, Oct. 31.

For more information, contact Daniel Yi at the MMA at 617-426-7272, ext. 125, or dyi@mma.org. •



Foxborough was one of last year's winners.

Entries sought for municipal website contest

The MMA is now accepting nominations for its annual municipal website awards, which will be presented during the MMA Annual Meeting in January 2023.

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

To enter the contest, chief municipal officials may simply fill out a short online nomination form. The entry deadline is Monday, Oct. 31.

The awards recognize the best municipal websites in four population categories: under 5,000; 5,001-12,000; 12,001-25,000; and 25,000-plus. One winner is selected for each category.

Judges evaluate municipal websites based on the following criteria:



Chatham took first place in last year's Annual Municipal Website Awards for towns with populations between 5,000 and 12,000.

- · Current and timely information
- Intuitive navigation tools and organization of material

- Ease of access to resources for residents, such as the ability to apply for licenses and permits, pay bills, order documents, and make suggestions
- Use of social media and tools for online community engagement (including the use of an events calendar)
- Availability of public records
- Clear branding as the official municipal government site
- Robust search function
- Mobile-responsive design
- Details about municipal departments
- Visual appeal and overall experience

For more information, contact Daniel Yi at dyi@mma.org. ●

MMA gearing up for annual Trade Show

The MMA is opening its exhibitor registration on Aug. 15 for the Trade Show at the 2023 MMA Annual Meeting, to be held at the Hynes Convention Center in Boston on Jan. 20 and 21.

As of Aug. 15, companies, nonprofits and government agencies looking to exhibit may visit the MMA website to access the 2023 contract for exhibit space, a current exhibit hall floor plan, and an updated list of 2023 exhibitors. As contracts are received, the MMA will add exhibitor names to the 2023 exhibitor list (with a link to their website) and add them to the exhibit hall floor plan.

Sponsorship opportunities will also be available, with more information available in the coming weeks.

For more information, contact Advertising and Trade Show Manager Karen LaPointe at klapointe@mma.org or 800-882-1498, ext.154.

For more information about the MMA Annual Meeting & Trade Show, visit www.mma.org/annual-meeting. Information about the 2023 event will begin to appear in September.

– Karen LaPointe



Visitors walk among the booths during an MMA Trade Show at the Hynes Convention Center in Boston.

MMHR elects officers and directors for fiscal 2023

During its Annual
Business Meeting on June 16,
Massachusetts
Municipal Human
Resources elected
Maynard Human
Resources
Manager Stephanie Duggan to a
three-year term
as a director on its
Board of Directors.



Stephanie Duggan

The members also re-elected the association's officers for fiscal 2023:

Chair: Dolores Hamilton, assistant town administrator, Stow

Vice chair: Vanessa Hale, assistant town administrator, Southborough

Treasurer: Molly Kean, assistant town administrator/human resources director, Westwood

Secretary: Gayle Shattuck, personnel director, Watertown

Members re-elected the following directors for three-year terms:

- Marie Buckner, human resources director, Sandwich
- Joanne Faust, human resources director, Burlington

The following directors are in the midst of their three-year terms:

- Jen Breaker, assistant town manager and communications director, Danvers
- Greg Enos, town administrator, Avon
- Amy Foley, human resources director, Concord
- Michelle Pizzi, human resources director, Newton
- Michael Taylor, personnel director, Pittsfield

For more information about the MMHR, visit the group's web page.

Contact: MMA Senior Member Services Coordinator Isabelle Jenkins at ijenkins@mma.org

MMHR presents Skop Award to Dolores Hamilton

By Isabelle Jenkins

During its annual business meeting on June 16, the Massachusetts Municipal Human Resources association presented its 37th Emil Skop Award to Stow Assistant Town Administrator and MMHR Chair Dolores Hamilton.

The annual award recognizes outstanding contributions to the field of municipal human resources management and a positive impact on the association and its members.

Hamilton has more than 25 years of municipal experience, including as the human resources director for the cities of Newton and Framingham.

Her peers call Hamilton a champion of the field, due to her abundant knowledge and expertise, and her willingness to go above and beyond to help others. Hamilton has been described as the "epitome of diplomacy and tact," as well as a gracious and kind problem solver who manages everything that comes her way with style, dignity and grace.

Hamilton has long been an active member of MMHR. As its board chair since 2019, she led the association throughout the pandemic, overseeing a transition to two years of entirely remote pro-



Dolores Hamilton, assistant town administrator in Stow and chair of Massachusetts Municipal Human Resources, received the Skop Award on June 16.

gramming, as well as a recent transition back to safe in-person events. Under Hamilton's leadership, the association adopted its Commitment to Equity (visit the MMHR web page and click "read more") and has continued to prioritize issues of diversity, equity, inclusion and belonging.

Rachel Glisper, a former director on the MMHR Board and the Skop Award winner in 2021, presented the award.

Hamilton gave a brief association update to kick off the meeting, followed by votes to approve the fiscal 2023 board and budget. ■



Polito gives final address to mayors

Lt. Gov. Karyn Polito reflects on her seven-plus years of work with local officials and thanks mayors for their partnership during the July 20 meeting of the Massachusetts Mayors' Association in Revere. Polito's address will be her last to the group, as she and Gov. Charlie Baker are not running for reelection in November. The meeting also featured a presentation by Dan Rivera, president and CEO of MassDevelopment; a legislative update by MMA Executive Director Geoff Beckwith: and a walk to iconic Revere Beach.

ATFC to hold Annual Meeting on Nov. 5 in Sharon

All local finance committee members are invited to the Association of Town Finance Committees's Annual Meeting on Nov. 5 at the Sharon Community Center.

Needham Town Manager Kate Fitz-patrick will open the meeting with a presentation on resiliency, sharing insights on her own resiliency journey spanning 25 years in local government. Her crowd-sourced poem, "We Long for a City Where We Go Hard on the Issues and Easy on the People," has become nationally recognized.

The meeting will feature four educational workshops, running concurrently during two time slots.

The first session's offerings will be a Finance Committee and Budgeting 101, which will cover the basics for new members, and a session on net zero



Kate Fitzpatrick

and sustainability initiatives.

The second session will feature a workshop titled "The Great Resignation and How It Affects Your OPEB Liability," and a closer look at the assessing function and the ways it affects

municipal finance.

A general session, following lunch, will focus on the overall economic outlook and its impact on municipal budgets. This session will be interactive, and members will be encouraged to ask questions.

The meeting will begin at 9 a.m. and end at 3 p.m. The cost is \$55 for dues-paying

ATFC finance committee members and \$65 for nonmember finance committee members and all other local officials.

All local officials may attend. Online registration and a detailed agenda will be available on www.mma.org in early September.

The MMA currently requires attendees of in-person events to show proof of being fully vaccinated for COVID (card, photo or QR code). (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.

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

Management Association awards 3 Galkowski scholarships

The Massachusetts Municipal Management Association in June awarded scholarships from the Nancy Galkowski Legacy Fund to the following three local officials:

- Joyce Corbosiero, executive assistant to the town administrator and Board of Selectmen in Clinton
- West Stockbridge Town Administrator Marie Ryan
- Lakeville Assistant to the Town

Administrator Christina Cotsoridis

Corbosiero will be taking courses for her Society for Human Resource Management certification, Ryan will attend the 2023 MMA Annual Meeting & Trade Show in Boston, and Cotsoridis will participate in the five-week MMA-Suffolk Municipal Finance Management Seminar.

Galkowski had a 35-year career in municipal management in Massachusetts

and a passion for mentoring younger managers and being of service to her peers. Following her death in 2013, her Management Association colleagues established a fund to honor her memory and continue her legacy.

The fund accepts applications each spring.

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

MunEnergy webinar to cover energy costs, sustainability

The MunEnergy program will hold a webinar on Oct. 6 to provide timely information about energy costs and sustainability opportunities for cities and towns.

Local officials will have the opportunity to learn about issues affecting energy costs, including winter weather and the crisis in Ukraine. Participants also will hear about benefits of the MunEnergy program.

For 24 years, the MMA's MunEnergy program has helped cities and towns manage energy costs through a program designed specifically for public entities.

For more information about the MMA's MunEnergy program, visit the

program's <u>webpage</u> or contact MMA Deputy Executive Director Katie McCue at 617-426-7272, ext. 111, or kmccue@mma.org.

– Katie McCue

Let us know about your local news

Every day across the Commonwealth, municipal leaders are figuring out ways to deliver services more efficiently, save taxpayers money, engage more citizens in the vital work of local government, and improve the effectiveness of the layer of government that has the most direct impact on people's lives. The MMA wants to recognize and help spread the word about these local creative solutions.

If your community has launched a new program or initiative, or has found a unique solution to a common problem, please let us know by filling out our new Local News Tips form on the MMA website.

Get MMA.org updates in your mailbox

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

The MMA website is a great source for all the latest developments related to local government in Massachusetts. The email newsletter ensures that subscribers won't miss any website updates, with a summary arriving in their mailbox every Friday morning.

The email subject line is "MMA Weekly Review."

The MMA also offers a Breaking News email option that provides up-to-theminute news on major stories.

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

- Meredith Gabrilska



Handbook for Massachusetts Selectmen available

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

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

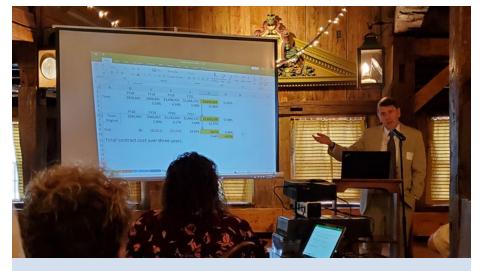
use and community development. It covers topics such as complying with the open meeting and ethics laws, making appointments, holding public meetings and hearings, town meeting, Proposition 2½, insurance, tax rates, collective bargaining, legal representation, public safety, public works, and the role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

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

To order the PDF, send an email to Isabelle Jenkins at the MMA at ijenkins@mma.org.

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

– MMA Senior Member Services Coordinator Isabelle Jenkins



STAM holds annual business meeting

Sandy Pooler, Arlington's acting town manager, delivers a presentation, "Calculating the True Cost of an Employee," during the annual business meeting of Small Town Administrators of Massachusetts on June 30 in West Brookfield. The meeting included a presentation by Stow Assistant Town Administrator Dolores Hamilton, who discussed how administrators of small towns can boost diversity, equity and inclusion; a presentation on keeping employees safe by Jean Haertl, president and founder of Safety and Respect at Work; and a legislative update from MMA Senior Legislative Analyst Jackie Lavender Bird.



LGAC examines proposed municipal finance changes

At the June 14 meeting of the Local Government Advisory Commission, Sean Cronin, senior deputy commissioner at the Division of Local Services, discusses municipal finance rule changes that were included in the administration's proposed fiscal 2022 supplemental state budget. The changes would provide additional tools for municipal officials, including the ability to create special revenue accounts for situations such as the handling of opioid settlement funds.

BUDGET

Continued from page 1

intended schedule, an important achievement given the initial disruption caused by COVID-19.

The Legislature also recognized the challenge facing 135 "minimum aid" districts, which would have received just \$30 per student in new aid over the previous year in the budget filed by the governor in January. The Legislature's budget would double the minimum aid increase to \$60 per student.

Special Education Circuit Breaker

H. 5050 would provide \$441 million for the Special Education Circuit Breaker (7061-0012), which reimburses school districts for the high cost of educating students with disabilities. The Student Opportunity Act expanded the circuit breaker by including out-of-district transportation, to be phased in over three years. The fiscal 2023 budget bill reflects years two and three of the schedule in the Student Opportunity Act, achieving full funding one year ahead of schedule.

Charter school mitigation payments

H. 5050 includes \$243 million for charter school mitigation payments (7061-9010),

which would fund the state's statutory obligation as outlined in the Student Opportunity Act, pushing the state to phase in the plan by fiscal 2023, a full year ahead of schedule.

School transportation

The Legislature's budget would level-fund regional school transportation at \$82.1 million, representing a reimbursement rate of 85% of estimated costs for fiscal 2023 as estimated by the Department of Elementary and Secondary Education.

H. 5050 would fully fund the McKinney-Vento account for transportation of homeless students at \$22.9 million, and level-fund out-of-district vocational transportation at \$250,000.

PILOT

H. 5050 would increase Payments-in-Lieuof-Taxes for state-owned land by 29% to \$45 million. Inadequate PILOT funding has created a significant hardship for smaller communities with large amounts of state-owned property, so the proposed increase would provide an important boost.

Rural School Aid

H. 5050 would provide \$5.5 million for Rural School Aid (line item 7061-9813), providing assistance to eligible towns and regional school districts. The grant program helps districts facing the challenge of declining enrollment to identify ways to form regional school districts or regionalize certain school services to create efficiencies.

Retiree COLAs

Outside Section 134 of the budget would allow 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%. Due to the potential negative impact on unfunded pension liabilities, the MMA opposed this section.

Community Preservation Act

Outside Section 174 would direct the state comptroller to transfer \$20 million of the fiscal 2022 budget surplus to the Massachusetts Community Preservation Trust Fund. This provision would increase the state's match percentage from an estimated 35% to 43%, approximately the same match rate as fiscal 2022. The number of CPA communities has reached 187, and this budget item would benefit cities and towns that have adopted higher local property taxes to address environmental and housing challenges.

REMOTE MEETINGS

Continued from page 1

guidelines that have been in place since the COVID public health emergency was first declared in March 2020. The previous extension of the remote meeting authorizations expired on July 15.

Chapter 22 of the Acts of 2022 also includes the following pandemic-related provisions and authorizations related to public boards and town meetings, all of which were MMA priorities for this year and are now extended through March 31, 2023:

• Open town meeting quorums:
The bill would allow select boards, in consultation with their town moderator, to lower quorum requirements for open town meetings to not less than 10% of the existing quorum level. The quorum provision includes a seven-day notification requirement before any select board vote.

Remote representative town meetings:
 The bill would permit representative town meetings to once again have the option to meet remotely, if approved by the select board and town moderator, as well as the town meeting when it meets.

In May, the Senate had included a remote meeting extension in its fiscal 2023 state budget as an outside section, but with the July 15 expiration approaching and the state budget tied up in negotiations, the Senate advanced the language as a standalone bill on July 5.

The House passed an extension bill on July 7, but the House version included language that would have created a permanent mandate for remote access to all public meetings, aside from those in executive session, with a provision requiring remote participation by the public if public participation is allowed or required at the meeting. The mandate would have gone into effect on April 1, 2023.

The MMA worked with its members and stakeholders across the Commonwealth to clarify that, despite the good intentions of the House bill, such an unfunded mandate presented unworkable financial, technological, logistical, and practical challenges for cities and towns. The Legislature took these concerns seriously and removed the mandate from the bill

The MMA will continue to push for a permanent solution that gives municipalities the flexibility and funding they will need to expand participation and engagement through remote and hybrid meetings.

Around the Commonwealth

Adams, North Adams, Williamstown

Three Berkshire communities to share HR services

To save money and better navigate increasingly complex workplace issues, three northern Berkshire communities plan to hire and share a human resources director.

With the state's help, Adams, North Adams and Williamstown will soon develop a job description and start searching for an HR professional. This spring, the communities received a \$100,000 grant to cover the first year of the person's salary and benefits, plus related expenses. The grant was part of \$1.6 million awarded in March by the Community Compact Cabinet Efficiency and Regionalization Grant Program, which promotes efficient and cost-effective municipal services.

Local officials say the grant reflects a tradition of regionalization in Berkshire County, where communities collaborate on veterans' services, planning and development, public health, assessing, sewage treatment and solid waste disposal, among other needs.

"I think the challenges have gotten too significant to have us all continue to stand alone," said Andrew Hogeland, a Select Board member in Williamstown. "We need to stand together and be more cooperative."

Until now, the communities, with workforces hovering around 100 employees or fewer, had been able to manage without dedicated full-time HR professionals, said Adams Town Administrator Jay Green. More recently, though, they found that HR issues were monopolizing more of their time, and they felt uncomfortable handling some of the matters themselves.

"I think with recent developments, the constant flux of labor law changes, what happens in a municipal environment, and then particularly with the rapid impact in the labor force due to COVID, we realized that these issues really need somebody watching them," Green said.

Green and Hogeland said they want someone to track HR trends, update policies to reflect new regulations, and oversee training to reflect evolving workplace expectations, to shield the communities from potential liability.

With the \$100,000 grant, officials expect to spend about \$89,000 to cover the first year's salary (\$65,000 plus health insurance and retirement), with the remainder covering a workstation and technology needs. The communities will fund the position's second year themselves, and evaluate the arrangement after that. The percentage of each community's share would correspond to population size, with North Adams assuming the largest portion (45%), and the other communities assuming roughly similar shares of the remainder.

Officials hope that an HR director will bring new ideas to address recruiting difficulties, a problem faced by municipalities throughout Massachusetts but made more challenging by the Berkshires' remote location. They also hope that the shared process will lessen their chances of hiring employees away from each other, an ongoing issue faced by many communities.

Realizing that the municipal hiring crunch could hinder their effort to find an HR person, the communities secured grant language allowing them to engage an HR consulting firm if they're unable to fill the position.

The officials also stressed the position's importance for diversity, equity and inclusion efforts. Green said the HR director could help them identify any barriers to creating more diverse workforces, and adjust recruiting practices accordingly.

Hogeland also focused on the need for training to ensure that employees are respectful to each other and to the public.

"I think it is important for all the towns, particularly given the environment over the last several years, to make sure that they get the training on cultural competency and unconscious biases," Hogeland said.

Though the position will have an expected breakdown of responsibilities, officials said they anticipate periods when one community needs more HR

coverage, depending on situations such as collective bargaining issues, onboarding work or employee departures.

"Over time, we'll figure out how it works," Hogeland said, "and how to make it work."

- Jennifer Kavanaugh

Milford, Natick

Green infrastructure projects reduce pollution and mitigate flood risks

Green stormwater infrastructure projects are underway in Milford and Natick, two towns located along the headwaters of the Charles River, that will help to address river pollution and flooding concerns. The work is being done in collaboration with the Charles River Watershed Association.

Milford worked with the CRWA from 2018 to 2020 to develop a substantial subwatershed restoration plan for the area surrounding Milford Pond. The plan looked for opportunities to naturally filter stormwater runoff to increase ground water levels and treat the stormwater.

The project also identified key areas in the town for protection and conservation that would improve healthy land and river use, and strategies to assist the town with climate change impacts such as flooding and drought. A total of 69 areas were identified to implement green infrastructure projects.

"From that process, the plan we proposed looked at nutrient reduction," said Robert Kearns, climate resilience specialist at the CRWA, "to support a cleaner Charles River and for the town to comply with the [federal stormwater] MS4 permit."

The Milford project consists of a system designed to store and filter stormwater, and two rain gardens designed to help filter water, which are nearing completion. The Parks Department will be responsible for the maintenance of the rain gardens, and the Highway Department will maintain the filtering system.

"Essentially it's going to take the water

■ COMMONWEALTH continued on 25

Around the Commonwealth

COMMONWEALTH

Continued from page 24



Green infrastructure projects underway in Milford will feature a rain garden in the Town Park. (Photo courtesy Charles River Watershed Association)

from the surrounding streets and divert the water into this underground infiltration space that will store it during a flood event but also filter it back into the groundwater," Kearns said. "Traditionally, with street drainage, it goes directly into the river."

The rain gardens will reduce the level of phosphorus, a main pollutant found in the Charles River that commonly results from decomposing leaves, fertilizers and detergents. The rain gardens will also help to recharge water back into the ground.

The project is expected to reduce the amount of phosphorus running into the Charles River by 25 pounds annually, Kearns said, and will recharge about .5 acre-feet of rain annually (equivalent to the volume of 55 concrete mixer trucks) into the groundwater.

Milford and the CRWA conducted significant community outreach about the projects in English, Spanish and Portuguese, providing education to students, presentations at town meetings and via Milford TV, and conducting a public survey. Explanatory signs will be located at each system.

The town has received \$419,000 for the project from the state's Municipal Vulnerability Preparedness program. An additional \$163,000 is contributed by the CRWA.

"The decisions made on land use

upstream are impacting downstream," Kearns said. "The Charles River flows through many communities, and the pollution makes its way down. ... The nutrient pollution from stormwater is what causes a lot of the algae blooms the river experiences."

The Charles River flows through 23 cities and towns, but its watershed includes 35 communities.

Green stormwater infrastructure projects in Natick — currently in the early design phase — are looking at green streetscape improvements that would allow water runoff to be diverted from streets into filtration systems like those in Milford.

The nearby town of Franklin has also completed green stormwater infrastructure projects such as rain gardens, and has removed pavement from some areas to reduce the amount of impervious surfaces.

- Meredith Gabrilska

Athol, Royalston

Towns partner to provide wastewater services

The Worcester County towns of Athol and Royalston have entered into a three-year agreement for shared wastewater services, further solidifying the cooperation between the communities in their quest to provide cost-effective municipal services.

Following an 18-month pilot program, the towns began a three-year agreement on July 1 that has three Athol employees servicing a small wastewater plant in south Royalston. According to officials, the partnership provides Royalston with wastewater services for half the amount charged by the private sector, puts extra money into Athol's wastewater enterprise fund, increases the incomes of Athol wastewater workers, and protects the nearby Millers River.

"It's just better for everybody," said Athol Town Manager Shaun Suhoski. "Better for the river, better for the communities, better financially for the ratepayers — and that's why we're really happy that we've got this signed up for the foreseeable future."



Officials from Royalston and Athol discuss the wastewater process at the Royalston wastewater plant.

Officials from both communities credit their history of collaboration for the success of the wastewater partnership so far. The two towns already share a school district, and participate in regional veterans' and animal control programs.

Royalston had been seeking a more permanent wastewater solution after its operator quit a few years back, said Deb D'Amico, chair of the Royalston Select Board. The town hired a retired operator to help out, she said, and he asked Athol wastewater workers to help operate the plant, as independent contractors during their off hours.

Meanwhile, Royalston sought proposals for a private contractor to operate the plant, which serves about 52 homes. The plant had been made larger to support additional development that never materialized, making it more expensive to operate per ratepayer, she said. Royalston soon found out just how expensive — when it received bids for \$130,000 to \$150,000 a year.

"We are a very small town," D'Amico said. "We just did not have the budget for that, and we couldn't ask our rate-payers to shoulder that expense."

As officials sought an answer to their wastewater problem, D'Amico said, employees coordinated a plan and approached them with the idea for a joint operation.

"One of the nice things about this is that it wasn't the leaders of the towns who came up with this," D'Amico said. "It was

■ COMMONWEALTH continued on 28

Serving Massachusetts' communities since 1982

Towns add safety specialists to reduce risk

By Joyce McMahon

Adopted by private and public entities alike, a strong safety culture can prevent injuries, reduce operating exposures, and save money.

A strong safety culture is an organization's shared perceptions, beliefs, values and attitudes that create a commitment to safety and an effort to minimize harm. This is often the foundation of a shared safety goal. In many industries, workplace safety is considered every employee's responsibility.

In February 2019, a state law went into effect that applies federal Occupational Safety and Health Administration standards for workplace safety standards to municipal workers. The state law is overseen by the Department of Labor Standards.

OSHA requires employers to keep their workplace free of serious recognized hazards. The regulations are vast and spread across a variety of industry and workplace categories. The regulations run the gamut from fire prevention and evacuation strategies to toxic materials handling, safe driving, and proper blasting techniques.



Michelle Newell

Given the depth and breadth of knowledge required to meet OSHA standards, including reporting and training, some MIIA members opt to hire individuals to help them attain compliance and create safe workplaces.

Chelmsford's broad view

Following a lengthy career as a safety consultant, Steven Cerven is now the municipal safety specialist in Chelmsford, where he has spent the last three years working with town employees to "make sure they go home in the same condition they came in."

"Every employee has a moment of truth," he said, describing the choice between taking an action that is safe or another that might be quicker but could get them into an unsafe situation. "As the safety specialist, I spend time getting to know the employees and earning their trust. They know I'm not here to be the safety police, I'm working with them to help keep them safe."

His daily activities can range from checking on a trench project, to working with the Board of Health on blood-borne pathogen safety training, to examining a playground set or inspecting a roof.

"We have a plan to deal with OSHA requirements," he said. "Then we learn and add to it. Employee training is also a big part of the job."

Plymouth focuses on public works

In February 2021, Plymouth hired Michelle Newell as the town's first safety compliance officer for the Department of Public Works. A 2016 graduate of Keene State College with a bachelor's degree in occupational safety and health, Newell brought safety compliance experience from her previous jobs at MassPort and Feeney Brothers, a natural gas utility contractor.

"At first people thought I was the police," she said, "and they were hesitant to work with me."

But after talking with them and working on training efforts, she said, "Now it's a total 180. They understand I have their back and am working to make sure

■ MIIA continued on 27

MIIA receives Health Value Award for employee engagement

At its fifth annual awards ceremony in May, held during the Healthcare Innovation Congress, the Validation Institute presented the Health Value Award for Employee Engagement, Large Category, to MIIA.

The Health Value Awards recognize employers and solution providers who have implemented health, benefits, and/or wellness programs for their population with demonstrated significant cost-savings and/or improvements in health outcomes.

Validation Institute CEO Benny DiCecca said, "The employers and health care

solution providers participating in the Health Value Awards demonstrate they are not only committed to providing high-quality, value-based health care, but are ready to lead the industry in a new, exciting, and necessary direction."

MIIA Executive Vice President Stan Corcoran said, "It is an honor to have the hard work and dedication of the MIIA Health and Well Aware teams be recognized by this group of industry experts. More importantly, our success comes from the commitment of our members, who endeavor to lead healthy lives."

In its award-winning essay, MIIA wrote, "We strive to help our members create a culture where all employees and family members live healthy, vibrant, and productive lives. We help create an energized workforce and wellness climate — a great place to work where employees feel valued and supported and are encouraged/motivated to make healthy choices."

MIIA's member groups are assigned a dedicated MIIA Wellness representative to help them build strong wellness programs at their worksites.

■ AWARD continued on 27

MIIA

Continued from page 26

they're safe."

Newell said her days are filled with ensuring job sites are OSHA-compliant. In the event of a workplace accident, she conducts a root cause investigation, alongside the COBRA Safety Committee, and follows-up with training. She said training employees on proper equipment handling, trenching, "competent person" (expertise and authority related to excavation and trenching safety), and other topics is a main aspect of her job.

Safety specialist benefits

Both Newell and Cerven list numerous benefits to having a person on staff whose sole focus is safety.

Cerven notes that a dedicated safety officer relieves another individual from serving a dual role. The continuous oversight and focus on safety means issues are identified and resolved — and

nothing bad happens.

"People are people," Cerven said. "Accidents are always waiting to happen, but with a safety specialist on board, there's someone specifically focused on managing risk."

OSHA standards are always being updated, Newell added, and without someone staying on top of the changes, a city or town runs the risk of noncompliance. She said she sees trends in workplace safety issues and makes recommendations for training sessions to prevent problems from recurring.

Both mentioned that a community that is proactive, rather than reactive, about safety saves money and protects the health of its workers. Employees also become more safety-conscious, and reach out before taking action to ensure that they're working as safely as possible — creating that valuable workplace safety culture.

Hiring a safety officer is not a requirement in Massachusetts, but municipalities must be compliant with OSHA rules regardless.

To help its members, MIIA offers a Public Sector Safety and Health Fundamentals Certificate Program in Construction and General Industry through the OSHA Training Institute Education Center. MIIA members who participate in the 112.5-hour training become invaluable risk management resources to their communities. To date, 48 municipal employees across Massachusetts have been certified through the MIIA program.

To learn more about the MIIA training, visit www.emiia.org/risk-man-agement-resources/osha-munici-pal-cert-programs. For more about the state's updated law for public sector safety, visit www.mass.gov/service-details/learn-about-updated-law-for-public-sector-safety.

Joyce McMahon is a freelance writer.

AWARD

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The depth of MIIA's programming includes Wellness Grants that focus on building a supportive culture and target specific needs of members; Wellbeing Smorgasbord, which includes free, self-directed wellness challenges; and Webinar Buffet, which educates and brings awareness to members on various health/wellness topics.

MIIA also recognized its partners that help employees save money on health care costs and stay healthy. They include Blue Cross Blue Shield of Massachusetts, Quizzify, Headspace, SmartShopper, Abacus Good Health Gateway diabetes management, Ompractice platform for virtual live yoga/meditation classes, AllOne Health EAP, IMC's Joint Strong Program for musculoskeletal health, Learn to Live for cognitive behavioral therapy virtually, and Brown University for mindfulness programs taught by internationally recognized instructors.

"MIIA is grateful to the Validation Institute for its recognition of our health and wellness programming," Corcoran said. "We are committed to continuing to build our wellness programming so that it always serves the needs of our members."

The Validation Institute, based in

Woburn, is a membership organization made up of a network of health care vendors, health benefits advisors, and purchaser benefit managers focused on delivering better health value and stronger outcomes than conventional health care.

– Joyce McMahon



MMA-Suffolk program graduates 2021-22 class

On June 15, 23 people graduated from the 18th MMA-Suffolk Local Government Leadership and Management Certificate Program. At a ceremony in Boston, Adam Chapdelaine, former Arlington town manager and former MMA president, was the graduation speaker. North Andover Deputy Town Manager Denise Casey addressed the graduates as the faculty speaker, and Christopher Sicuranza, who recently became the chief of staff to Haverhill Mayor James Fiorentini, was the student speaker.

DIRECTOR'S REPORT

Continued from page 2

ful emissions, the court has now ruled that when the Clean Air Act was passed, Congress did not envision the need to reduce carbon emissions via a Clean Power Plan, and thus the EPA cannot act on the newer climate change challenge without clearer congressional authorization.

With a stalemated U.S. Senate, this ruling means that local and state efforts to combat climate change through regulations on fossil fuel usage and emissions will be easily thwarted by other states that fail to act. High carbon emissions from West Virginia and other coal-heavy states will keep the Northeast from advancing a collective agenda to meet aggressive emissions reduction standards. Even as a number of cities and towns in Massachusetts are looking at implementing leading-edge stretch energy code standards, the impact of these local efforts will be more than offset by the coal industry's ability to continue with business as usual, now that the EPA will be powerless to create minimum standards to reduce coal-generated emissions.

Policy areas such as environmental regulation require a coordinated effort at the municipal, regional, state and national levels. When the SCOTUS ruled that the EPA lacked sufficient authority, that cast municipalities and states on their own to deal with one of the greatest challenges of our time. This is one example of how a narrow perspective on government's authority to act on modern challenges can impede progress in addressing vital issues. Again, this rearview-mirror fixation makes it harder to see and avoid dangers

in the road ahead.

In the third decision, Kennedy v. Bremerton School District, the court reversed a school department's suspension of an employee, the assistant football coach, for repeatedly engaging in a mid-field prayer after football games, gathering student players around him in a public display of his religion. The school department had asked the coach to stop the practice, out of concern that a reasonable observer would conclude that the district was endorsing his religion, and that students would feel pressured to participate even if they preferred not to or had different religious beliefs.

The court stated that it was adopting a changed interpretation of the Establishment Clause of the Constitution, that "accor[ds] with history and faithfully reflect[s] the understanding of the Founding Fathers" who were, of course, overwhelmingly Christian in their beliefs.

This ruling will make it more difficult for municipalities and school districts, who are exceedingly careful to maintain proper separation of church and state, to enforce personnel policies designed to protect religious minorities from forced religious expressions. When speaking as a government employee, individuals are not protected by the free speech doctrine when they seek to impose their religion or beliefs on others. This court ruling, however, has blurred the lines, by ruling that the coach could engage in a public display of religion on public property during his public employment, because he was acting as a private person.

Freedom of religion is a bedrock principle that we all take for granted. Respect for

all religions is a corollary that enhances our communities and allows us to build welcoming and inclusive neighborhoods and governments. As the court based its ruling in this case on a narrow scope, it has created a much broader and more complex context for schools and municipalities. With this new precedent in place, communities will surely confront multiple situations that will challenge existing policies and practices designed to draw clear lines between the private beliefs of employees and the interactions of those same government employees in public settings.

Guns, climate, and religion. These are some of the most controversial and divisive topics of our time. Local officials across the state have wide-ranging views on these issues, and the MMA deeply respects all these viewpoints. The common theme here is that these three rulings by the SCOTUS reduce municipal discretion to address very real challenges that exist in our communities. Local police chiefs are weaker today, less able to exercise their judgment in issuing concealed-carry gun licenses. Municipal planners cannot build on the EPA's coal-emission regulations and are acting on environmental agendas in greater isolation. Municipal managers have less authority today to proactively manage their workforces to create spaces that are less likely to spur conflict over competing private religious beliefs.

In other words, in a way that may not have been noticed last month, these rulings have made the jobs of municipal leaders more difficult on many of the more conflict-ridden issues that confront our communities.

COMMONWEALTH

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the folks who actually were working on the system."

During the pilot phase, Athol workers initially had to spend significant time at the plant to get it in compliance with state and federal environmental regulations, given that the plant had been operated for so long with part-time and retired workers, said Dick Kilhart, Athol's public works superintendent. Once the workers developed a routine and a better understanding of the plant's needs, he said, they were able to

decrease the number of hours needed in Royalston.

During the first year of the three-year agreement, Royalston will pay Athol \$5,205 monthly, or \$62,460 a year, for the plant's operation. The payments will then increase by 2.5% annually. Royalston will pay for the plant's capital, chemical, analytical and utility costs.

Athol's three wastewater employees will receive annual stipends of \$5,000 to \$6,000, depending on their job title. Any additional funds left over will go into Athol's wastewater enterprise fund, giving ratepayers an additional cushion for expenses related to the system.

D'Amico said she sees the partnership possibly extending well beyond the three-year agreement, and Suhoski said they might be able to build a small training capacity to increase the pipeline for wastewater expertise — and eventually be able to hire an additional employee devoted to the Royalston work.

Given that many wastewater operators are approaching retirement and the state faces a shortage, Kilhart said he hopes this partnership will encourage other regionalization efforts to address the shortage.

– Jennifer Kavanaugh



Sandy Pooler

Sandy Pooler became Arlington's new acting town manager on June 18, with an appointment lasting through July 2023.

Pooler has been working in Arlington since 2016, first as deputy town

manager and since 2018 as deputy town manager/finance director. Previously, he served as finance director in Amherst from 2011 to 2016, and worked for 11 years in Newton, first as the chief budget officer and then as the city's chief administrative officer. He previously served as legal counsel to several committees in the House of Representatives, and had been a law clerk for a federal district judge in California.

Pooler earned a master's degree in public administration from the Harvard Kennedy School; a law degree from the University of California, Los Angeles; and a bachelor's degree in history from Dartmouth College.



Adam Chapdelaine

Pooler takes over from **Adam Chapdelaine**, who stepped down as town manager on June 17 after a decade in the role. In September, Chapdelaine will become the first deputy director of the Boston Green

Ribbon Commission, which is working to accelerate the implementation of Boston's Climate Action Plan.

Chapdelaine, who served as the MMA's president in 2021, has a long background in public service, including two years as the deputy town manager in Arlington and work for the city of Fall River (where he grew up), the Greater New Bedford Workforce Investment Board, and for former Sen. **Joan Menard**. He earned a master's degree in business administration from Suffolk University and a bachelor's degree in political science from UMass Dartmouth.



Edward Augustus

After eight years running the state's second-largest city, **Edward Augustus** stepped down on May 31 as city manager in Worcester and was named the next day as the new chancellor of Dean College in Franklin.

In March, Augustus announced that he would end his tenure as Worcester's sixth city manager, a role he had held since early 2014. He officially began as Dean College's chancellor on July 5. A Worcester native, Augustus had previously served as an appointed member of the city's Human Rights Commission and an elected member of the Worcester School Committee for two terms.

Augustus has also worked in state and federal government, as well as in academia. He served in the Senate from 2005 until 2009, and served for several years as chief of staff for U.S. Rep. **James McGovern**, and as an employee in the U.S. Department of Education. He also worked for three years as the government and community relations director at the College of the Holy Cross.



Eric Batista

After Augustus announced his departure, the City Council appointed **Eric Batista** as acting city manager. Batista has been working for the city for the past decade, initially as the chief of operations and project management

in the city manager's office. In 2019, he became director of the Office of Urban Innovation, and last fall he was promoted to the role of assistant city manager.

Steve Poulos became the new town administrator in Wenham on May 23.

Poulos had been the chief financial officer in Marblehead since early 2021 and served in Danvers from 2015 to 2021 in roles including chief procurement officer, chief assessor and deputy finance director. He was the associate assessor in Bedford from 2013 to 2015.

Poulos earned a bachelor's degree in business from Salem State University and a master's degree in public administration from Suffolk University. He also completed the 2017-2018 MMA-Suffolk University Certificate in Local Government Leadership and Management program.

In Wenham, Poulos replaces **Anthony Ansaldi**, who left in November 2020 to become town administrator in Littleton. **Tom Younger** had been serving as the interim administrator.

After six months serving in an interim capacity, **Kerry Lafleur** became the permanent town manager in Concord on July 1.

Lafleur has been working for Concord for almost six years, mostly as chief financial officer and treasurer-collector. She took over as interim manager on Jan. 1. Previously, she served almost nine years as town manager in Lunenburg, and had served as a finance director in Chelmsford, Sudbury and North Andover. She had also served as a town manager in Cave Creek, Arizona, and as assistant to the city manager in Manhattan, Kansas. She earned a bachelor's degree in paralegal studies at Notre Dame College and a master's degree in public administration from Rutgers University.

In Concord, Lafleur replaces **Stephen Crane**, who resigned in December and soon after began serving as acting town manager in Wayland.



Robert Menicocci

Robert Menicocci became the new

town manager in Williamstown on July 1.

Most recently, Menicocci spent more than eight years at the Santa Clara County Social Services Agency

in San Jose, California, starting as chief deputy director for a year before becoming

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agency director. Previously, he served two years as the deputy commissioner of management and budget for the Massachusetts Department of Mental Health, from 2012 to 2014; two years as the deputy director for administration for Lake County Behavioral Health in Lakeport, California: six years as the director of government services for AP Associates in Newbury; and two years as fiscal manager for the Santa Barbara County Department of Social Services in California. He also served a dozen years in various finance roles at the Massachusetts Department of Transitional Assistance. He earned a bachelor's degree in fine arts and art history from Brandeis University.

In Williamstown, Menicocci replaces **Jason Hoch**, who left last year after about six years in the role. Charles Blanchard had been serving as the interim town manager.

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Elizabeth Sullivan

Dennis Town Administrator **Elizabeth Sullivan** became an International City/ County Management Association credentialed manager this spring, joining about three dozen municipal managers

in Massachusetts. ICMA credentialed managers must demonstrate that they have acquired significant experience as a senior management executive in local government; have earned a degree, preferably in public administration or a related field; and have demonstrated a commitment to integrity and to lifelong learning and professional development.

Sullivan has been working for the town of Dennis since 2015, serving as assistant town manager and as interim administrator before becoming town administrator. Before coming to Dennis, Sullivan spent almost a decade in Plymouth, as the conservation planner and then as special assistant to the town manager. She also worked as the natural resource officer for the town of Falmouth. Sullivan earned a bachelor's degree in marine safety and environmental protection from the Massachusetts Maritime Academy, and a master's degree in public administration from Suffolk University.

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Christopher Sicuranza

On July 6, Christopher Sicuranza became the new chief of staff to Haverhill Mayor James Fiorentini

Sicuranza served for the past year as the chief administrative officer in Gloucester, and was Gloucester's director of communications and

constituent services from 2016 to 2018. He also served as the communications lead manager for the Massachusetts Comptroller's Office from 2019 to 2021.

Sicuranza also has private-sector experience in communications and marketing at several companies and organizations. He earned a bachelor's degree in communications/public relations from Salem State University, and in June he graduated from the MMA-Suffolk University Certificate in Local Government Leadership and Management program.

In Haverhill, Sicuranza replaces Allison **Heartquist**, who had served in numerous roles in the mayor's office since 2014 before leaving last month.

Laura-Jean Washington joined the Fall River City Council on June 2, filling a seat left open by the resignation of **Trott Lee** two days earlier. Washington had been a runner-up in the November 2021 City Council election, and was the next eligible candidate in line to become a councillor, after the candidate ahead of her had turned down the seat.

On June 13, **Darren Costa** was sworn in as Everett's new Ward 3 city councillor, replacing Anthony DiPierro, who stepped down on May 23. Costa had been the runner-up in the 2021 Ward 3 election. On June 15, the Greenfield City Council appointed **Katherine Golub** as the new Precinct 1 city councillor. She is filling the seat left vacant by the May 31 resignation of **Ed Jarvis**.



Sarah Etelman

Sarah Etelman, who had served on the South Hadley Select Board since 2013, died on June 3 at age 53 after a battle with cancer.

Etelman was the board's vice chair and had also served as a Town Meeting member.

Etelman worked for several Pioneer Valley nonprofits and organizations, including eight years as the training services manager for CareerPoint (now MassHire) in Holyoke, and most recently as the development director for Girls Inc. of the Valley, where she had served in several roles since 2011. She also served on the board of the South Hadley Farmers' Market and had worked with the South Hadley Community Coalition to Prevent Suicide. Shortly before her death, she received a Dream Maker Award from Girls Inc. for her service to the organization.

Four days after Etelman died, her Select Board colleagues appeared at their next meeting wearing shades of purple, her favorite color, and placed a vase of purple irises behind her nameplate.



David Cortese

David Cortese.

who had served on the Douglas Board of Selectmen since 2015, died on July 7 after a brief illness. He was 60.

Cortese was the board's vice chair at the time of his death. For the past decade, he had been

an attorney with a law practice in Auburn. Previously, he served for 27 years as a trooper on the Massachusetts State Police, where he served on the motorcycle team

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out of the Holden Barracks, on the C Troop Community Action Team, as vice president on the Police Union Board, and as a board member for the State Police Museum. He also taught criminal justice for several years at Becker College.



James Kelcourse

After spending more than seven years representing the First Essex District, **James Kelcourse** resigned from the House of Representatives on June 29 to become a member of the Massachusetts Parole Board.

Kelcourse, an attorney, most recently served as the ranking minority member on the Joint Education Committee, and had also served on the House's Human Resources and Employee Engagement Committee; the House Ways and Means Committee; the Joint Committee on the Environment, Natural Resources and Agriculture; and the Joint Ways and Means Committee. Before becoming a state representative, he served for four years as an at-large city councillor in Amesbury. The First Essex District includes Amesbury, Newburyport and Salisbury.



Lily Rancatore

Lily Rancatore joined the MMA on July 18 as the education and training coordinator in the Communications and Membership Division. In the newly created position, she will coordinate training

sessions across membership groups and provide logistical support for the MMA's municipal diversity, equity and inclusion training and events, among other duties.

Rancatore comes to the MMA with experience as a trainer, program manager and DEI employee training consultant.

Previous experience includes roles as a logistics and communications coordinator for MOVE LLC in Hopkinton, as lead designer and search engine optimization specialist for Visionaria Consulting in Hopkinton, and as an SEO business consultant for Magnify Consulting in New York City. Her DEI consulting work was for FeeBeeJohn Coaching & Consulting in Westchester, New York. She earned a bachelor's degree in psychology and a master's degree in industrial/organizational psychology, both from Fairfield University.



Daniel Yi

Daniel Yi joined the MMA on July 18 as the new research and project assistant in the Legislative Division.

Previously, Yi was a legal and marketing assistant for the law firm Merritt & Merritt. Last year, he participated in

Teach for America as a corps member, teaching in middle schools in San Antonio. He also worked for more than two years as an office assistant at Boston College, and has worked as a political operations intern. Other experiences include volunteering for EVkids, a tutoring nonprofit, and at the Pine Street Inn; writing and researching for the Asian Journal of Political Science; and working with Americorps. In 2021 he graduated summa cum laude from Boston College, with a bachelor's degree in political science.

On June 23, **Pranav George** joined the MMA as a database intern for the summer, working with communities to update their information in the MMA database.

In the fall, George will be a senior at the University of Connecticut, majoring in business. He has worked as a customer service representative for the town of Lexington; as a summer intern at the Massachusetts State House, conducting research on criminal justice and managing computer records, among other responsibilities; and as a summer intern in the director's office of the Edith Nourse Rogers Memorial Veterans' Hospital in

Bedford. At UConn, he has worked as a resident assistant, and has served as a senator in the university's undergraduate student government.



Courtney Hernandez

After eight years with MIIA's wellness team, **Courtney Hernandez** became the new MIIA wellness manager on July 18.

Since 2014, Hernandez had been a wellness representative on the MIIA team and for the past eight

years, she has also been a term lecturer for nutrition at the MGH Institute of Health Professions, where she was previously a teaching assistant for four years.

She had worked as a wellness account manager, and then senior wellness account manager, for Wellness Workdays in Hingham, from 2006 to 2014. Her work on health-related topics has been published in journals and magazines, including an October 2011 article, "Top Ten Wellness Program Mistakes," in Benefits Magazine. She earned a master's degree in nutrition communication from Tufts University, and a bachelor's degree from Boston College, in both English and in secondary education.



Wendy Gammons

Hernandez takes the place of **Wendy Gammons**, who retired from MIIA on June 30 after 24 years of providing wellness services to MIIA members.

Gammons started with MIIA in 1998 as the wellness coordinator —

and MIIA's only wellness employee. She ultimately became the wellness manager, and over the years she helped build a wellness team of 11 employees with a broad array of programming for members.

Before coming to MIIA, Gammons was an assistant professor in the Allied Health Department at the Oregon Institute of

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Technology, Klamath Falls; a lecturer in the Health, Sport and Leisure Department at Northeastern University; a health teacher in the North Attleborough and Westford public schools; a telephonic lifestyle coach; and an independent contractor for

numerous health insurers and health care organizations.

She earned her bachelor's degree in human development from UMass Amherst and a master's degree in health education and wellness from the University of Oregon.

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.

Highly regarded manager Wayne Marquis passes

By Jennifer Kavanaugh

Wayne Marquis, a longtime Danvers public servant who set the "gold standard" for municipal management and dedicated his time to both the MMA and MIIA, died on June 8 at age 69 after a battle with cancer.

Marquis had served as the town manager in Danvers from 1979 until his retirement in 2014, which made him the state's third longest-serving town manager at the time. Before becoming town manager, he had served for a few years as the assistant town manager, giving him a total of almost four decades of service to the town.

Marquis served as an MMA policy committee member and chair, was deeply involved in the leadership of the Massachusetts Municipal Management Association and the International City/County Management Association, and was instrumental in the success of MIIA, as a founding board member and chair of the board for many years.



Wayne Marquis

MMA Executive Director Geoff Beckwith remembered Marquis for his kindness, his respectful and gentle approach to issues, and his effective leadership.

"Wayne will always be remembered as

the gold standard for professional management, and for living his life following the Golden Rule, treating every person with dignity and respect," Beckwith said. "He was a mentor, a life-long learner, a deeply skilled manager, and a true public leader who inspired his friends and colleagues to be their best selves at work and at home. The MMA, MMMA and MIIA are all better thanks to his longtime support and involvement."

A lifelong Danvers resident, Marquis is also being remembered for numerous contributions to the town, including his leadership in modernizing the town's municipal electric division, Danvers Electric; his role in the effort to transform the Essex Agricultural School into what is now the Essex North Shore Agricultural and Technical School; and his service to residents after a chemical explosion in Danversport destroyed or damaged dozens of homes just before Thanksgiving in 2006.

After retiring, Marquis continued to serve on the Danvers Retirement Board, and served on Salem State University's board of trustees. He was also engaged with numerous other civic and community organizations.

Marquis leaves behind Nancy, his wife of 46 years, two children and two grand-children.

New select board members elected

The following are new select board members elected in annual town elections from May 21 through June 27.

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 newselectboard@mma.org.

Blandford: Jeffrey Allen

Brimfield: George Adams Jr., Anthony

Soto

Charlemont: Valentine Reid **Clarksburg:** Daniel Haskins, Robert

Norcross

Conway: Christopher Waldo
Dudley: Mark Landry
Goshen: Peri Hall
Groton: Matthew Pisani
Hanson: Edwin Heal, Ann Rein
Hubbardston: Peter Walker
Lanesborough: Timothy Sorrell

Leicester: John Bujak **Leyden:** Glenn Caffery, Katherine

DiMatteo

Longmeadow: Dan Zwirko Lunenburg: Heather Sroka Stockbridge*: Jamie Minacci Stow: Ingeborg Hegemann Clark

Tisbury: John Cahill

Tolland: Edwin Deming
Walpole: Ally Hamilton
Washington: John Fish
West Boylston: Marc Frieden
Westhampton: Scott Johndrow

Whately: Julie Waggoner **Whitman:** Shawn Kain * *election held on May* 17 ●

EMPLOYMENT OPPORTUNITIES

Town Treasurer Town of West Brookfield

Town of West Brookfield (pop 3,500). Responsibilities include the town's investments, cash management, debt service management, issuance of bonds and administration of payroll, including fringe benefits and related personnel requirements. 19 hours/week, with competitive pay, Municipal experience required, Full job description and qualifications are posted on the town website: wbrookfield.com. Please submit a cover letter and resume to: rsickenberger@wbrookfield. com or mail to The Board of Selectmen, Attn: Roland Sickenberger, 2 East Main St., West Brookfield, MA

Health Agent Town of Westminster

The town of Westminster is accepting applications for a full-time Health Agent, this is a benefited position. The Board of Health Agent is responsible for the planning, managing and promotion of public health as well as conducting the town's public health program and enforcing federal, state and local public health laws, rules and regulations. Application should be certified Licensed Massachusetts Registered Sanitarian or Massachusetts Certified Health Officer, or the ability to obtain license/certification within one year of employment is preferred. Valid Massachusetts driver's license; certification from DEP as a licensed Soil Evaluator: certification from DEP as a licensed Title 5 System Inspector; Food Protection Manager; Lead Paint Determinator; NIMS and ICS training and Certification. Certified Pool and Spa Operator desirable. Bachelor's degree in public health or a related field; prefer within multiple governments. Candidates with an equivalent combination of education and experience will also be considered. Hourly Pay rate: \$29.34-\$34.17 based on experience and education. Submit cover letter and resume and application (required) to: Personnel Department, Town Hall 11 South St., Westminster, MA 01473 or via email: hr@ westminster-ma.gov. Position will remain open until filled. Resumes will be reviewed daily.

Laboratory/Pretreatment Technician Upper Blackstone Clean Water

Upper Blackstone is hiring a Laboratory/Pretreatment Technician. Qualified candidates will perform bacteriological and chemical tests and analysis and complete basic analyses in connection with wastewater treatment. Duties will include collection of wastewater samples, preparing reagents and glassware, use of laboratory instrumentation and entering laboratory results into a database or spreadsheet program as well as assistance with industrial pretreatment activities. Requirements: Associate's degree related to environmental science or related studies is required. A bachelor's degree is preferred. Prior work in a laboratory environment is required. A valid driver's license is required. This is a full-time position – some weekends and holidays are required. Send cover letter and resume to: Liz Mailhot, SHRM-CP, Upper Blackstone Clean Water, 50 Route 20, Millbury, MA 01527-2199, emailhot@ubcleanwater.org.

Secondary Water Operator Town of East Brookfield

The town of East Brookfield Water Department is looking for a Water Department Secondary Water Operator to assist the Superintendent in daily duties. Water Treatment License T1/D1 and valid Mass Driver's License are required. It is preferred that candidate has CDL Class B with an Air Brake endorsement and a Class 2B, 1C, 4E Hoisting License. Resumes and statements of interest should be sent to: Board of Selectmen, Town of East Brookfield. 122 Connie Mack Drive, East Brookfield, MA 01515. Applications will be accepted until the position is filled. The town of East Brookfield is an Equal Opportunity Employer.

City Attorney City of Lawrence

Duties: The city attorney shall draft all contracts, leases, bonds, conveyances, obligations, agreements and other legal instruments which may be required by ordinance, or by order of the mayor or of the city council. It shall be the duty of the city attorney to commence and prosecute all actions and suits for the city before any tribunal. The city attorney shall appear in defense and protect the interests of the city, or of any officer thereof, in any suit or prosecution for any act or omission in the discharge of their official duties. The city attorney shall, when requested, furnish to the mayor, the city council or any committee of the city government, and to any officer of the city who may require it in the discharge of his or her official duties, a legal opinion upon any question arising in the administration of the city government. The city attorney shall also be responsible for the management and supervision of the staff and employees of the office of the city attorney, and shall review all applicants for all positions within said office. Appointments to all positions and offices under the supervision of the city attorney shall be made only upon the recommendation of the city attorney to the appointing authority. Qualifications: The city attorney shall be an able and experienced person learned in the

law and an attorney and counselor at law in the courts of the commonwealth. In addition, said person shall be experienced in the area of municipal law. Application and full job description available in the city Personnel Department. The city of Lawrence is an Equal Opportunity Employer. Reasonable accommodations are provided to applicants with disabilities. If you need reasonable accommodations for any part of the application and/or hiring process, please notify the Personnel Director at 978-620-3060. The decision to grant reasonable accommodations will be made on a case-by-case basis.

Purchasing Agent Upper Blackstone Clean Water

Upper Blackstone Clean Water is accepting resumes for a Purchasing Agent. The Purchasing Agent will be skilled and committed in all purchasing activities and daily reporting associated with the operation and maintenance of the systems and equipment at a modern wastewater facility. The Purchasing Agent will interact with vendors, equipment suppliers, and engineers in negotiating price and determining technicality of purchases. Must be able to read diagrams and equipment O&M manuals to identify parts/equipment to purchase. Must be capable of using a computer-based maintenance management system (Llumin) and inventory control software. Associate's degree in a related technical or business administration field preferred. Knowledge of Massachusetts Chapter 30B procurement practices and ability to obtain and maintain MCPPO certification needed. Grade level and salary will be based on skill level and experience. Upper Blackstone offers a competitive benefits package including, medical, dental vision, and 403(b), retirement plan. Employees are part of the MA State Retirement System. Send cover letter and resume to: Denise Mancini, Human Resource Assistant, Upper Blackstone Clean Water, 50 Route 20, Millbury, MA 01527-2199.

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Classified advertising rates and information

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

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

Classified advertising rates

Classified ad rates include publication in The

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

September Beacon

Deadline: August 26 Publication: September 1

October Beacon

Deadline: September 27 Publication: October 3

Placing an ad

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

For more information, call Amanda Brangwynne 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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City Clerk

City of Lawrence

Department: Office of the City Clerk. Pay: \$95,000-\$115,000 annual salary (paid in bi-weekly installments.) Union: Exempt Non-Union, Contract. Duties: The City Clerk shall have the care and custody of all city records, documents, vital statistics, bonds of city offices, contracts, maps, plans and papers, and shall have such powers and duties with respect to the regulations and supervision of the elections and issuance of licenses as provided by law. As Clerk to the City Council, the City Clerk shall attend and give notice of all meetings of the City Council to its members and to the public, keep a journal of the proceedings, and perform other such duties as may be assigned by the charter, ordinance, or by the vote of the City Council. As the city's Chief Election Officer, the City Clerk is responsible for all aspects of voter registration, absentee voting, and election administration for all elections and serves as the Campaign Finance Officer for local elections. The City Clerk serves as a member of the Board of Registrars of Voters and Clerk to the Board of Registrars of Voters. The City Clerk shall have such additional powers and duties as the City Council may from time to time prescribe. Qualifications: Bachelor's degree in business, government or related field and a minimum of five years' experience in a managerial/supervisory role. A combination of education and experience totaling 10 years' relevant experience may be substituted. Special Requirement: Certification from the International Institute of Municipal Clerks (IIMC) is preferred and must be obtained within four years of employment if not currently held. Deadline Date: Until filled. Application and full job description available in the city Personnel Department. The city of Lawrence is an Equal Opportunity Employer. Reasonable accommodations are provided to applicants with disabilities. If you need reasonable accommodations for any part of the application and/or hiring process, please notify the Personnel Director at 978-620-3060. The decision to grant reasonable accommodations will be made on a case-by-case basis.

Project ManagerMassachusetts State College Building Authority

Seeking an experienced project management professional with several years' relevant experience in architecture/engineering. The Project Manager provides direct support to their assigned campuses, including management of all initiatives (new construction, renovation, building system repairs). A successful Project Manager will maintain successful working relationships with campus constituents. Project Managers are also expected to actively contribute to the strategic growth of the MSCBA. The position requires presence in our Boston office and regular travel to meet with campus constituents. Visit our website at www.mscba.org. Under "Recent News" find the full job description and specific minimum/ preferred qualifications. To apply, submit a cover letter/resume to careers@mscba.org.

Wastewater Treatment OperatorCharles River Pollution Control District

The Charles River Pollution Control District, a medium-sized wastewater treatment facility, is seeking

a candidate for the position of Wastewater Treatment Operator. The position requires a minimum of a Massachusetts Wastewater Operator Grade 4 License or the ability to obtain one within six months of hire. Training will be provided. The Wastewater Treatment Operator is part of a team that monitors, operates and troubleshoots the plant equipment, treatment process including screenings/grit, biological and chemical nutrient removal activated sludge system, chlorination/dechlorination system and GBT sludge system. Responsibilities include but are not limited to daily monitoring and inspection of the plant, recording plant information displayed on meters and gauges, opening gates and valves, cleaning tanks, monitoring chemical feed systems, accepting chemical deliveries, assisting in maintaining a clean and orderly facility, collecting samples from the process and in the collection system, and monitoring septage receiving. The position requires working with and understanding SCADA and working in confined spaces. Weekend, holiday, on-call and response during emergencies are required and compensation will be provided for such. Hourly rate ranges from \$22/hour to \$26/hour and will be based upon experience and qualifications. Competitive benefits are offered which includes the Norfolk County Retirement System. Please send a cover letter and resume to Janice Healy, Charles River Pollution Control District, 66 Village St., Medway, MA 02053 or email: jhealy@charlesriverpcd.org.

Town Planner Town of Wayland

Union/Grade: G-8/AFSCME. Salary Range: \$79,537-\$104,750. Description of Position: The town of Wayland seeks qualified innovative candidates for the full-time Town Planner position. Primary responsibilities are to support the Town Manager, Planning Board, and Select Board in matters related to planning, housing, and economic/community development. Town Planner assists the Planning Board in reviewing and evaluating applications (ANRs, Subdivisions, Site Plan Approval, Special Permits, Scenic Roads, etc.) and fulfilling all of its statutory and regulatory obligations. Keeps the Town Manager and planning board apprised and up-to-date on municipal matters and on changes in land use laws and regulations. Town Planner provides support to the Town Manager, planning board, and select board in developing recommendations for growth and development in the town. Supports the Planning Board in developing required statutorily authorized plans such as: town master plan, housing production plan, and other visioning documents as may be requested. Provides support for revisions to zoning bylaws and regulations. See full job description. Recommended Minimum Qualifications are as follows: Education: Bachelor's degree in planning or a related field of endeavor; master's degree preferred. Experience: An additional four years of related experience may be substituted for the planning degree requirement. Licenses/Certificates: Must possess a valid driver's license to operate a motor vehicle; American Institute of Certified Planners (AICP) Certification is preferred. 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.

Town Clerk

Town of Wayland

Union/Grade: N-8 non-union. Salary Range: \$73,097-\$95,377. Description of Position: The town of Wayland seeks highly qualified innovative candidates for the full-time position of Town Clerk. The Town Clerk performs professional administrative and supervisory work in accordance with applicable federal and state laws and regulations and town bylaws. Responsible for conducting elections, registering voters, recording and issuing vital records, conducting the 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. Must have strong managerial skills, ability to manage multiple projects under time constraints and the ability to communicate both verbally and in writing with residents, department managers, state officials and board/committee members. Knowledge of federal, state and local laws, regulations and bylaws regarding voter registration and elections is a strong plus. For the full job description click here. Recommended Minimum Qualifications: 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. Over three years of progressively responsible experience in public administration, records management, office management, or a related field desired. Licenses/Certificates: Must be bondable; must attain Notary Public status within six months; Justice of the Peace preferred; Certified Municipal Clerk (CMC) or Massachusetts Municipal Clerk Certification (CMMC) preferred. Closing date: Open until filled. Apply to: Send resume and cover letter to the Human Resources Manager to hr@wayland.ma.us. The town of Wayland is an Equal Opportunity Employer.

Paramedic

Town of Billerica

The town of Billerica Emergency Medical Service is seeking applications for full-time Paramedics. Applicants must be Massachusetts Certified Paramedics, current CPR, ACLS, PALS and a current driver's license. ITLS and NRP are preferred but not required. Applicants must have a minimum of two years of emergency experience as a paramedic. For more information, visit www.town.billerica.ma.us/jobs.aspx.

Town Manager Town of Sandisfield

Sandisfield is seeking applicants for the position of Town Manager. Sandisfield is a small, rural community in Western Massachusetts with a full- and part-time population of approximately 1,000, and an annual operating budget of approximately \$3.7 million. As the chief administrative officer of the town, the Town Manager is appointed and reports to a three-member select board, and supervises 20+ full- and part-time employees. Working independently, the Town Manager performs administrative and supervisory duties; coordinates the activities of departments/boards/committees and town offices; carries out the policies of the select board; acts as liaison between select board and departments/boards/committees of the town. A bachelor's (master's preferred) in

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public administration, business, or a related field is required. Minimum of five years' supervisory experience required. Candidates with comparable work and management experience are encouraged to apply. Familiarity with Mass. municipal law is a plus. Excellent communication skills and interacting with the public is required. Applicants should be well versed in municipal operations and management, municipal finance, grant writing, and conflict resolution. Position is full-time (non-remote) with a minimum of four evenings per month. Must be available in emergency situations. Residency is encouraged but not required. Salary is commensurate with experience. A full job description and application are available on the town website, www.sandisfieldma.gov. Please send resume, cover letter, and completed employment application to jbeardsley@sandisfieldma.gov by 5 p.m. on Aug. 1. Position will remain open until filled.

Manager/Superintendent - Water Department

Town of West Newbury

The town of West Newbury seeks qualified candidates to serve as the Manager/Superintendent of the West Newbury Water Department. This full-time, benefits-eligible position is responsible for the business management, administration, operation and maintenance of the water supply and distribution system for the town. Position requires specialized training in the field of water supply, distribution and treatment. A Massachusetts Class II Drinking Water Supply Operator's license for both treatment and distribution is required. Six or more years of prior experience with water systems is required, including at least three years in a supervisory role. Applicants should possess strong communication skills, both oral and written, and excellent supervisory, technical and administrative skills in water works construction. maintenance and operations. Responsibilities require that Manager/Superintendent or a designated Water Department employee will be on-call 24 hours/ seven days/week for emergency work. As a result, the Manager/Superintendent must live within 30 miles of West Newbury or be willing to relocate. Position includes some rotating weekend duties with other Water Department personnel. Annual salary range \$85,649 to \$92,937, DOQ. Additional stipend for coverage of weekend on-call shifts. Complete job description/qualifications: www.wnewbury.org/ job-postings. Please send cover letter and resume to: Town of West Newbury, Town Manager, 381 Main St., West Newbury, MA 01985 or townmanager@ wnewbury.org. AA/EOE

Skilled Laborer Town of Duxbury

Seeking a qualified and experienced candidate for our full-time, benefits eligible Skilled Laborer position within the Lands and Natural Resource Department. Must have extensive knowledge and skill in the operation of trucks, landscape equipment and power tools. Remove and prune trees, chip debris and perform tasks in care and maintenance of town owned lands. Must have a high school diploma, or G.E.D., with three years of related experience, a valid driver's license and a C.D.L. B. For a full job description and to apply, visit townofduxburyjobs.easyapply.co.

Town Accountant Town of Berkley

The town of Berkley (pop. 6,785) located at 1 North Main St., is seeking qualified applicants for the position of Town Accountant. Essential functions include, but are not limited to: monitoring accounts; recordkeeping of monetary appropriations; assisting and preparing budgets for all town offices and departments. Qualifications: bachelor's degree or at least three years' experience with accounting or finance management, or a combination of both. Municipal accounting experience is preferred, but not required. Knowledgeable and proven experience in areas of finance and budgeting, and demonstrated ability to work with citizens, employees, volunteers and elected officials. Salary up to \$60,000 commensurate with qualifications and subject to negotiations with the Board of Selectmen. Candidates can submit resumes to the Town of Berkley, Board of Selectmen, 1 North Main St., Berkley, MA 02779 or via email to selectmen@berkley.ma.us.

Director of Inspectional Services Town of Southbridge

The town of Southbridge seeks qualified candidates for the position of Director of Inspectional Services. This is an interim or permanent employment opportunity. Our ideal candidate shall be responsible for overseeing enforcement of the Massachusetts state building code, local zoning code, state environmental codes, local safety codes, and various Massachusetts laws, and will research and interpret existing codes and regulations, and apply them to enforcement action. For further job description details, please visit the town website. Hiring salary ranges from \$90,395-\$101,321 based on experience. To submit an online application: www. ci.southbridge.ma.us/Jobs.aspx?UniqueId=98&Fr om=All&CommunityJobs=False&JobID=Directorof-Inspectional-Services-28. You may also forward a town of Southbridge employment application, resume and cover letter to the Town of Southbridge, Human Resources, 41 Elm St., Southbridge, MA 01550, fax to 508-764-5425 or email to hr@southbridgemass. org. The town of Southbridge is an Equal Opportunity Employer and values diversity at all levels of the workforce EOE

Equipment Operator/Laborer/Driver Town of West Brookfield

The West Brookfield Highway Department is seeking applications for a skilled, motivated individual to be employed on a full-time basis as an Equipment Operator/Laborer/Driver. Applicants must have a Class B license with air brakes and a Class 2A/4A hydraulic license. Interested parties should contact Highway Superintendent Daley via email jdaley@ wbrookfield.com or by calling 508-867-1417. West Brookfield is an Equal Opportunity Employer.

Assistant Chief Administrative Officer Town of Southwick

The town of Southwick is seeking an Assistant Chief Administrative Officer to join their management team. The hands-on energetic individual will be responsible for HR, procurement and town insurance functions in order to assist town-wide departments (excluding schools). They will help research and institute best management practices for these activities within finite resources. Requires: A bachelor's degree, plus three years or more of work experience in the same or related field in a responsible position. Must possess a valid driver's license, Class C. Ability to meet

CORI standards as set by state statutes and EOEA regulations. Ability to use standard applications such as Office 365, Zoom, Teams, and SharePoint. Preferred: Bachelor's degree in business, human resources, accounting or related field preferred. Five to seven years of experience in public administration and/or personnel administration, municipal personnel experience including prior involvement in contract negotiations preferred. Any equivalent combination of education and experience may be substituted. Experience with MUNIS. Ability to type at least 50 words per minute. Starting salary is \$70,000-\$75,000 depending on qualifications and experience. A copy of the job description and employment application can be obtained by coming in or contacting the Select Board Office at 413-569-5995 or on the town of Southwick website at www.southwickma.org. Applications must be returned in hard copy form to the Select Board Office at 454 College Highway, Southwick, MA 01077. This position will be open until it is filled. The town of Southwick is an ADA/EOE/AA employer.

Principal Assessor Town of Sutton

The town of Sutton is seeking qualified applicants for the position of Principal Assessor. This is an exempt, 35 hour per week position. Pay starts at \$80,000-plus, DOQ. Bachelor's degree preferred; associate's degree with courses in finance, business and property assessment required. Experience in the real estate or appraisal field, including experience in the valuation of property for tax; or equivalent combination of education and experience. DOR Course 101 including Classification Training Workshop required. Current Massachusetts Accredited Assessor or achieved within two years. Full job description available at suttonma.corg. Please send resume, cover letter and application to j.smith@town.sutton.ma.us. We are an AA/EOE Employer.

Communications and Marketing Coordinator

Town of Truro

Historical beach town of Truro seeks a versatile communicator with knowledge of best practices for communication strategies, an eye for design, and excellent grammar and proofreading skills to serve in the newly established Communications and Marketing Coordinator position. Responsible for supporting/promoting the town's communication goals by performing a range of activities including updating website content/social media platforms; and writing/editing/producing written and graphical content for a variety of print/digital projects. Work typically performed at Truro Town Hall. Evening/ weekend work as required. FLSA-exempt. Salary range: \$63,250-\$82,527, starting pay DOQ. Job description/ town application form at www.truro-ma.gov/jobs. Truro is an EOE.

Engineer-In-TrainingCity of Quincy

The Engineer-In-Training will assist in various engineering activities ranging from plan preparation/review, office administration and construction resident engineering. They will prepare specifications and cost estimates of various capital improvement projects (CIP); obtain all required permits and approvals; assist in project advertisements and bid selections; prepare plats; collect and/or measure survey data; create parcel maps; perform lower level project management

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functions; calculate project quantities; prepare project cost estimates and specifications; coordinate activities with other city departments and external agencies; administer construction contracts; provide engineering support during project construction; and process contract change orders and design revisions. Engineer-In-Training certification desirable. Bachelor's in civil engineering or a closely related field from an accredited college or university and one year of professional municipal engineering experience, or an equivalent combination of education, training, and experience. Qualified candidates should email a resume to Patricia McGowan, Director of Human Resources, at pmcgowan@quincyma.gov.

Assistant General Counsel City of Gloucester

The Assistant General Counsel provides full municipal legal services to city of Gloucester departments, as assigned by General Counsel. As a professional lawyer, this position uses independent judgment in representing the city's interests and remains responsible for advising and guiding all departments within the municipality on matters of legal compliance. Click here for full job description: gloucester-ma.gov/DocumentCenter/View/8223/Assistant-General-Counsel. Salary range: \$89,154.09-\$112,012.39. Qualified candidates should respond to the city of Gloucester, Human Resources Department, 9 Dale Ave., Gloucester, MA 01930 or email resume and application to: jobs@gloucester-ma.gov. AA/EOE

Project Manager Framingham Public Schools

Framingham Public Schools Buildings & Grounds Department seeks a highly responsible and qualified Project Manager to support district infrastructure improvement projects. The Project Manager is responsible for managing multiple aspects of the district's planning, design, budget, renovation, and construction processes. Provides project management and oversight for various construction projects, including, but not limited to, exterior envelope repairs; roof repairs and replacements; paving and stormwater improvements; ADA compliance upgrades; etc. Candidates must have a minimum of three years of similar experience and knowledge of Massachusetts State Procurement Laws. Salary range up to \$90,000. See complete position description here.

SERVICES

Municipal Energy Services

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

for the person on your team who handles energy for your city or town to energy@mma.org.

Municipal Real Estate Auctions

Close the file on tax title or municipally-owned properties! For over 45 years and 16,000 auctions, JJManning Auctioneers has helped cities & towns bring non-performing properties back on the tax roll. The city/town will win in four ways and JJManning will push the message: One time infusion of the sale dollars achieved; carrying costs are ended; properties go back on the tax roll; properties get developed versus sitting there as an eyesore. Recent real estate auctions for the towns of Scituate and Freetown have generated huge crowds and strong dollars for those towns. Call us today 800-521-0111 or visit www.JJManning.com.

New Manager Webinar Series

Designed for those with limited experience managing direct reports. Focused on core skills any manager should master to engage, develop and retain talent, and drive the team member performance. Reflection questions and assignments are designed to further support skill development and behavior change. Each learning series and each webinar is recorded to make up missed sessions. Webinar length: 90 minutes. Starts Sept. 14. Visit donahue.umass.edu/business-groups/organizational-development-learning-solutions2/new-manager-webinar-series.

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 www.GovHRusa.com or contact us at 847-380-3240 or info@govhrusa.com to discuss how we may serve your organization. Post to our job board at www.govhrjobs.com.

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

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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 www.k-plaw.com or contact Lauren Goldberg, Esq. at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

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

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

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Financial Management Services

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

Human Resources Consulting

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

HR training services, recruitment and selection services, web-based HR services, and special projects. Please contact Sandy Stapczynski, President, Human Resources Services Inc., 9 Bartlet St., Suite 186, Andover, MA 01810; 978-474-0200; hrsconsulting@comcast.net; or visit www.hrsconsultinginc.com. WBE certified.

Executive Recruitment and Municipal Management

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

Calendar

JULY

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

Massachusetts Municipal Management Association,

monthly meeting, 9 a.m.-1 p.m., Cyprian Keyes Golf Club, Bolyston. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Select Board Association, newly elected member training, 8:30 a.m.-3 p.m., Devens Common Center, Devens. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

SEPTEMBER

9 Massachusetts Select Board Association, webinar. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

Massachusetts Municipal Councillors' Association,

board meeting, 11:15 a.m.-noon, virtual. Contact: MMA Senior Member Services Coordinator Denise Baker

MMA Board of Directors, board meeting, 10-11:15 a.m., virtual. Contact: MMA Executive Director's office

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

14-15 Massachusetts Municipal Human Resources, Fall

Conference, Nantasket Beach Resort, Hull. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

Online registration is available for most of these events.

For more information, visit www.mma.org.



Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

Note: The MMA is requiring attendees of in-person meetings to show proof of being fully vaccinated for COVID (card, photo or QR code). (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.

Massachusetts Municipal Councillors' Association,

meeting. Contact: MMA Senior Member Services Coordinator Denise Baker

17-21 International City/ County Management

Association, annual conference. Contact: icma.org

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

Massachusetts Municipal Management Association,

Boot Camp, Sharon Community Center, Sharon. Contact: MMA Senior Member Services Coordinator Denise Baker

OCTOBER

MunEnergy, webinar, 1:30-2:30 p.m. Contact: MMA
Director of Administration, Finance and Operations Katie McCue

MMA Board of Directors, annual long-range planning meeting, The Conference Center at Waltham Woods. Contact: MMA Executive Director's office

Women Elected Municipal
Officials, leadership conference,
Melrose Memorial Hall, Melrose.
Contact: MMA Senior Member Services
Coordinator Isabelle Jenkins

Massachusetts Municipal Management Association,

monthly meeting, 9 a.m.-1 p.m., Olde Scotland Links, Bridgewater. Contact: MMA Senior Member Services Coordinator Denise Baker Massachusetts Select Board Association, leadership conference, Pompo Community Center, Stow. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

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

Massachusetts Municipal Human Resources, labor

relations seminar, Devens Common Center, Devens. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

NOVEMBER

Women Leading Government, meeting, 9 a.m.-1 p.m., Pine Ridge Country Club, Oxford. Contact: MMA Senior Member Services Coordinator Denise Baker

Association of Town Finance Committees, Annual Meeting, Sharon Community Center, Sharon. Contact: MMA Senior Member Services Coordinator Denise Baker

To list an event of interest to municipal officials in The Beacon, send information about the event, including date, location, sponsorship, cost, and whom to call for more information, to editor@mma.org.

MMA contacts

Denise Baker can be reached at dbaker@mma.org

Isabelle Jenkins can be reached at ijenkins@mma.org

Timmery Kuck can be reached at tkuck@mma.org

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