

The Beacon

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October 2022

MMA opens Annual Meeting registration

By John Ouellette

Registration is now open for the 44th [MMA Annual Meeting & Trade Show](#), which will be held in person on Jan. 20 and 21, 2023, at the Hynes Convention Center and Sheraton Hotel in Boston.

The largest conference for municipal officials in the state features:

- [A range of informative and timely workshops](#)
- [Compelling and inspiring speakers](#)
- Member business meetings and important policy discussions
- A lively [Trade Show](#) featuring the latest services and solutions for cities and towns
- Countless networking opportunities

The MMA is excited to return to its usual in-person event for the first time since January 2020.

“We can’t wait to see so many of our members gathered in person again!”

said MMA Executive Director Geoff Beckwith. “And we know they’re anxious to see each other. That face-to-face interaction is powerful, and helps us all with our collective mission. We’re really looking forward to a great event.”

The [MMA’s Annual Meeting website](#) has the very latest information about this dynamic, timely and engaging conference, which is a forum for learning and a celebration of the innovations and best practices in community governance.

The 2023 MMA Annual Meeting theme is “Connect, Engage, Be Inspired.”

The [speaker](#) lineup includes:

- Opening keynote [Elizabeth Lombardo](#), a noted psychologist and author who offers strategies for improving mental and emotional resilience
- Friday dinner speaker [Anthony Everett](#), an Emmy-winning journalist and longtime host of WCVB Channel 5’s “Chronicle”



Over two days, 18 [workshops](#) will cover key municipal issues such as affordable housing, cannabis, clean energy,

■ **ANNUAL MEETING** *continued on 14*

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MMA to hold Legislative Breakfast Meetings in October

By Daniel Yi

Registration is now open for the MMA’s fall series of Legislative Breakfast Meetings, which will be held on Oct. 14, 21 and 28.

Each year, the MMA hosts a series of meetings in communities across the Commonwealth to give local leaders, legislators and MMA staff the opportunity to network in an informal setting and learn about and discuss issues of importance at the local and state level.

MMA Legislative staff will discuss the recently concluded formal legislative session, which brought significant activity with wide-ranging implications for cities and towns. Many bills are still pending and remain on the MMA’s

■ **BREAKFASTS** *continued on 27*



With a return to in-person gatherings, municipal officials can connect with each other and with legislative leaders during the MMA’s legislative breakfasts around the state this month. One of the last in-person breakfasts (pictured) took place in October 2019 in Lynnfield.

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

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Jill Hai, MMA Vice President
Select Board, Lexington

Brian Arrigo, MMA First Vice President
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Kevin Sweet, Town Administrator, Wrentham

Arthur Vigeant, Mayor, Marlborough

Kristi Williams, Town Manager, Westborough

Michelle Wu, Mayor, Boston

Executive Director's Report

10 partnership policies for the next administration

Municipal leaders have forged a remarkable and resilient partnership with the Baker-Polito administration over the past eight years, and our cities and towns have benefited in countless ways.

This was possible because developing a powerful state-local relationship was an intentional priority for Gov. Charlie Baker and Lt. Gov. Karyn Polito from the start, and has been a top-of-mind consideration throughout their years as the state's top executives. An excellent [report issued by the Rappaport Institute at Harvard's Kennedy School of Government](#) does a terrific job of explaining their partnership playbook and provides clear examples of how their approach yielded excellent results. Local officials certainly hope that the next administration takes that framework and runs with it, because it is a playbook for success.

If any of the candidates for governor and lieutenant governor ask you for advice during the month before the election, I recommend that you urge them to read the report.

In addition, you can help explain the on-the-ground impact of key issues that will be fundamental policy and funding choices facing the next administration. There are so many, but here are 10 categories that are consequential for a huge number of municipalities.



By Geoffrey Beckwith

1. We need the next administration to maintain revenue sharing to ensure an enduring state-local fiscal partnership that shares future state tax revenue growth with cities and towns to fund essential local government services and reduce overreliance on the property tax. We are asking state leaders to commit to increasing Unrestricted General

Government Aid each year by the same rate of growth as state revenues (calculated by comparing the revenue estimate used to fund the July 1 enacted budget in the current year with the December consensus revenue estimate for the next fiscal year). This has been state policy for nearly a decade and is essential for fiscal stability at the local level, providing predictable increases in unrestricted municipal aid.

2. Continue to fund the Student Opportunity Act and increase minimum aid to \$100 per student instead of the below-inflation \$30 per student amount in the statutory formula. With 42% of school districts set as minimum-aid-only at \$30 per student in the updated Chapter 70 formula (135 out of 318 operating districts), these communities were set to receive a meager 0.77% average school aid increase in fiscal 2023. Fortunately, the Legislature doubled minimum aid to \$60 per student, providing a welcome boost. Going forward, minimum aid of \$100 per student would result in an average increase much

■ DIRECTOR'S REPORT *continued on 23*

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

Optimism remains for economic development bill

By Ali DiMatteo

Though the Legislature is now meeting informally, as formal sessions ended on July 31, hope remains that a significant economic development bill will be passed this fall.

Legislators tabled a \$4 billion economic development bill at the end of July when it came to light that a large portion of the state's fiscal 2022 budget surplus would need to be returned to taxpayers under a 1986 law known as Chapter 62F. On Sept. 15, State Auditor Suzanne Bump [certified that \\$2.94 billion must be returned to taxpayers.](#)

The bill that was tabled would have used a blend of surplus revenue, bond authorizations and state American Rescue Plan Act funding to make significant investments in MassWorks, environmental infrastructure, the Clean Water Trust Fund and affordable housing, among other priorities. Because bond authorizations require a roll call vote, which cannot occur during informal sessions, any updated economic development bill is likely to look different than earlier iterations.

The state still has roughly \$2.3 billion in ARPA funding, which must be obligated by the end of 2024 and expended by the end of 2026.

Legislative leaders have signaled a strong desire to pass an economic development bill and a 2022 closeout budget now that the budget surplus number has been finalized. Passing legislation in informal sessions requires unanimous consent among legislators (a single objection can stop legislation), a factor that will play an important role on both the scope and timing of what may move forward.

The state still has roughly \$2.3 billion in ARPA funding, which must be obligated by the end of 2024 and expended by the end of 2026. The [MMA has strongly urged the Legislature](#) to allocate the remaining ARPA funding as quickly as



Lexington Select Board Member Jill Hai, the MMA vice president, discusses the importance and urgency of an economic development bill during a meeting of the Local Government Advisory Commission on Sept. 13.

possible to support shovel-ready local projects and avoid the risk of any potential federal clawback of funding. ●

Massachusetts Municipal Cybersecurity Summit is Oct. 6

The Massachusetts Municipal Cybersecurity Summit, designed to help municipal leaders, first responders, utility providers and IT personnel improve cybersecurity programs in their city or town, will be held on Oct. 6, 8:30 a.m.-1 p.m., as part of Massachusetts Cybersecurity Month.

The free, virtual event will feature cybersecurity experts from state and federal organizations and the private sector providing a better understanding of current cybersecurity issues and practical ideas for improving cybersecurity.

The summit will highlight the evolving federal policy and available security resources to support local initiatives, including the State and Local Cybersecurity Improvement Act grant program. It will also feature keynotes from state and federal officials, and sessions to learn about the latest threats and modern security concepts, including “zero-trust architecture.”

The event will also provide opportunities for collaboration and information



about resources and programs to help municipalities enhance their cyber-culture, protect against cyberattacks, and improve their cybersecurity resiliency. [\(See the meeting agenda.\)](#)



Created by the [MassCyberCenter](#) at the Mass Tech Collaborative, the event will be held on EventMobi, a dynamic virtual event platform that will provide opportunities for attendees to engage directly with each other and network throughout the event.

For more information and to register, visit www.MassCyberCenter.org. ●

New managers attend Boot Camp

Bridgewater Town Manager Michael Dutton speaks during the Massachusetts Municipal Management Association's Sept. 29 Boot Camp for new managers. Dutton participated in the event's opening panel, about the basics of municipal management.

Annual Meeting keynote to address stress, resilience

By Jennifer Kavanaugh

Municipal leaders who have experienced mounting stress over the past few years can find their way out of the “Red Zone” at the [2023 MMA Annual Meeting & Trade Show](#) in January, when noted psychologist and author Elizabeth Lombardo will share her advice for improving mental resilience.

The author of several books on boosting mental health and a frequent guest on television shows such as “Today” and “Fox Business,” Lombardo will be the keynote speaker on Jan. 20 during the MMA’s first in-person Annual Meeting since 2020. As she does with her books, media appearances and coaching, Lombardo will offer effective strategies for managing stress.

Called the “Head Coach for Happiness” by former NBA star Shaquille O’Neal, Lombardo has made a career of helping people manage their anxiety. The demand for her expertise has grown since the beginning of the COVID-19 pandemic, which triggered significant increases in stress, anxiety and depression nationally.

“There is an increase in anxiety, and a lot of it has to do with what we call ‘learned helplessness,’” Lombardo said during a [television appearance](#) on “Las Vegas NOW” earlier this year. “Learned helplessness is this notion that ‘There’s nothing I can do,’ and I think a lot of people right now are feeling that as things are going on with [the] omicron



Elizabeth Lombardo

[COVID variant] and other things going on in this world. That increases their stress, and that stress is not helpful to their life.”

Based in the Chicago area, Lombardo, who has a Ph.D. in clinical psychology from Drexel University, has written extensively on topics including happiness and perfectionism. She started out as a physical therapist, but switched careers after realizing she wanted to help people with their psychological pain.

Lombardo’s 2021 book, “Get Out of the Red Zone,” explores the concept of a mental state in which stress and other negative emotions significantly disrupt people’s lives. When unpleasant feelings dominate, she says, people find themselves in fight-or-flight mode and caught in a cycle of negativity that interferes with healthy decision making, effective problem solving and productivity. In the extreme, this distress can cause poor communication, damage relationships, and prevent people from experiencing happiness.

“In the Red Zone, we tend to think differently, we tend to act differently,” Lombardo told “Las Vegas NOW.” “This is when we become overwhelmed. This is when we focus on what’s wrong. This

is when we become much more irritable with our loved ones. So the goal is to acknowledge that, ‘I’m in the Red Zone,’ and get out of the Red Zone as soon as possible.”

According to Lombardo, this distress costs U.S. companies more than \$300 billion annually due to increased absenteeism, turnover, and health care expenses.

Over the past three years, municipal leaders and employees have grappled with a public health crisis, increasing incivility, staffing shortages, budget uncertainty, climate change impacts, policing issues, and many other challenges, pushing some toward Red Zone territory.

Lombardo’s research-based advice for getting out of the Red Zone includes body movement and music playlists, among other strategies. She emphasizes the importance of self-awareness, so people understand when they’re about to experience stress overload.

“The key is to identify your triggers,” Lombardo told [Gurus](#) magazine in July. “Everyone has triggers that put them in the Red Zone. Once you identify those triggers, you want to deactivate those triggers. It’s only a trigger if we let it.” ●

Town Report Contest entries due Oct. 31

The MMA is accepting entries for the Annual Town Report Contest through the end of this month.

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.

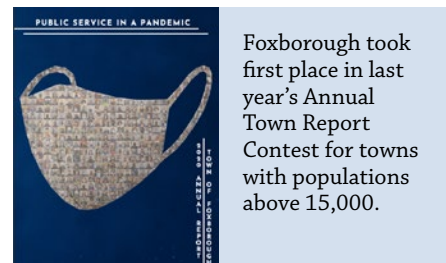
Judging criteria include:

- 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 [form on the MMA website](#) 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. 121, or dyi@mma.org. ●

Anthony Everett to be Annual Meeting Friday speaker

By Jennifer Kavanaugh

Drawing from his travels around Massachusetts, Emmy-winning journalist and television host Anthony Everett will help members celebrate the Bay State on Jan. 20, 2023, as the Friday evening speaker at the MMA Annual Meeting & Trade Show.

Everett has hosted WCVB Channel 5's "Chronicle," the nation's longest-running, locally produced newsmagazine, for 17 years. On the show, Everett explores the "Main Streets and Back Roads" of the region, serving as part storyteller and part ambassador for its best offerings. From patrolling the Nantucket coast in a boat with the town's harbor master to exploring a haunted covered bridge in Greenfield, Everett provides viewers with vicarious experiences of the hidden and not-so-hidden gems of Massachusetts.

"As we travel the 351 cities and towns of the Commonwealth, I am constantly amazed how many incredible stories each one holds," he said. "It really is a testament to the ingenuity, creativity, resourcefulness and inventiveness of the people of Massachusetts, and it is one of the main reasons 'Chronicle' [celebrated] its 40th year on the air in 2022. Having the chance to visit their



Anthony Everett

communities and tell their stories is a privilege."

A native of New York City, Everett first appreciated the charms of Massachusetts as a student at Tufts University. But his broadcasting career first took him on

a detour through two other states. In 1984, he started out as a sports reporter and anchor at KSPN-TV in Aspen, Colorado, ultimately becoming the station's news director before leaving in 1987. He then spent a few years as a general assignment reporter and weekday anchor on the evening and nighttime newscasts at WVIT-TV, the NBC affiliate in Hartford, Connecticut.

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

He has won multiple Emmy Awards, including for his work on "Chronicle,"

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

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

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

Entries sought for municipal website contest

The MMA is accepting nominations this month 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:

- 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. ●



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

Report explores successful state-local partnership

By John Ouellette

A new report from the Rappaport Institute at the Harvard Kennedy School of Government highlights the strong partnership between the Baker-Polito administration and the state's cities and towns, how it came to be, and the positive results it has achieved.

"We set out a few months ago to try to understand what was happening on the ground, what was so different about the way that this administration was working with cities and towns that we kept hearing about," said Danielle Cerny, a visiting fellow at the [Rappaport Institute for Greater Boston](#) and the author of the 50-page policy brief, during an unveiling event at Harvard on Sept. 28. "What were the pieces? Did it really work? Could we bottle it, particularly as we start to prepare for transitions here and elsewhere. How could we try to capture this?"

Cerny discovered that the positive working relationship started with a strong commitment from the top, on Day 1, and an understanding that the Commonwealth is only as strong as its 351 cities and towns.

"We found something really different," Cerny said, "a really innovative approach to creating collaborative relationships with cities and towns, that led to tangible improvements on the ground."

Gov. Charlie Baker and Lt. Gov. Karyn Polito came into office with local government experience, having served on select boards in their hometowns of Swampscott and Shrewsbury, respectively. During an interview with Cerny, Polito called the experience "informative, inspiring and very meaningful." She said both she and the governor felt that local government "is the least appreciated" level of government, "but probably should be the most valued."

"It is the most essential part of government," she said, "because it is directly delivering the services that touch people's lives."

As one of his first acts in office, in 2015, Baker named Polito as "champion" for municipal issues across state government. The administration elevated the Division of Local Services, with a mission to help municipalities succeed, and

made local government a priority at the secretariat level. The governor's office worked quickly to update and streamline state processes that bogged down local efforts and to eliminate obsolete state laws — particularly through two omnibus bills known as the Municipal Modernization Act. The administration also committed to increasing local aid by a predictable amount each year in the state budget.

Given the diversity of the state's communities, the administration recognized that a one-size-fits-all approach would not work. And the administration developed new ways to engage local leaders and solicit their input on how the state could better support cities and towns.

The administration's first month saw the creation of the [Community Compact Cabinet](#), a popular state-local effort, chaired by Polito, that has resulted in the implementation of at least one new best practice in every municipality in the state, tied to housing, economic development and financial management, among other constituent services. Polito has famously traveled to each community in the state, often showing up for the signing of the compacts, and built relationships with local officials in all 351 cities and towns. The program has awarded 740 grants totaling \$14.7 million in support of more than 1,175 chosen best practices statewide.

The administration went on to create a range of sometimes modest but effective grant programs, particularly focused on economic development and infrastructure, eventually consolidating them under the Community Compact and the innovative [Community One Stop for Growth](#).

Polito, who hails from central Massachusetts, said the administration was determined not to play favorites, and made efforts to ensure that their attention — and state grants and technical assistance — were spread evenly from the Berkshires to Cape Cod and the Islands.

Polito recalled meeting some community leaders who were skeptical at first.

"I remember going to Western Massachusetts as a candidate and people would say, 'Thanks for campaigning here. We'll never see you again,'" Polito said in the report. "We knew we needed



Lt. Gov. Karyn Polito (left) discusses the importance of state-local collaboration with Danielle Cerny at a Sept. 28 event at Harvard University. (Photo courtesy Joshua Qualls/Governor's Press Office)

a plan that combated that and that recognized that making every part (of the state) better made the whole better."

Cerny identified several core principles that guided the administration's work with municipalities:

- Relentlessly demonstrating top-down support
- Hearing what localities need and following through on feedback
- Strengthening localities' abilities to perform and deliver services
- Making it easier for localities to identify, and connect with, the right funding opportunities
- If you're going to ask, listen and act
- Small dollars can have a big impact
- Leverage state capacity to unlock local potential

"By the end of two terms," the report states, "the Baker-Polito administration's new approach both improved the abilities of localities to deliver for their residents and built strong relationships and trust that enabled rapid state-local collaboration in response to crises such as COVID-19."

The report quotes former Worcester City Manager Edward Augustus Jr. reflecting on his work with Polito: "I can literally never think of a time she didn't follow up."

- View the report, "[Empowering Cities and Towns: The Baker-Polito Approach to Local Collaboration and Capacity-Building](#)" ●

DHCD webinar explains zoning for MBTA communities

By Ali DiMatteo

The Department of Housing and Community Development [held a webinar](#) on Sept. 8 to help local officials understand and comply with the recently released [Multi-Family Zoning Requirements for MBTA Communities](#).

The webinar and [accompanying slides](#) explain the new zoning regulations, key changes made in the final guidelines, compliance timelines, and technical assistance resources.

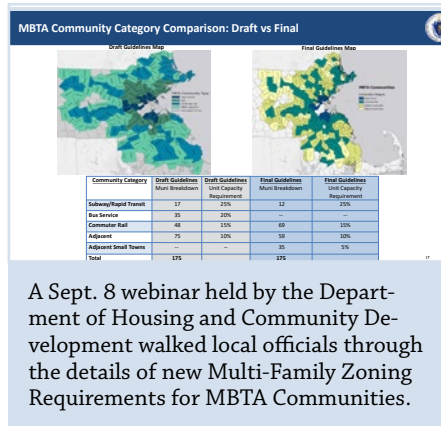
Section 3A of the Zoning Act (Ch. 40A), enacted as part of the 2021 economic development law, requires MBTA communities to have at least one zoning district of reasonable size near a transit station in which multifamily housing is permitted as of right — and to meet other criteria set forth in the statute —

or risk a loss of eligibility for funding from the state's MassWorks program, Housing Choice Initiative, or Local Capital Projects Fund.

The DHCD released draft compliance guidelines last Dec. 15 and the [final rules on Aug. 10](#).

All 175 MBTA communities must achieve at least interim compliance — by submitting [an action plan](#) — by Jan. 31, 2023.

The Massachusetts Housing Partnership will be offering technical assistance through its [3A TA program](#) for compliance on issues such as siting and mapping, calculating capacity requirements, drafting zoning bylaws and ordinances and community engagement. The MHP will be holding a [series of nine weekly webinars](#) titled “More Than Compliance:



A Sept. 8 webinar held by the Department of Housing and Community Development walked local officials through the details of new Multi-Family Zoning Requirements for MBTA Communities.

Multifamily Districts That Work in Your Community” beginning on Sept. 21.

- [View the DHCD webinar for MBTA communities](#) ●

MMA-DLS webinar covers BIL funding opportunities for cities, towns

By Adrienne Núñez

The MMA and the Division of Local Services [hosted a webinar on Sept. 20](#) about the \$1.2 trillion Bipartisan Infrastructure Law and its funding opportunities for cities and towns, particularly through the Clean Water and Drinking Water State Revolving Funds.

Panelists were representatives from the Executive Office for Administration and Finance, the [Massachusetts Clean Water Trust](#), and the Massachusetts Department of Environmental Protection.

Heath Fahle, assistant secretary for federal funds at the Executive Office for Administration and Finance, opened with an overview of the [Bipartisan Infrastructure Law](#) and the estimated funding that will be provided to the Commonwealth and its cities and towns through formula and discretionary grants.

The bulk of the presentation explored the Clean Water and Drinking Water [State Revolving Funds](#).

The SRFs, administered by the MassDEP and the Clean Water Trust, provide loans to build or replace public water infrastructure. The program has been authorized to receive more than \$1 billion from the BIL over five years. The additional funding will help disadvantaged communities with loans to address clean

and drinking water infrastructure, as well as communities that are addressing emerging contaminants such as PFAS.

Nate Keenan, deputy director of the Massachusetts Clean Water Trust, and Maria Pinaud, MassDEP's director of State Revolving Funds, outlined the SRF program and process, discussed program requirements, and explained the implications of the BIL funding. They also provided information on additional programming provided by the Clean Water Trust, along with links to resources about the BIL and the SRF program.

- [View the webinar and the A&F and SRF presentations](#) ●



Nate Keenan, deputy director of the Massachusetts Clean Water Trust, discusses Bipartisan Infrastructure Law funding opportunities for cities and towns through the Clean Water and Drinking Water State Revolving Funds, during a Sept. 20 webinar hosted by the MMA and the Division of Local Services.



MMHR addresses DEI issues during conference

Frances Nwajei (left), Medford's director of diversity, equity and inclusion, and Rachel Glisper, principal of Crossroads DEIB, discuss how municipalities can effectively support DEI positions during the Massachusetts Municipal Human Resources Fall Conference, held in Hull on Sept. 14 and 15.

Community Compact grant program launched

By John Ouellette

Lt. Gov. Karyn Polito recently announced that the fiscal 2023 state budget and the state's fiscal 2023 Capital Investment Program provide funding for the full suite of [Community Compact Cabinet](#) programs: the Best Practices Program, IT Grant Program, Efficiency and Regionalization Grant Program, and Municipal Fiber Grant Program.

In the [Best Practices Program](#), municipalities enter into a voluntary, mutual agreement with the Commonwealth to identify and implement up to two best practices from the following areas: diversity, equity and inclusion, education, energy and the environment, financial management, housing and economic development, human resources, information technology, public accessibility, public health, and age and dementia friendly. The Best Practices Program opened on Aug. 15 and remains open until available funds are exhausted.

The [Efficiency and Regionalization Grant Program](#) offers financial support to government entities interested in implementing regionalization and other efficiency initiatives that enable long-term sustainability. The application period for fiscal 2023 opens on Oct. 10 and closes on Nov. 10 at noon.

The [IT Grant Program](#) is focused on driving innovation and transformation locally via investments in technology. The



Northfield Town Administrator Andrea Llamas (left) and Lt. Gov. Karyn Polito discuss the benefits of Community Compact grants for municipalities during a meeting of the Local Government Advisory Commission on Sept. 13.

application period for fiscal 2023 opened on Sept. 6 and closes on Oct. 7 at noon.

With a similar focus on technology, the [Municipal Fiber Grant Program](#) is designed to assist municipalities with the construction of municipal fiber infrastructure and related projects and expenditures. The application period for the fiscal 2023 will open on March 15, 2023, and close on April 14, 2023, at noon.

The CCC, created by the Baker-Polito administration's first executive order in January 2015, was established to elevate the administration's partnerships with local officials, to champion municipal interests across state government, and to develop mutual standards and best practices for both the state and municipalities.

Since the administration launched the

signature CCC program — Best Practices — all 351 communities in the Commonwealth have entered into a Community Compact, and more than 740 grants totaling \$14.7 million have been awarded in support of more than 1,175 chosen best practices.

To date, the IT Grant Program has awarded 364 grants totaling \$19.2 million in support of more than 300 municipalities and school districts.

The Efficiency and Regionalization Grant Program has given 86 grants totaling more than \$7 million in support of 250 municipalities and school districts.

The Municipal Fiber Grant Program, introduced last year, led to awarding 71 grants totaling \$13.2 million in support of 86 municipalities and school districts. ●

MMA to host webinar on solid waste issues on Oct. 17

Local officials and public works employees are invited to a free MMA webinar on Oct. 17 to provide timely information about solid waste bans that take effect on Nov. 1, with a focus on the ban on mattress disposal.

The webinar, "Mattress Recycling and Solid Waste Solutions," will provide an overview of the statewide changes and their anticipated impacts at the local level. Representatives from the Massachusetts Department of Environmental Protection will explain changes associated with the new waste bans and how it came to be.

Municipal representatives will explain how the mattress ban will affect their communities and share best practices for solid waste management and financing.

Speakers will include:

- John Fischer, deputy division director, Solid Waste, MassDEP
- Waneta Trabert, sustainable materials management director, Newton
- David Lane, Public Works director, Danvers
- Rep. Michelle Ciccolo of Lexington, House chair of the Zero Waste Caucus

As Massachusetts moves to meet the ambitious [solid waste reduction goals of its Solid Waste Master Plan](#), this webinar will include discussion of the future of solid waste management regarding mattress recycling and the possibility of future legislative action on this topic.

[Online registration is now open.](#) For more information, contact MMA



Local officials can learn more about imminent solid waste bans during an Oct. 17 MMA webinar. In particular, the webinar will focus on the mattress disposal ban.

Legislative Analyst Josie Ahlberg at jahlberg@mma.org. ●

EPA pursues new stormwater restrictions in 3 regions

On Sept. 14, the U.S. Environmental Protection Agency announced new actions under the Clean Water Act to control currently unregulated stormwater pollution from entering the watersheds of the Charles, Mystic and Neponset rivers.

The EPA will use its “residual designation authority” under the Clean Water Act to require permit coverage for stormwater discharges from currently unregulated and uncontrolled sources of stormwater pollution in the Boston-area watersheds.

Certain commercial, industrial and institutional properties with one or more acres of impervious area (hard surfaces such as parking lots, roofs and roadways) will be required to obtain coverage under an EPA Clean Water Act permit. Once permits are issued, property owners will be required to take steps to reduce pollutants in stormwater.

The EPA says the effort is expected to dramatically improve water quality throughout the watersheds, as well as reduce localized flooding and increase recreational opportunities through healthier river systems in historically disadvantaged neighborhoods.

“It is clear that the nature and scale of the problem requires urgent action on this pressing environmental justice concern,” said EPA New England Regional Administrator David Cash. “With a warming climate, there is no time to waste to reduce bacterial and nutrient pollution in stormwater and the resulting water quality degradation, including harmful algae blooms experienced yearly in all three watersheds.”

Beginning in 1995 with the Clean Charles River Initiative, the EPA has worked with state government, local communities, other organizations and individual citizens to restore water quality in the three major Boston-area urban rivers. The efforts “have yielded significant water quality improvements in portions of all three watersheds,” according to the EPA, especially by reducing bacterial contamination.

Stormwater pollution, however, continues to be the largest uncontrolled source of phosphorus, nitrogen and bacteria, which is harming water quality in each of the three river watersheds. Nitrogen and phosphorus also lead to toxic algal

blooms in hot weather events.

The EPA anticipates issuing one or more general permits specifying the activities that property owners must implement to reduce stormwater pollution from their properties. Privately owned commercial, industrial and institutional properties with 1 acre or greater of impervious cover will need to seek coverage under one of these permits (or an individual permit if they prefer) and take the actions spelled out in the permits.

The general permits will be released in draft form for public comment.

The EPA says the new permit will likely rely on easily implemented “best management practices” — including leaf litter pickup, parking lot sweeping, installing rain gardens or other infiltration practices, planting trees, reducing pavement or using pervious pavement — to reduce stormwater discharges into waterways and increase infiltration of stormwater back into the ground.

Municipal governments in the Charles, Mystic and Neponset river watershed are already subject to EPA permits that require them to take steps to reduce pollution in stormwater, and they have made significant investments to do so. Much of the pollution comes from commercial, industrial and institutional sources, however, such as office parks, industrial parks, shopping centers, private colleges and universities, and hospitals.

Large impervious areas are one of the



The U.S. Environmental Protection Agency is taking new steps to protect the watersheds of the Charles, Mystic and Neponset rivers from stormwater pollution.

last major unregulated sources of water pollution, according to the EPA. Extensive impervious cover also aggravates the severity of flooding because those areas diminish the amount of land that can naturally soak up and filter rainwater.

Stormwater controls such as those envisioned by EPA to comply with this future permit have the added benefit of mitigating the potential for flooding during major precipitation events.

Resources

- [EPA Region 1 – Commercial, Industrial, & Institutional Sites Residual Designation](#)
- [EPA’s Clean Charles River website](#)
- [EPA’s Neponset River website](#)
- [EPA’s Mystic River website](#) ●



Healey, Diehl meet with mayors

Attorney General Maura Healey (left), the Democratic candidate for governor, and Geoff Diehl, the Republican candidate, speak during a meeting of the Massachusetts Mayors’ Association on Sept. 28 in Melrose. The candidates met with mayors from around the state, just six weeks before the Nov. 8 general election.

EPA seeks input on designation of 2 PFAS chemicals

By Josie Ahlberg

The U.S. Environmental Protection Agency is seeking public comment on its proposal to add perfluorooctanoic acid (PFOA) and perfluorooctanesulfonic acid (PFOS) as hazardous substances under the Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (CERCLA).

The EPA says the CERCLA designation, proposed in September, would allow regulations to be promulgated and would help facilitate cleanup of sites contaminated with these two “forever” chemicals. PFOA and PFOS do not break down easily and can be difficult and expensive to mitigate.

CERCLA designation could establish remedial liability for those responsible for releasing the hazardous substances and unlock additional tools for the government and others to address PFOA and



The U.S. Environmental Protection Agency seeks input on the designation of two PFAS chemicals as hazardous substances under the Comprehensive Environmental Response, Compensation, and Liability Act.

PFOS contamination. This action would also institute a reporting requirement for any person responsible for a release of a pound or more of these two PFAS chemicals. Notification to the National Response Center would be required within 24 hours of a release.

The EPA’s proposal to designate PFOA and PFOS as hazardous substances under CERCLA was one of many action items enumerated in the [PFAS Strategic Roadmap](#).

The [proposed rule and background information are available online](#). Comments must be received by Nov. 7 via [Regulations.gov](#).

In June, the [EPA released new interim health advisories for PFOA and PFOS](#) indicating that some negative health effects may occur with concentrations of certain PFAS in water that are near zero. These health advisories provide information on contaminants, but are nonregulatory and unenforceable for water system administrators.

For more information, contact Michelle Schutz at 703-346-9536 or schutz.michelle@epa.gov.

MassDEP seeks input on proposed heavy-duty vehicle report

The Massachusetts Department of Environmental Protection is seeking input on a [proposal to require a one-time report from government entities on their use of medium- and heavy-duty vehicles](#).

All Massachusetts government agencies, including municipalities and public schools, that had one or more vehicles of more than 8,500 pounds operated in 2021 would be required to submit a report.

The report would include the number of medium- and heavy-duty vehicles, information about each vehicle’s home base to determine suitability for electrification, and information about vehicle operating characteristics.

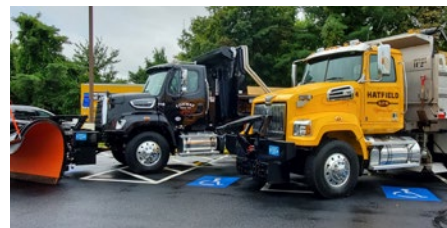
The proposed reporting requirement is

intended to inform strategies for accelerating the transition to zero-emission vehicles while assessing the suitability of zero-emission vehicles for various uses. The effort will inform measures to reduce emissions of oxides of nitrogen, fine particulate matter, other criteria pollutants, toxic air contaminants, and greenhouse gasses from vehicles.

A public hearing about the proposed rule will be held on Oct. 4, and written comments will be accepted until Oct. 14.

MassDEP has published a [background document about the proposal](#).

More information about the [hearing is available on the MassDEP website](#).



Under a new proposal, municipalities that operated at least one vehicle weighing more than 8,500 pounds in 2021 would need to file a report with the state.

For more information, contact Ngoc Hoang at ngoc.hoang@mass.gov.

– Adrienne Núñez

EPA seeks comments on revisions to Risk Management Program

The U.S. Environmental Protection Agency is seeking public comment on its [proposal to amend the Risk Management Program under the Clean Air Act](#) to improve safety at facilities that use and distribute hazardous chemicals.

Risk Management Program regulations are used to prevent and mitigate chemical accidents and are revised on a regular basis to continue to reduce the frequency and severity of accidents.

Facilities that have risk management plans and may be affected by the pro-

posed changes range from large chemical manufacturers to water and wastewater treatment systems.

The EPA says the RMP rules would be adjusted to amplify accident prevention program requirements and enhance emergency preparedness requirements. The changes also reflect efforts to improve public awareness of chemical hazards and ensure that communities, local planners, first responders, and the public have the enhanced information sharing and collaboration necessary to address natural disas-

ters, loss of power, and other emergencies.

Feedback from involved and interested parties will be accepted through Oct. 31 via [Regulations.gov](#).

The proposal and background information [are available online](#).

For more information, contact Deanne Grant at 202-564-1096 or grant.deanne@epa.gov, or Veronica Southerland at 202-564-2333 or sutherland.veronica@epa.gov.

– Josie Ahlberg

Administration awards \$6.3M to Green Communities

In the midst of Climate Week, the Baker-Polito administration yesterday announced the awarding of \$6.3 million in [Green Communities](#) competitive grants to 51 municipalities across Massachusetts to fund local clean energy projects.

“Supporting cities and towns as they implement local projects that reduce long-term energy costs and carbon emissions is essential to helping Massachusetts meet its aggressive climate goals and achieve net-zero emissions in 2050,” Gov. Charlie Baker said at a press event in Melrose. “Massachusetts continues to be a national leader in climate action, and our administration is committed to supporting energy efficiency and renewable energy projects that make the Commonwealth a cleaner, healthier and more affordable place to live.”

Cities and towns must meet five criteria

to be designated a Green Community and receive funding. The grants provide financial support for energy efficiency and renewable energy projects that further the designated communities’ clean energy goals.

Of 351 Massachusetts cities and towns, 280 have earned the Green Communities designation, accounting for 88% of the Commonwealth’s population, according to the Department of Energy Resources.

This round of Green Communities competitive grants is awarded to existing Green Communities that have successfully invested their initial designation grants and previous competitive grant awards. Grants are capped at \$200,000 per municipality, with the exception

■ **GREEN COMMUNITIES** *continued on 24*



Gov. Charlie Baker announces the latest round of Green Communities Competitive Grant Award recipients in Melrose on Sept. 20. Joining him are (l-r) Rep. Kate Lipper-Garabedian, Sen. Jason Lewis and Melrose Mayor Paul Brodeur. (Photo courtesy Joshua Qualls/Governor’s Press Office)

U.S. Energy Dept. seeks input on battery recycling

The U.S. Department of Energy is seeking public input to inform the design and implementation of battery recycling provisions of the Bipartisan Infrastructure Law.

The department seeks input on how federal investments can help accelerate the collection, transportation, processing and recycling of batteries and scrap materials; enable second-life applications of lithium-ion batteries previously used to power electric vehicles; and support high-quality jobs for American workers. The department also seeks input on how the program can support equity, environmental and energy justice principles and priorities.

Input is requested specific to the Lithium-Ion Battery Recycling Prize (BIL 40207(e)); Battery and Critical Mineral Recycling; Battery Recycling Research, Development, and Demonstration Grants (BIL 40207, sections F 2, 3, and 4); and the Electric Drive Vehicle Battery Recycling and Second-Life Applications Program (BIL 40208).

The survey is open through Oct. 14, and respondents may answer as many or as few questions as they wish. Responses may be sent to bil-batterymanufacturing@hq.doe.gov with “BIL-Battery Recycling RFI” in the subject line.

The [RFI and instructions are available online](#).



The U.S. Department of Energy seeks public input regarding the Bipartisan Infrastructure Law’s battery recycling provisions.

For more information, contact Samuel Gillard at 202-586-8055 or BIL-Batterymanufacturing@hq.doe.gov.

– *Adrienne Núñez*

Reconnecting Communities applications due Oct. 13

The U.S. Department of Transportation’s [Reconnecting Communities Pilot Program](#) grant application will be closing on Oct. 13.

The program aims to reconnect communities that have been cut off from economic development opportunities due to previous transportation infrastructure projects.

State, local and tribal governments, metropolitan planning organizations, nonprofits and other transportation facility owners are eligible to apply.

Funded through the Bipartisan Infrastructure Law, \$195 million will be awarded this year through planning and capital construction grants to support projects that will restore community connectivity by removing, retrofitting, mitigating or replacing divisive transportation infrastructure.

Technical assistance will be made available to economically disadvantaged communities for applicants and grant recipients to build organizational or community capacity to engage in trans-

portation planning and identify solutions to infrastructure challenges.

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

Prior to applying for BIL transportation grants, municipal officials are asked to notify their Massachusetts Department of Transportation district representative.

– *Adrienne Núñez*

Administration highlights school safety initiatives

By John Ouellette

The Baker-Polito administration announced plans in late August for significant investments in school safety initiatives to support programming, training and resources for schools and districts throughout the Commonwealth.

Gov. Charlie Baker said his fiscal 2022 [supplemental budget bill](#) would include nearly \$40 million to support school safety initiatives and equip students, staff and emergency responders with the training necessary to better respond to threats within schools.

The proposal includes:

- Matching grants for security and communications upgrades in K-12 schools and public higher education institutions
- Grant funding for child care providers to support safety measures and multi-hazard emergency planning
- Grant funding to support districts piloting an anonymous “tip line” to report potential threats
- Funding for a statewide “Say Something” public awareness campaign and corresponding training
- Support for ongoing emergency response training for school officials
- Creation of a comprehensive school safety website

At a press event at the State House on Aug. 25, the governor was joined by Lt. Gov. Karyn Polito, Elementary and Secondary Education Commissioner Jeff Riley, Acting Commissioner of Early Education and Care Amy Kershaw, and public safety officials. State officials noted



Education Secretary James Peyser discusses the Baker-Polito administration’s proposed school safety initiatives during a meeting of the Local Government Advisory Commission on Sept. 13.

that the administration’s proposals are intended to enhance collaboration among different state agencies and local entities, and invest in strengthening partnerships between school districts and first responders to help ensure that schools are safe environments for learning.

“These proposed supports would be a welcome addition to school districts’ safety planning and infrastructure,” Riley said. “The matching funds for equipment upgrades, plus funding for additional school staff to meet and collaborate with first responders, are critical pieces that will help ensure our schools are places where students are safe, healthy and ready to learn.”

Kershaw said early education and care programs across the Commonwealth serve nearly 200,000 children each day, and the new resources would help programs upgrade and modernize their safety and security systems, as well as plan, prepare and practice for various emergency scenarios.

Public Safety and Security Secretary Terrence Reidy said his office is building on “vital initiatives, including school resource

officer training, security infrastructure investments, and the implementation of standardized policies” to achieve high safety standards in school districts.

The Executive Office of Public Safety and Security and the Department of Early and Secondary Education actively and frequently collaborate on training and best practices for emergency and active shooter responses in school settings. District superintendents are required each year to attest that they have a multi-hazard evacuation plan in place and that there is training provided to support that plan.

Public safety officials highlighted the Active Shooter/Hostile Event Response (ASHER) program, an internationally recognized standard adopted by the Commonwealth as a statewide model. Through cross-discipline collaboration among first responders and emergency personnel, ASHER is designed to protect communities and help them prepare, respond and recover from crisis events. The ASHER framework has been implemented in state-run police and fire training academies, and parallel training is being finalized for current state police and fire personnel.

In October 2018, Gov. Baker signed a supplemental budget with \$15 million for school safety. Through its Safe and Supportive Schools Initiative, the administration has awarded \$7.5 million to more than 150 districts statewide to invest in security-related infrastructure upgrades and \$7.5 million in grant funding to increase mental health support and to support schools in hiring additional mental health and behavioral health specialists. ●

Municipal employees may qualify for expanded loan forgiveness

The U.S. Department of Education is asking municipal leaders to remind their employees that they may be eligible for expanded federal student loan forgiveness if they apply by Oct. 31.

Last October, the department announced a temporary waiver to the [Public Service Loan Forgiveness program](#) that allows borrowers, for a limited time, to receive credit for past payments on federal education loans that would not otherwise qualify for PSLF.

The PSLF forgives the remaining balance on Direct Loans after qualifying employ-

ees — those who work full-time for a government agency or nonprofit — have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer.

For a limited time, however, the program’s qualifying repayment plan requirement has been waived, and borrowers may receive credit for past periods of repayment that typically would not qualify for PSLF.

To get credit for these payments, borrowers must consolidate their federal student loans into a Direct Loan and submit a

PSLF form through the [PSLF Help Tool](#) by Oct. 31.

Resources

- [StudentAid.gov/PSLFWaiver](#)
- Employer toolkit at [forgivemystudentdebt.org](#)
- Eligibility tool for employees at [whitehouse.gov](#)
- [National League of Cities webinar for local leaders](#)
- Explanatory article by Richard Cordray, chief operating officer at Federal Student Aid, on [NLC.org](#) ●

WEMO to hold annual Leadership Conference on Oct. 15

“Creating balance as a female leader” will be the theme of the Women Elected Municipal Officials’ fourth annual Leadership Conference on Saturday, Oct. 15, in Melrose.

The conference will open with a keynote presentation by Rep. Tram Nguyen, who will discuss how, as an elected official, she has created balance in her life.

Following the keynote, a series of small group breakouts will discuss how female leaders handle crises, and strategies and tools for self-care.

The conference will conclude with an interactive stress management and mindfulness workshop for women elected leaders. The workshop will be led by Trish Hart, founder and stress



Tram Nguyen



Trish Hart

management and resiliency educator with Hart Mind Body Solutions.

The conference will be held at Melrose Memorial Hall at 590 Main St. Registration and networking will begin at 8:30 a.m., and the program will start at 9 a.m. and conclude at noon. Boxed

lunches will be available to eat on-site with colleagues or to go.

The cost to attend is \$40. Registration and a complete agenda are available at mma.org. A registration link has also been sent to all WEMO members.

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

MSA to discuss municipal charter changes on Oct. 14

The Massachusetts Select Board Association will host a free webinar on Oct. 14 to discuss trends in municipal charter and bylaw changes.

The Zoom session will be led by members of the Massachusetts Municipal Management Association’s Form of Government Committee, who will discuss common issues that lead to changes to or development of town charters and bylaws.

Speakers will include Auburn Town Manager Julie Jacobson and Middleton Town Administrator Andrew Sheehan. Additional speakers will be announced.



Andy Sheehan



Julie Jacobson

Committee members will provide an overview of the different forms of government in Massachusetts, and will

discuss the process — development through adoption — of a charter or by-law change. There will be ample opportunity for members to ask questions.

The webinar will run from noon to 1 p.m. An email with the registration link has been sent to all select board members. Advance registration is required.

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

Nominations sought for Women Elected Municipal Officials leadership

[Women Elected Municipal Officials](#), an association within the MMA’s membership, is seeking nominations for its 2023 steering committee.

Any female mayor, select board member, or city or town councillor in Massachusetts may complete the [online nomination form](#) and submit their name for consideration by Nov. 15.

The WEMO steering committee consists of one mayor, two select board members and two city or town councillors. The chair position rotates each year in the following order: select board member, mayor, city or town councillor.

Nominations are being sought for three officer positions: chair, first vice chair, and second vice chair. The 2023 chair must be a select board member. WEMO officers serve a one-year term.

Nominations are also being sought for two director positions, also for one-year terms.

WEMO steering committee responsibilities include attendance at WEMO committee meetings and planning content for WEMO virtual and in-person events, including the Annual WEMO Luncheon at the MMA Annual Meeting & Trade Show. The WEMO committee meets

virtually on a monthly basis.

After interviewing all nominees, the WEMO Nominating Committee will prepare a slate of nominations for election during the WEMO Luncheon, to be held during the MMA Annual Meeting & Trade Show on Jan. 20, 2023.

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

ANNUAL MEETING

Continued from page 1

communications, cybersecurity, an economic and fiscal outlook, electrification infrastructure, federal funding opportunities, a labor law update, manager-board relations, mental health and policing, a municipal law update, PFAS, private roads, recruitment and hiring strategies, regionalization, succession planning, and wellness.

Workshop titles, descriptions and panelists will be published next month. Descriptions of Learning Lab sessions, to be held on the Trade Show floor, will also be published in November.

The Trade Show will be open on Friday, Jan. 20, from 11 a.m. to 5 p.m., and on Saturday, Jan. 21, from 9:30 a.m. to 2 p.m. Companies, nonprofits and government agencies interested in exhibiting at the meeting can find [details and contact information on the MMA website](#).

The two-day event will also feature networking receptions, awards programs and other activities.

First-time Annual Meeting attendees will get a special welcome during an event-opening orientation session from 8 to 9 a.m. The session is an opportunity to learn from seasoned MMA members about the best strategies for making the most of the Annual Meeting experience, as well as MMA membership.

The MMA Annual Meeting & Trade Show typically attracts more than 1,000 local leaders and more than 225 exhibitors. The last in-person event, in 2020, was attended by a record 1,300 local leaders.

The MMA will be taking precautions in order to host a safe, in-person event, and is currently requiring full vaccination or a negative PCR test taken within 72 hours to attend the Annual Meeting. Masks are optional. These safety protocols are subject to change based on the latest public health data and guidance.

The MMA will be using larger rooms at the Hynes Convention Center for general sessions and workshops to allow attendees to spread out, and hand sanitizing stations will be placed throughout the Hynes and Sheraton.

Registrants must agree that they will not attend should they have COVID-19,

have any symptoms of COVID-19, or have had contact with someone in the past two weeks who has tested positive. Those who cannot attend for these reasons may request a COVID-19-related refund of their registration fee up to the start of the meeting.

The MMA may be updating safety information as we get closer to the event.

Registration

Online registration is available at www.mma.org/register, and the early rate is \$225 for members. Reservations will also be accepted for the Women Elected Municipal Officials Leadership Luncheon, which will be held on Friday, Jan. 20, and costs \$45, and the Friday evening dinner and entertainment, which costs \$55.

Only online registrations will be accepted. No registrations can be accepted by mail or over the phone. The MMA accepts credit cards for Annual Meeting transactions, or we will invoice your municipality after the meeting. MMA staff are happy to help anyone who needs assistance. Attendees may use their unique username and password to register. Those who don't have a username and password, or who have forgotten them, may email amregistrations@mma.org.

MMA Partnership Program members qualify for member rates. All Partner-

ship Program members must renew membership with payment by Jan. 1 in order to register for and attend the MMA Annual Meeting & Trade Show. Partnership Program renewals or applications will not be accepted during the Annual Meeting.

After the early registration deadline of Jan. 11, all registrations will be at the on-site rate of \$275.

Hotel information

The Sheraton Boston Hotel, conveniently located next to the Hynes, is the host hotel. The MMA negotiated a reduced room rate of \$202 per night for a single or \$212 per night for a double. The reduced-rate rooms are expected to sell out quickly, and reservations must be made by Dec. 23 to take advantage of the special rates.

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

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



Polito visits MMA office

During a visit to the MMA office on Sept. 6, Lt. Gov. Karyn Polito and MMA Executive Director Geoff Beckwith point to the welcome sign for Polito's hometown of Shrewsbury, which is part of a wall mural in the reception area. Over eight years in office, Polito has visited all 351 cities and towns in the state, and has spoken frequently about the importance of the partnership between the state and local governments. Polito met with Beckwith and MMA staff.

MMHR Labor Relations Seminar is Oct. 28

At its annual Labor Relations Seminar on Oct. 28, Massachusetts Municipal Human Resources will discuss the implications of having five distinct generations in the current workforce, with the millennial generation expected to make up the majority of the workforce by 2025.

The seminar will open with a keynote presentation by Tonja Mettlach, executive director of the Massachusetts Workforce Association, who will discuss workforce development trends and the impacts of a five-generation workforce on the municipal workplace.

There will be a series of concurrent workshops.

A workshop about leaving civil service will feature a panel discussion with Norwood Police Chief William Brooks III, Franklin Fire Chief James McLaughlin and Needham Town Manager Kate Fitzpatrick.

Arlington Town Manager Sandy Pooler will lead a workshop about “costing out” the contract.



Jaime Kenny



Sandy Pooler



Tonja Mettlach

Personnel Director Drew Russo and Diversity, Equity and Inclusion Officer Faustina Cuevas, both from the city of Lynn, will lead a workshop about building a diverse hiring policy.

MMA Legislative Director Dave Koffman will give an update on legislative developments, particularly in the areas of human resources and labor relations.

Attorney Jaime Kenny, a partner with Clifford & Kenny, will provide an update on major cases in the labor area.

Registration and a networking breakfast will begin at 8:15 a.m. The program will start at 9 a.m. and conclude at 3

p.m. Lunch will be served.

The seminar will be held at the Devens Common Center, 31 Andrews Parkway in Devens.

The registration fee is \$90 for members and \$110 for nonmembers.

Registration and a complete agenda are available at mma.org. A registration link has been emailed to all MMHR members.

The MMA is requiring attendees of in-person meetings to show proof of being fully vaccinated for COVID (card, photo or QR code). 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 Member Services Coordinator Isabelle Jenkins at ijenkins@mma.org

Administration to distribute 3.5M COVID tests, PPE to municipalities

On Sept. 7, the Baker-Polito administration announced plans to distribute 3.5 million free at-home COVID-19 rapid antigen tests to municipalities to make available to residents across the Commonwealth.

Municipalities could also request PPE, including KN95, surgical and children’s masks.

Test distribution amounts will be determined solely by population size. There are no restrictions or requirements for the use of the tests.

The Executive Office of Health and Human Services sent emails on Sept. 7 to local boards of health including allocation details and a short survey to be returned by Sept. 16. Some items of PPE are first-come, first-served. Deliveries were to begin on a rolling basis in mid-September, according to Health and Human Services.

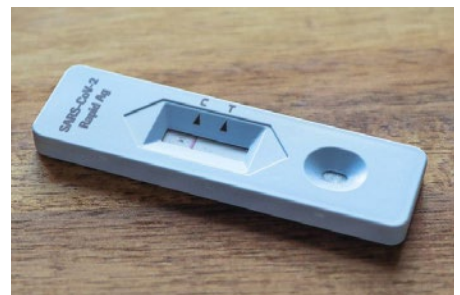
Every test shipped to municipalities as part of this effort has an expiration date

that has been extended six months from what is printed on the box, until at least January 2023, according to Health and Human Services. Further extensions are possible and will be posted at ihealthlabs.com/pages/news.

The distribution of free tests builds upon statewide contracts in place since December 2021 that allow municipalities and eligible entities to order test kits directly from manufacturers at state-negotiated prices.

An additional 1.5 million rapid antigen tests will also be made available to food banks in the Commonwealth, to reach those who are most vulnerable. More than 1.5 million tests have already been distributed to food banks and local organizations that support access to food across Massachusetts this year.

Since December 2021, the administration has distributed more than 25 million rapid antigen tests for Massachusetts residents, municipalities, and



The Baker-Polito administration has announced plans to distribute 3.5 million free at-home COVID tests to municipalities.

a broad range of educational, health, human services, food banks, shelter, correctional, senior, low-income housing, and other community-based organizations. ●

MSA discusses 2022 legislative session

A [Massachusetts Select Board Association webinar on Sept. 9](#) reviewed highlights from the recently concluded legislative session and recent related developments.

The MMA legislative team provided a recap of the 2022 legislative session, as well as an in-depth discussion of some issues of particular importance to select boards. Topics included election reform and the VOTES Act, the open meeting

law and remote meetings, cannabis, and the the Department of Housing and Community Development's final guidelines for MBTA communities.

The team also reviewed what is on the horizon for the Legislature in the fall, including a major economic development bill, supplemental budget proposals, and the state's allocation from the American Rescue Plan Act.

– *Isabelle Jenkins*



MMA Legislative Director Dave Koffman reviews 2022 legislative activity during a Sept. 9 webinar hosted by the Massachusetts Select Board Association.

MMA-Suffolk kick-off certificate programs, offer 3 finance seminars

The MMA and Suffolk University kicked-off Certificate in Local Government Leadership and Management programs in Grafton and Dartmouth in September.

The two offerings — the first to be held in-person since 2019 — are the 19th and 20th classes since the program began in 2011. More than 450 local officials have graduated from the certificate program.

Offered over the course of 25 Fridays during the academic year, the program covers a wide range of municipal management topics.

The next certificate programs will begin in September 2023, with details to be announced in January.

Finance Management Seminar

The MMA and Suffolk University will offer three Municipal Finance Management Seminar programs in 2023.

The seminars will be held via Zoom over the course of five Fridays, with tentative start dates as follows:

- Winter 2023: Jan. 6
- Spring 2023: March 3
- Fall 2023: Oct. 20

The seminar is designed to provide an overview of municipal finance in Massachusetts, including the operational aspects of finance structure, systems and processes in cities and towns. Topics include budgeting, financial reporting,

treasury functions, property assessment, and costing out contracts.

“We’ve seen great success with the program and are addressing a longstanding need,” said John Petrin, a retired town manager and senior fellow and liaison for the MMA-Suffolk programs. “We’re filling an important gap in preparing the next generation of municipal finance professionals.”

The seminar is for municipal officials interested in furthering their careers in municipal finance or employees who are new to municipal finance. Applicants must be currently employed by a city or town, and must have the approval of their municipal manager, administrator or mayor to apply.

The application for the 2023 seminars is [available online](#) as a fillable PDF. Applicants can choose which seminar they would like to be considered for, and will be informed of their status at the end of the application period.

The application deadline for the winter session is Oct. 15.



Orientations took place on Sept. 9 in Dartmouth (top) and on Sept. 16 in Grafton (bottom) for the MMA-Suffolk Certificate in Local Government Leadership and Management program.

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

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. ●

ATFC to hold Annual Meeting on Nov. 5

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.

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

The first session will feature "Finance Committee and Budgeting 101" with Northborough Town Administrator John Coderre covering the basics for new members, and a session on climate change and sustainability initiatives.

The second session will feature "The Great Resignation and How It Affects Your OPEB Liability," led by Arlington Town Manager Sandy Pooler and Jim Powers, CPA, of Powers and Sullivan; and a workshop taking a closer look at the assessing function and the ways it affects municipal finance, led by Westborough Chief Assessor Jonathan Steinberg.

Following lunch, Massachusetts Taxpayers Foundation Executive Vice Presi-



Doug Howgate



John Coderre



Kate Fitzpatrick

dent Doug Howgate will lead a general session on the overall economic outlook and its impact on municipal budgets. This session will be interactive, with opportunities for questions.

Needham Town Manager Kate Fitzpatrick 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 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 are available on www.mma.org.

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

Women Leading Government to meet on Nov. 3

Women Leading Government will meet on Nov. 3 at Pine Ridge Golf Club in Oxford.

The program will feature facilitator and life coach [Amy Goober](#), who will present the interactive session "Unstoppable You: Claim Your Worth, Find Your Voice, Own Your Time."

In the three-part interactive session, Goober will teach strategies to take your own inventory, set goals, vocalize your ideas and defeat opposition. She will also address work-life balance and how to create separation between your office and home self.



Amy Goober

The cost of the program is \$25 and includes a light breakfast and lunch.

Women Leading Government is an initiative of the Massachusetts Municipal Management Association. WLG events are

open to all staff in appointed positions in local government.

A full agenda and registration link are

available on www.mma.org.

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

MunEnergy webinar to cover energy costs, sustainability

The MunEnergy program will hold a free [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.

[Advance registration is necessary](#) to receive the link to attend.

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 [webpage](#) or contact MMA Deputy Executive Director Katie McCue at 617-426-7272, ext. 111, or kmccue@mma.org.

- **Katie McCue**

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/mma-annual-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-annual-meeting/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.

JUDGING

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.

Everything new on the MMA website, straight to your inbox.

MMA.org is the best source for the latest developments affecting Mass. cities & towns:

- State budget & local aid
- State & federal grant opportunities
- Member group meetings & webinars
- Annual Meeting & Trade Show announcements
- And much more!



Sign up for our Weekly Update newsletter, sent every Friday morning.



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SIGN UP TODAY

Visit mma.org/weekly to get on the list today!

Nominations sought for MSA Leadership

The [Massachusetts Select Board Association](#), a member group of the MMA, is seeking nominations for its 2023 Board of Directors.

Any select board member in Massachusetts may complete the [online nomination form](#) and submit his or her name for consideration. The form must be completed by Oct. 14.

Nominations are being sought for four officer positions: president, first vice president, second vice president and secretary. MSA officers serve a one-year term. The five district representatives are also up

for election this year, for two-year terms.

With the exception of the secretary, MSA Board members also serve on the MMA Board of Directors.

MSA Board responsibilities include attendance at MSA and MMA Board meetings. The MSA Board meets four to six times a year, and the MMA Board meets on the second Tuesday of most months, typically in Boston from 10 a.m. to 2 p.m. The MSA Board meets immediately following the MMA Board, from 2 to 3:15 p.m. Board responsibilities also include working with MMA staff to develop agendas and

identify speakers for MSA events, and participation in virtual and in-person events throughout the year.

After interviewing all nominees, the MSA Nominating Committee will prepare a slate of nominations for election during the MSA's Annual Business Meeting, to be held during the MMA Annual Meeting & Trade Show on Jan. 21, 2023, in Boston.

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

MMCA seeks nominations for its Board of Directors

The Massachusetts Municipal Councillors' Association, a member group of the MMA, is seeking nominations for its Board of Directors.

Any councillor in Massachusetts may complete the [online nomination form](#) and submit his or her name for consideration. The form must be completed by Nov. 12.

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

ing sought for five district representative positions, serving a two-year term.

[Board member responsibilities](#) include attendance at MMCA and MMA Board meetings. The MMA Board meets on the second Tuesday of most months, typically in Boston from 10 a.m. to 2 p.m. MMCA Board responsibilities also include participation at in-person and virtual meetings for councillors.

After interviewing all nominees, the MMCA Nominating Committee will prepare a slate of nominations for election

during the MMCA's Annual Business Meeting, to be held during the MMA Annual Meeting & Trade Show on Jan. 21, 2023, in Boston.

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

For more information about the MMCA, visit www.mma.org/members/councillors.

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



Local women leaders honored at conference

Needham Town Manager Kate Fitzpatrick (left) and North Andover Town Manager Melissa Murphy-Rodrigues (right) pose with Kimberly Richardson, president of the League of Women in Government and the assistant city manager in Peoria, Illinois, during the SheLeadsGov Luncheon on Sept. 19 during the International City/County Management Association's Annual Conference in Columbus, Ohio. Fitzpatrick and Murphy-Rodrigues were among 10 finalists for the league's 2022 Leadership Trailblazer Award, which recognizes an accomplished woman in local government who has demonstrated excellence in leadership and who has mentored and championed other women within the profession. Both serve on the Massachusetts Women Leading Government Committee.

Meeting space wanted

Does your municipality have a public meeting space that would be appropriate for an MMA event?

With more than 60 meetings each year, the MMA uses several different types of function spaces around the state. The use of municipally owned meeting rooms greatly improves the organization's ability to sponsor affordable educational events in a variety of places.

To offer your town or city's municipal function space, contact Timmery Kuck, the MMA's conference and meeting planner, at tkuck@mma.org. ●

Around the Commonwealth

Everett, Chelsea, Malden and Arlington

Mystic Watershed municipalities work to address heat islands

The city of Everett has secured a \$340,000 Municipal Vulnerability Preparedness grant, on behalf of a regional effort that includes Chelsea, Malden and Arlington, to build upon work recently completed by the [Wicked Hot Mystic project](#).

“These grants will support and inform our efforts to keep residents and businesses cooler and protected from flooding as we undergo generational transformation,” said Mayor Carlo DeMaria in a statement.

Wicked Hot Mystic, a partnership including the Mystic River Watershed Association, the Museum of Science, the Resilient Mystic River Collaborative and the Metropolitan Area Planning Council, received a \$186,200 MVP grant through the town of Arlington in 2020 to develop a heat map for the 21 municipalities in the 76-square-mile Mystic Watershed that would illustrate “real feel” temperatures and humidity to help inform projects and decisions related to heat resilience and air quality.

A group of 80 volunteers trained by the Museum of Science collected data over a two-day period in August 2021 by using sensors to measure ground-level air temperature, humidity and air particulate matter at designated times. The results of the study were released in July.

The study found that the hottest neighborhoods were in Chelsea, Somerville, East Boston, Everett, Revere and Charlestown, and there was a 10 degree Fahrenheit difference between these communities and the cooler neighborhoods during the mid-afternoon data collection time. The temperature maps, case study and full data set are [available online](#).

According to the study, some neighborhoods and entire municipalities in the Greater Boston area experience hotter temperatures because of the urban heat island effect, where there are denser concentrations of pavement and buildings that absorb and retain heat. Because of historically discriminatory practices like redlining, the communities with the most



Eighty volunteers mounted specialized temperature and air quality sensors on their car windows or bicycles to measure ground-level air temperature, humidity and air particulate matter. (Photo courtesy David Sittenfeld)

intense heat tend to be low-income communities of color.

The results of Wicked Hot Mystic revealed discrepancies between neighborhoods that are primarily white and neighborhoods that are primarily people of color in both available tree cover — 43% versus 3% — and temperatures — a difference of 4 degrees Fahrenheit.

“Moving now into Wicked Cool Mystic, the vision and goal is to see no coalition between race, class, income and heat,” said Marissa Zampino, Community Organizer at Mystic River Watershed Association.

Wicked Cool Mystic will look at community-based solutions to urban heat islands identified in the most affected communities in the watershed. A primary partner in each community will be identified to help lead the process, with Arlington serving as an example of what a more resourced community can do. The team plans to engage in significant community work through 2023 to identify which solutions would be the best fit, Zampino said, and hopes to be piloting two potential interventions in Everett and Chelsea by 2024.

“You really want to be as deeply engaged in the community as possible when addressing heat islands,” Zampino said. “Consider presenting resources in multiple languages to get the largest amount of participation, and do strong community engagement. ... When you do that you get a lot of community ownership about solutions for what is happening.”

— Meredith Gabriliska

Worcester

City takes steps to boost hiring, retention

Amid national staffing shortages in local government that worsened throughout the pandemic, the city of Worcester is taking steps to boost hiring and retention, including a new marketing campaign.

A few weeks ago, the city launched its [Work for Worcester](#) campaign, which includes a video promoting city employment opportunities. The city is also offering free employee parking and has waived physicals and drug testing for certain positions.

With a workforce of about 2,000, Worcester wants to remove barriers to hiring and create a more diverse and equitable workforce, said Acting City Manager Eric Batista.

“In this day and age, we’re looking at what we can do differently as a city to be more competitive with the Amazons of the world, with the Googles of the world,” Batista said.

The city’s marketing campaign features sandwich boards, graphics and a video for the city website and social media. In the minute-long video, Batista urges people to consider municipal careers in jobs that range from landscapers and plumbers to attorneys and nurses.

“No matter what branch of city government I visit, I find caring and creative individuals who are trying to make Worcester the best mid-sized city in the country,” Batista says in the video.

Batista is no stranger to recruiting videos. In 2021, when he was the city’s director of urban innovation, he appeared in one of the [MMA’s MassTownCareer videos](#) to promote municipal careers. The new Worcester video, created by a city employee, has already generated much attention, he said. “It’s everywhere,” he said.

As of Oct. 1, Worcester is waiving parking fees for city employees, a move that could save workers nearly \$700 a year. Officials are also looking at comparable waivers for people who commute by bus and train.

The city still requires physicals and drug tests for police officers, firefighters and

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Around the Commonwealth

COMMONWEALTH

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In a new promotional video, Acting Worcester City Manager Eric Batista explains why people should consider working for the city.

positions that involve physical labor and public safety, but has eliminated physicals and drug testing for many other positions, Batista said.

On the [Work for Worcester](#) page, the city emphasizes benefits such as tuition reimbursement and loan forgiveness through a federal public service incentive program, tuition waiver programs, and pension and retirement plans.

Over the summer, Worcester had more than 100 job openings, in part due to seasonal needs. At one point, the city had to close some facilities due to a lifeguard shortage, and shift people around in its recreational programs, Batista said.

Worcester is certainly not alone in its staffing struggles. Between March 2020 and March 2022, municipal employment shrunk by more than 300,000 jobs nationwide due to staffing shortages, a decrease of 4.5%, according to a recent [National League of Cities report](#).

“Public sector employers, especially municipal employers, have struggled the most to retain workers — negatively impacting local governments’ ability to deliver for their communities,” the report states.

Worcester struggles to compete against the higher pay and flexibility offered by other employers, said Human Resources Director Bill Bagley. The city allows remote work on a case-by-case basis, he said, but most positions mostly require in-person work.

Officials are seeking other ways to make compensation and benefits more competitive, Bagley said. In particular, he said, it’s working on a more robust employee learning and development program, and

is exploring ways to provide more flexible leave benefits.

“Our long-term objective is to make the city of Worcester an employer of choice in the area, as opposed to a step along a career path that leads an employee to an opportunity elsewhere,” Bagley said. “We want employees to grow here and stay here.”

— Jennifer Kavanaugh

Mansfield

Town invests in water treatment facilities to address PFAS

The town of Mansfield is one of the latest communities tasked with building treatment facilities to address PFAS contamination that is beyond the limit deemed safe by the state.

Cities and towns across the state, and across the country, are faced with the costly challenge of removing the “forever chemicals” (per- and polyfluoroalkyl substances) from public drinking water. In January 2020, the Massachusetts Department of Environmental Protection issued a revised guideline for PFAS in drinking water, setting the limit at 20 parts per trillion.

Testing conducted by Mansfield in 2020 found PFAS levels exceeding MassDEP guidelines in two wells — 22 parts per trillion at the Cate Spring Water Treatment Plant and 22.91 parts per trillion at the Walsh Well Water Treatment Plant. Residents were notified, and Cate Spring was taken out of service except in emergencies, while the pumping rate at Walsh Well was reduced to the minimal amount required to keep the plant in service, according to a notification issued by Mansfield Water Operations Manager Shawn Precourt. The town’s four other active wells tested below the MassDEP guidelines.

Plans for two new treatment facilities were approved at a fall 2020 special town meeting. The \$4.54 million Cate Spring project qualified for an American Rescue Plan Act grant of \$909,165. A PFAS treatment system for Walsh Well is estimated to cost \$4 million. Voters approved additional funds for other water system improvements.

The new facility at Cate Spring, brought

online this past June, uses a granular activated carbon filtration system that removes PFAS down to undetectable levels. The water then goes through the normal treatment process at the Cate Spring Water Treatment Plant.

PFAS have been used for decades in the manufacturing of non-stick cookware and other household items and in firefighting foam. These chemicals, while largely phased out of use, are water soluble and remain in the environment because they do not degrade over time, leaving communities grappling with a public health threat.

In July, the U.S. Environmental Protection Agency moved to designate two of the six PFAS chemicals, PFOA and PFOS, as hazardous substances under the Superfund law, which could lead to quicker cleanup of contamination. This followed the issuance of [Drinking Water Health Advisories for PFOA and PFOS](#) by the EPA in June that noted “some negative health effects may occur with concentrations of PFOA or PFOS in water that are near zero.”

Under the proposed rule, the “EPA will both help protect communities from PFAS pollution and seek to hold polluters accountable for their actions,” EPA Administrator Michael Regan said in a statement.

— Meredith Gabriliska

Easthampton

City expands effort to prevent overdose deaths

In an effort to prevent more opioid-related deaths, Easthampton has installed more boxes around the city to provide free public access to the overdose-reversing drug naloxone.

In May, Easthampton had installed “NaloxBoxes” in several municipal and school buildings, so that members of the public could administer nasal naloxone doses to people who were overdosing, or take doses for future use. By late August, the city had also installed boxes in several businesses, to expand public access to the life-saving drug, which is also known by the brand name Narcan. Easthampton now has nine boxes in the community.

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Strategies for meeting property insurance challenges

By Stephen Batchelder

The property insurance market is facing challenges on many fronts, from weather-related incidents and increased natural disasters to supply chain issues and rising construction and insurance costs.

The following is a look at the current conditions, as well as strategies to address these challenges.

Weather-related incidents

In addition to the growing frequency and severity of major storms such as hurricanes and blizzards, Massachusetts is facing increased weather-related issues such as flooding, hail, wildfires and even tornadoes. MIIA's property insurance program has seen recent reported losses specifically tied to significant increases in convective storms that result in high winds, lightning strikes, power surges, and sudden and torrential rainfalls.

Installing monitors to detect flooding — be it from a storm or a broken pipe — can help to minimize damage from floods. Electric circuit breakers can prevent damage to vital equipment that can be caused by power surges related to lightning strikes. And back-up generators can alleviate loss-of-power problems such as mold forming from a lack of air conditioning or pipes that burst due to freezing.

All these measures can save a municipality thousands of dollars in equipment and facility replacement costs, and can help to limit annual premium increases.

Aging infrastructure

As buildings age, they become vulnerable to loss as infrastructure, systems and materials deteriorate. Property reinsurers are acutely aware of this phenomenon, referred to as "attritional losses," which is why they view building age and condition as critical underwriting factors. A favorable loss history for a certain building doesn't guarantee a favorable rating.

MIIA has been collecting valuable Construction, Occupancy, Protection, and Exposure (COPE) data on member

properties to provide a snapshot of risk exposure and help influence a more favorable rating. COPE data gives underwriters information on building conditions, including upgrades to infrastructure, which underscores the importance of following rigorous maintenance practices and timely capital improvements. Efforts in this area can have the greatest impact on helping to minimize risks and reduce losses.

Construction costs and supply chain issues

Rising construction costs are having a negative impact on the severity of losses. Building material prices have increased more than 20%, year-over-year, since the beginning of the pandemic.

In a [September article in Construction Dive](#), Chris Bailey, senior vice president of integrated solutions at XL Construction, said that construction costs have outpaced inflation by about 1.5%. To combat inflation challenges, he recommends pre-ordering long-lead-time materials and being prepared to use alternate materials.

Delays in obtaining critical building materials further complicate the timely resolution of claims. Heavy-duty electrical equipment and switchgear procurement has been particularly challenging. Supply chain issues not only drive up costs, but also result in delays getting critical operations back up and running.

The Counselors of Real Estate list supply chain disruption among their [Top 10 Issues Facing Real Estate](#) in 2022-2023.

"In the real estate sector, everything from routine repairs and maintenance to property improvements to new construction are greatly impacted," the article states. "Delays in deliverables, rising costs, shortage of labor, and lack of materials are influencing nearly all companies and their related real estate."

Effective planning can save a municipality time and money. During the pandemic, many cities and towns understandably

put capital planning on hold. But it is now recommended that municipalities update their capital plan so they can invest in buildings and equipment where and when needed, through a planned process, rather than in a crisis.

Reinsurance market

Against the backdrop of global weather events, sustained losses, and low investment rates, MIIA has seen a doubling of reinsurance costs over the past five years. At the same time, MIIA has had to retain a higher percentage of losses before reinsurance coverages are triggered.

Within the marketplace, reinsurance capacity has shrunk, and premiums have risen sharply. On [Sept. 12, Reuters reported](#) that, "Rates could rise in the 'mid-single digit' percent range, S&P analysts said last week, while a Moody's customer survey showed expectations for double-digit rate rises in U.S. property reinsurance."

Property loss mitigation action planning

Implementing sustained best practices in facility management maintenance, employing preventive and predictive maintenance, and updating capital improvement plans can all help to ease the confluence of challenges.

Municipal leaders are encouraged to work with their insurance risk manager to identify risk areas and develop property loss mitigation action plans. By making this a priority, they can help to prevent property losses and save valuable time and money.

Stephen Batchelder is MIIA's vice president for claims operations and risk management.

DIRECTOR'S REPORT

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closer to historical inflation (although below the current inflation rate).

In addition, rural districts, especially those with declining populations and enrollments, need additional aid because they must fund the fixed costs of running a school district and cannot consolidate or merge with other regions, as students and staff cannot travel longer distances. We also need to advance ways to prevent the further diversion of Chapter 70 aid away from traditional school districts caused by the deeply flawed charter school funding system.

3. We need the governor to fund key programs and obligations so that the state keeps its commitment to support essential aid accounts for targeted municipal and school programs, including full funding of all existing programs to pay for state mandates.

This includes the special education circuit breaker, regional school transportation reimbursements, charter school mitigation payments, and Payments In Lieu of Taxes for State-Owned Land (PILOT). In recent years, the current administration has mostly level-funded these accounts in its original budget submissions, leaving it to the Legislature to find the money to keep the programs funded.

The MMA also strongly supports continuation of the Baker-Polito administration's [Community Compact program](#), a wildly popular initiative that delivers great results at the local level, providing small but critical grants to cities and towns to implement [best practices](#) in government finance and operations, advance [efficiency improvements and regionalization efforts](#), leverage key [IT improvements](#), and help [modernize municipal fiber](#). The program also provides a [clearinghouse to connect municipalities with dozens of state grant programs](#). ([Here's an MMA story](#) about the recently launched fiscal 2023 programs.)

4. Oppose new unfunded mandates and commit to a process that reviews and identifies the cost of all proposed mandates and regulatory changes prior to their enactment. Unfunded mandates, even for popular programs, are unaffordable because local budgets are zero-sum under Proposition 2½. New requirements force communities to take funding away from

other departments, eroding the quality of other essential services that taxpayers expect and deserve.

Examples of well-intentioned measures that would create major fiscal and operational problems for cities and towns include mandating foundational public health service levels (which would impose a new \$140 million annual cost) and the requirement for fully hybrid meetings under the open meeting law (which would impact more than 10,000 mostly volunteer municipal boards and committees, with no staffing, meeting space, or technology to support the requirement). Here are links to MMA documents explaining the impact of these unfunded mandates: [MMA Letter Regarding Public Health Mandate](#); and [MMA Letter Regarding Hybrid Meeting Mandate versus Remote Meeting Option](#). New programs must receive guaranteed full funding on a permanent basis.

5. Provide cities and towns with local-option revenue options and local decision-making authority to address major community challenges.

Examples of potential new local-option revenues could include a locally determined excise on liquor sales to fund local substance-use-disorder programs and services to combat the opioid crisis, or a locally decided real estate transfer tax to provide funding for housing and climate mitigation programs.

Examples of new decision-making authority would be to allow communities to address local needs by creating local rent stabilization measures, or setting local fossil-fuel-free building codes.

6. Invest in essential public infrastructure by increasing the state's support for the "bricks and mortar" underpinnings of roads, bridges, water and sewer systems, and municipal buildings to ensure that we can sustain and expand a modern economy and vibrant communities.

Chapter 90 funding for local roads and bridges has been level-funded at \$200 million a year, the same amount set in fiscal 2012 — 11 years ago. Communities maintain 30,000 miles of local roads, and the purchasing power of Chapter 90 has declined by about 50% during this time. ([Here's more background on Chapter 90](#).)

Fortunately, American Rescue Plan Act funds are allowing communities to make

some increased investments in water and sewer, but new problems have emerged, such as the growth in water systems with PFAS levels that exceed state and federal standards.

Municipal buildings are crumbling across the state, including police and fire stations, city and town halls, senior centers, libraries, and other facilities. A new state program, modeled on the School Building Assistance Program, should be considered. This is directly related to the passage of Proposition 2½ 40 years ago, which deeply impairs the ability of local governments to invest in capital projects. Municipal officials would like to work with state leaders to identify a sustainable revenue source to support this new state initiative.

7. Invest in public technology and cybersecurity at the local and state level to ensure that Massachusetts will be competitive in the modern global economy. This includes supporting the [MassCyberCenter](#) and all the training and resources the agency provides to cities and towns.

The state will also need to increase grants for technology upgrades and training to enhance the capacity to serve the public and improve cyber resilience and help move communities closer to a [baseline level of cyber preparedness](#).

8. Empower community-driven planning and zoning and avoid one-size-fits-all mandates in the state's Zoning Act and related laws, so that cities and towns can address critical issues such as housing affordability and sustainable growth without disrupting long-term planning and neighborhood stability.

Examples of well-intentioned but infeasible mandates include requiring "as-of-right" accessory dwelling unit (ADU) approvals in all residential neighborhoods, or expanding the multi-family zoning mandate to communities without public transportation assets or access to adequate intrastate roadways. In addition, the state should be very flexible in implementing the multifamily zoning mandate in MBTA communities, as many localities will struggle to meet the timelines or win approval of changes at town meetings or municipal council meetings.

9. Allow cities and towns to effectively manage by recognizing that the archaic personnel management laws in

■ DIRECTOR'S REPORT *continued on 24*

DIRECTOR'S REPORT

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Massachusetts impose burdens on municipal budgets, make it difficult to attract and retain qualified employees, and need “stem to stern” modernization.

This includes:

- Allowing communities to remove their public safety departments from the state Civil Service system
- Supporting adequate resources for the Joint Labor-Management Committee so that more negotiation impasses are solved via mediation instead of arbitration
- Engaging in a review of Chapter 150E

and how the collective bargaining law impedes the implementation of accountability in police departments by making it impossible to update or remove decades-old arbitration requirements that inevitably weaken the discipline of inappropriate behavior

- Opposing the imposition of “presumption” laws that would create unaffordable increases in our disability retirement systems
- 10.** Commit to constant communication and direct dialogue by having the governor, lieutenant governor, and key agency officials attend and actively participate in the Local Government Advisory Commission. All administrations have actively

participated in the LGAC for nearly five decades, maintaining public communication on key issues of interest to municipalities and the state.

Municipal leaders know that many of these issues are complex and not easy to fund or achieve, which is why cities and towns and the officials who lead them are looking for constant communication, close collaboration, and a strong partnership with the next administration. We look forward to the coming year with enthusiasm. Working together, local and state leaders can move Massachusetts forward in exciting and meaningful ways, based on a strategy that allows all communities to thrive. ●

GREEN COMMUNITIES

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of larger, multiyear projects, which are capped at \$500,000.

Funding for these grants is available through proceeds from carbon allowance auctions under the Regional Greenhouse Gas Initiative.

Massachusetts has awarded a total of nearly \$160 million to Green Communities in Designation Grants and Competitive Grants since 2010.

“The clean energy projects the Green

Communities grants will fund, including air-source heat pumps, hybrid police cruisers, battery-electric vehicles, and electric vehicle charging stations, will deliver improved public health and provide better quality of life for our residents,” said Energy and Environmental Affairs Secretary Beth Card.

More than half of the communities in this round of grants included at least one vehicular project. Communities are installing 12 charging stations, replacing 18 gas-powered police cruisers with hybrid SUV police cruisers, and replac-

ing seven gas-powered vehicles with battery-electric vehicles. The annual greenhouse gas emissions reduction from these vehicular projects is 231 tons, and the lifetime reduction is 1,158 tons, according to the Department of Energy Resources.

Additionally, more than a third of the communities in this round have at least one heat pump project. Once installed, those projects will reduce greenhouse gas emissions by 284 tons annually, and 6,299 tons during the equipments’ lifetime.

- [View list of grant winners and projects](#)



Public policy students learn about municipal careers

Graduate students from UMass Amherst’s School of Public Policy learn about careers in local government during a Sept. 20 visit to the MMA. The 21 students heard from MMA Deputy Executive Director Katie McCue; Westborough Town Manager Kristi Williams; and MMA Legislative Analyst Adrienne Núñez, a graduate of the UMass program.

Send personnel changes to the MMA

Retirements, elections, resignations and hirings bring about frequent changes in a community’s personnel. Keep the MMA up-to-date with your community’s personnel changes by sending an email to database@mma.org. Please include the person’s name, title, and start date. If you have any questions, contact the MMA database administrator. ●

COMMONWEALTH

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“Opioid abuse affects everyone,” said Mayor Nicole LaChapelle. “No one is immune in Easthampton. The box placements give easy access to those in need, and put the general public on notice that they too can save a life.”

Like other communities nationwide, the city has faced the problem of opioid-related overdoses for years. According to the Easthampton Police Department, the city had 89 overdoses between 2018 and March 2022, 14 of which were fatal. Between 2020 and 2021, 22 overdoses occurred in public locations, officials said.

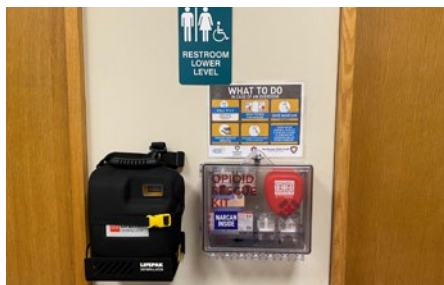
Easthampton had wanted to install the NaloxBoxes for a while, said Bri Dupras, the city’s public health director. Neighboring Northampton had installed boxes in 2019, she said, but the pandemic delayed Easthampton’s effort. The city received the boxes for free from [Hampshire HOPE](#), a regional coalition that is based out of the Northampton Health and Human Services Department to help local communities address the opioid crisis.

During the first phase, in early May, Easthampton placed the boxes in City Hall, the public library, the middle school and the high school. Labeled “Opioid Rescue Kit,” each wall-mounted NaloxBox contains four medicine doses, a rescue breathing mask, medical gloves, instructions and information about local resources.

“There’s no lock on it, you don’t have to

break the glass, there’s no alarm that goes off,” Dupras said. “You can help yourself to the Narcan in there. And we hope people do.”

Easthampton held trainings for the public and for city staff, and posted a [video](#) on



NaloxBoxes installed around the city can help members of the public reverse opioid overdoses and save lives. (Photo courtesy city of Easthampton)

the Health Department’s website. In particular, Dupras said, officials wanted to emphasize that naloxone won’t hurt people who aren’t overdosing and who receive it inadvertently.

Officials had long wanted to expand the program to businesses, Dupras said, but waited to see how the public-building boxes fared first. Her department met with police and fire leaders, and with City Councillor Owen Zaret, to identify private-business locations, she said. In choosing candidates, the group considered overdose data, geographic factors, building

foot traffic and businesses with nighttime hours, she said.

In the end, officials arranged for boxes in five new locations, including a sports bar, a food cooperative, a brewery, a reception venue, and Learn to Cope, an addiction and recovery support network. Except for a chain store that declined to participate, she said, businesses were eager to host the boxes. Demonstrating the program first in the public buildings made the pitch to businesses easier, she said.

“I’m glad we did it this way, because I think the community and business owners were made aware of the program and got comfortable with it before we just came to them out of the blue and said, ‘Hey, do you want to host a NaloxBox?’” Dupras said.

The private businesses are responsible for monitoring the boxes and requesting refills. Since the program began in May, Dupras said that she is aware of three doses having been taken from the boxes.

– Jennifer Kavanaugh

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



Public works officials gather at expo

Jennifer Tetreault (left), a safety training coordinator, and Scott Crisafulli, the highway surveyor in Miford, enjoy the 43rd annual New England Public Works Expo in Marlborough on Sept. 21 and 22. More than 2,000 attendees and 160 vendors gathered for the Massachusetts Highway Association event for public works departments and private industry, one of New England’s largest equipment expos. Featured were some of the latest heavy equipment, construction, municipal and highway products and services.



MMHR fall conference looks at policing standards

Enrique Zuniga (left), executive director of the Peace Officer Standards and Training Commission, and Pittsfield Police Chief Michael Wynn give a crash course in POST requirements to attendees at the Massachusetts Municipal Human Resources Fall Conference, held in Hull on Sept. 14 and 15.

People



Michael Nicholson

Gardner Mayor **Michael Nicholson** received the Worcester Business Journal's "40 Under Forty" honor last month in recognition of his accomplishments and public service.

Nicholson, 27, joined the other honorees at a Sept. 14 celebration at Mechanics Hall in Worcester to recognize rising stars in the Central Massachusetts business community. Among other accomplishments, the Journal recognized Nicholson's leadership in getting residents vaccinated during the pandemic, his downtown economic development work, and his efforts to improve technology access for Gardner students and provide school library materials reflecting the community's diversity.

Nicholson has been Gardner's mayor since July 2020, when he won a special election at age 25. He previously served for a year and a half as the town administrator in Rutland, three years as the executive aide to former Gardner Mayor **Mark Hawke**, and two years as a substitute teacher in the Gardner public schools. He has a law degree from Suffolk University, a master's degree in public policy from UMass Amherst, and bachelor's degrees in history and political science from UMass Amherst.



Devon Fields

On Aug. 24, **Devon Fields**, a former MMA staff member, became the assistant town administrator for operations in Brookline.

Fields has been working in Brookline since October 2019, when she became the town's administrative services director. Fields spent four years at the MMA as a senior member services coordinator. She was previously a graduate assistant at Bridgewater State University's Institute

for Policy Analysis and Regional Engagement, an intern in the U.S. State Department's Bureau of Legislative Affairs, and an intern in the office of Sen. Michael Rodrigues. She has a bachelor's degree in political science from Eckerd College, and a master's degree in public administration from Bridgewater State University.



Adam Hinds

After five years in the Massachusetts Senate, **Adam Hinds** resigned his seat on Sept. 25 to become the CEO and executive director of the Edward M. Kennedy Institute for the United States Senate.

Hinds's wide-ranging Senate district included Berkshire County and parts of Hampshire, Franklin and Hampden counties. He had served as chair of the Senate Committee on Reimagining Massachusetts Post-Pandemic Resiliency, as Senate chair of the Joint Committee on Revenue, and as vice chair of the Senate Committee on Intergovernmental Affairs.

Before joining the Senate, Hinds was executive director of the Northern Berkshire Community Coalition, which addressed issues such as employment and mental health, and was the founding director of the Pittsfield Community Connection, a youth violence prevention program. He had also served as an aide to former U.S. Rep. **John Olver**, and had spent almost a decade working for the United Nations in the Middle East.

The Barnstable Town Council has two new members following a Sept. 6 special election. **Betty Ludtke** became the new councillor for Precinct 3, and **Paul Cusack** became the new councillor for Precinct 5. They filled seats left vacant by the departures of **Paul Hebert** and **David Bogan** earlier in the year.

Lavar Click-Bruce has joined the Springfield City Council after winning a special election to fill the vacant Ward 5 seat. Click-Bruce, who was previously an aide to Mayor **Domenic Sarno**, replaced **Marcus Williams**, who resigned from the council in May.

Richard Sidney has joined the Natick Select Board after winning a Sept. 13 special election to fill a vacant seat. Sidney replaced **Karen Adelman-Foster**, who resigned in April to become director of community engagement and municipal policy for Senate President **Karen Spilka**.



Ana De Carvalho

Ana De Carvalho joined MIAA on Sept. 12 as a risk management assistant.

Most recently, De Carvalho had spent a year working as an administrative assistant for MetroWest Dental.

Previously, she had worked as a practice assistant for Brigham and Women's Dermatology, as an administrative assistant for Green Environmental Inc., as an insurance tracking specialist for Minter Group, and as a certified nursing assistant for Harbor House Hingham. She has an associate's degree in business administration from Bay State College.



William Gustus

William Gustus, a retired town administrator who had most recently led Lynnfield for more than a decade, died on Sept. 19 at age 69.

Gustus served as Lynnfield's town administrator from December 2002 until his retirement in January 2015. He previously served as chief administrative and financial officer in

■ **PEOPLE** continued on 27

People

PEOPLE

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Lunenburg, as chief financial officer in Gloucester, and in several roles in Middlesex County government. Having received his law degree from New England Law, he also worked as general counsel for Cummings Properties. Before starting his career in municipal government, he had served two years in the Peace Corps in Malaysia.

Since his retirement, Gustus owned and operated golf courses in Lunenburg and in Westminster.

Former Worcester City Councillor **Barbara Haller** died on Sept. 19 at age 73, following a recent cancer diagnosis.



Barbara Haller

Haller served as the District 4 representative on the Council from 2002 through 2011, and became a member of the Worcester License Commission in 2016. She had also been involved in numerous

community groups.

An electrical engineer, Haller was one of the first female engineers to become a supervisor at National Grid, where she oversaw the meter testing department. She retired in 2004 after 24 years there. From 1988 to 2003, she co-owned

Gilrein's blues club in Worcester.

George Rotondo Jr., a longtime city councillor in Revere, died on Sept. 11 at age 55.

Rotondo served on the Council for more than a decade and a half, first representing Ward 4 and later at-large. He worked as a registered nurse.

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.

BREAKFASTS

Continued from page 1

watch list heading into the next legislative session next January.

Topics at the breakfasts will include the fiscal 2023 state budget, economic development legislation, the state's new climate and energy law, infrastructure

funding, a general government bond bill, and much more.

City and town officials from every community are encouraged to take advantage of this opportunity to discuss issues of importance with MMA staff and legislators. Attendees are also urged to contact their local legislators and

invite them to attend as well.

A light breakfast and coffee will be provided at 8 a.m. Introductions will begin at 8:30 a.m., followed by presentations and a Q&A session. The meetings will end by 10 a.m.

Meetings will be held on the following Fridays:

Oct. 14: Amherst and Lynn

Oct. 21: Lenox and Lexington

Oct. 28: Easton and Gardner

Meetings are free to attend. Members are asked to [pre-register online](#).

Specific locations and more information will be available soon.

For more information, visit www.mma.org or contact Daniel Yi at 617-426-7272, ext. 121, or dyi@mma.org.



Students attend public works expo

Roby Whitehouse (left), assistant public works director in Yarmouth, and Jeff Cathcart, program director for the Massachusetts Pre-Apprenticeship and Vocational School Training Program, greet students at the entrance to the career fair during the Massachusetts Highway Association's 43rd annual New England Public Works Expo in Marlborough on Sept. 21 and 22. The highway association invited the UMass Transportation Center Workforce Development program to hold a career fair at the expo. Students from nearby technical schools got the chance to meet town managers, public works commissioners, human resources managers, and public works companies.

Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Diversity, Equity and Inclusion Director City of Beverly

Join us! The city of Beverly is seeking an energized, innovative, and thoughtful candidate to fill our Diversity, Equity and Inclusion Director position. We need you to help continue to move our city forward on the many initiatives we have started including: implementing the findings of a recently completed racial equity audit, developing best practices for advancing language access, and undertaking key strategies to combat racism and the resulting health inequities as a public health issue. You will be a part of the city of Beverly's Executive Team, and work closely with Beverly's Human Rights Committee and the Massachusetts DEI Coalition. Please include a resume and a cover letter that details what you will bring to the position and our city. For a detailed job description and qualifications, visit beverlyma.gov/Jobs.aspx. Submit resumes to jobs@beverlyma.gov. Salary range starting at \$85,000. We are an AA/EEO employer. Please note, a cover letter is required.

Police and Fire Communications Officer Town of Groton

The Groton Police Department is accepting applications for a full-time (40-hour) Police and Fire Communications Officer. The hourly wage range is \$24.41 to \$29.26 based on experience. There is an evening shift differential of 6% and late-night shift differential of 8%. Candidates must be able to work all shifts including holidays and weekends for a 24/7 operation. Responsibilities include receiving emergency and non-emergency calls for Police, Fire and EMS, and dispatching Public Safety Personnel. Other duties would include record keeping, warrant management and other administrative tasks. Applicants must be able to multitask in a fast-paced and stressful environment. Experience and training in this field is a plus and must be able to earn and maintain required state certifications. Applicants will be required to successfully complete a one-year probationary period. Applicants must possess a high school diploma or equivalency, good typing and communications skills, a valid driver's license and have no criminal convictions. Successful candidates must have a good work history, references and be able to successfully complete a thorough background check. To apply, please send a cover letter and resume by mail to Human Resources Director, Town Hall, 173 Main St., Groton, MA 01450 or by email to humanresources@grotonma.gov. For questions, call 978-448-1145. Job description is available by request. Deadline for applications: Oct. 14. The town of Groton is an Equal Opportunity Employer

Shared Town Administrator – Middlefield and Washington

Berkshire Regional Planning Commission

The towns of Middlefield and Washington seek applicants for a salaried full-time shared Town Administrator. The ideal candidate should have excellent financial, communication, management and labor relations skills and a public-service orientation. Bachelor's in public administration or related discipline and three years of progressively responsible experience required, or a combination of education and experience. The salary is negotiable to a maximum of \$60,000 annually with full benefits including health/life insurance, pension, paid

vacation, sick and personal leave. Job description at berkshireplanning.org/employment. Email a letter of interest and resume to info@berkshireplanning.org with Shared Town Administrator in the subject line. Applicant screening will begin immediately. AA/EOE

Town Manager

Town of Gorham, New Hampshire

The town of Gorham, New Hampshire is seeking qualified applicants for the position of Town Manager. Gorham is a four-season recreational area and regional service center located at the base of Mt. Washington (resident population of 2,900). Gorham operates under the authority of a three-member Board of Selectmen. The annual operating budget is \$6.67 million, excluding schools. The Board is seeking an individual with demonstrated skills and upper-level management experience in budget preparation and administration, finance, grant acquisition and administration, personnel management, and economic development. Municipal management experience and a relevant educational background preferred. Individuals with equivalent work experience and educational qualifications are encouraged to apply. Solid organizational and communication skills are a must. Salary starts at \$74,000 and is negotiable based on experience and qualifications. Application deadline is Friday, Nov. 18, at 3 p.m., though the town will continue to accept applications until the position has been filled. Full job description: www.gorhamnh.org. Send resume, cover letter, and salary requirements to: Chairman of the Select Board, Town of Gorham, 20 Park St., Gorham, NH 03581, Attn: Town Manager Position. Gorham is an Equal Opportunity Employer.

Treasurer/Collector

Town of Agawam

The town of Agawam is accepting applications for a permanent full-time Treasurer-Collector. The salary range for this position is \$117,404.74-\$142,049.73. Applications will be accepted until a suitable candidate is found. The town of Agawam is an equal opportunity employer/affirmative action employer. Job description

in detail can be found at: www.agawam.ma.us/Jobs.dffffaspx?UniqueId=118&From=All&CommunityJobs=False&JobID=COLLECTORTREASURER-62 or the town of Agawam Website under the Personnel Department in Job Openings.

Principal Assessor

Town of Sandisfield

Principal Assessor is a 20 hour per week position. Must be proficient in personal property and real estate values, assessor administration, point software and PermitEyes. Must maintain Mass GIS Certification annually. Additional requirements include computer literacy, proficiency with Patriot Property software and Gateway, and handling of day to day functions. Some job responsibilities include close work with Berkshire Registry of Deeds, cyclical property inspection, processing all recorded plot plans, adjusting the annual tax levy and setting of the tax rate, participation in the preparation of the Tax Recap Sheet (MGL c59 s21, 23), assessing motor vehicle, farm and repair department committals, and processing and acting on real estate and personal property abatement and exemption applications (MGL c 59 s59). For a complete job description visit sandisfieldma.gov. If interested, send cover letter, resume, and employment application (available on website) to kburrows@sandisfieldma.gov. Position will remain open until filled.

Town Accountant

Town of West Newbury

The town of West Newbury seeks qualified candidates to serve as Town Accountant. Full-time, benefits eligible position. Regular hours M-Th. 8 a.m.-4:30 p.m., Friday 8-noon. Attendance at some evening meetings required. Bachelor's degree in accounting or related field. Five years municipal accounting experience. Certification as a Town Accountant preferred. Annual salary \$79,300 to \$104,400 DOQ. Complete job description at www.wnewbury.org/job-postings. Position open until filled. Please send cover letter

■ CLASSIFIEDS continued on 29

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.

November Beacon

Deadline: October 25
Publication: November 1

December Beacon

Deadline: November 25
Publication: December 1

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 www.mma.org for details.

Classified Advertisements

CLASSIFIEDS

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and resume to: Town of West Newbury, ATTN: Town Manager, personnel@wnewbury.org, 381 Main St., West Newbury, MA 01985. AA/EOE

Project Manager

DOR Division of Local Services

The DLS Financial Management Resource Bureau seeks qualified candidates for a Project Manager position. The position promotes best practices in municipal finance by providing consulting services to municipalities across Massachusetts. Project managers work collaboratively with team members; conduct in-depth interviews with local officials and employees; analyze complex data and information; prepare guidance on municipal finance policies and procedures; write comprehensive reports; and provide technical assistance and training. Experience in a municipal finance role is highly desirable. This is a hybrid work position that requires some travel, but primarily works remotely. To view the job posting, please visit: massanf.taleo.net/careersection/ex/jobdetail.ftl?job=220009W-P&tz=GMT-04%3A00&tzname=America%2F-New_York.

DPW Experienced Equipment Operator Town of West Newbury

Town of West Newbury seeks candidates to serve as Experienced Equipment Operator for the Department of Public Works. Full-time (40 hours/week), benefits eligible position, with some required weekend on-call coverage. Union position, Teamsters Union Local #170. Minimum qualifications include Class B CDL with air endorsement and hoisting license, with three or more years of experience in operating heavy automotive equipment. Hourly rate \$30.28 with contractual annual increases, clothing allowance, and stipends for certain additional licenses. Complete job description and qualifications at www.wnewbury.org/job-postings. Open until filled. Please send cover letter and resume to: Town of West Newbury, ATTN: Town Manager, personnel@wnewbury.org, 381 Main St., West Newbury, MA 01985. AA/EOE

Building Maintenance Craftsman/ Laborer

City of Chelsea

Performs miscellaneous maintenance and repair tasks on municipal buildings, parks, and public property, requiring skills in the following areas: carpentry, painting, plastering, and other trades. Performs basic repair, replacement, and renovation duties associated with buildings and structures, including all components not regulated by statutory licensing requirements such as walls, floors, stairs, ceilings, windows, doors, roofs, hardware, painting, furniture repair, and refinishing. Perform work identified in the electrical category not requiring a licensed electrician such as changing bulbs, lens, testing emergency lights, and replacing batteries. Click on the link below to view the full job description: www.chelseama.gov/human-resources/blog/building-maintenance-craftsmanlaborer. EEO

Town Treasurer

Town of West Brookfield

West Brookfield, Mass. (pop 3,500) Immediate Hire: Town Treasurer. 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 hrs/wk, with competitive pay. Municipal experience required. Full job description and qualifications are posted on the town website: wbrookfield.com. Please email a cover letter and resume to: rsickenberg@wbrookfield.com, or mail to: The Board of Selectmen, Attn: Roland Sickenberger, 2 East Main St., West Brookfield, MA 01585.

Equipment Operator - Grade III Town of Holbrook

The town of Holbrook is seeking a full-time Equipment Operator. Shift: Monday - Friday, 7 a.m.-4 p.m. (summer shift Monday - Thursday 6 a.m.-4 p.m.) Salary: Full range for this position is \$25.74-\$31.55. Qualifications: High school graduate and shall have a minimum of five years of education/training. Knowledge and capability to operate equipment and trucks that pertain to specific job assignments. Able to communicate with coworkers, General Foreman, Superintendent and the general public. Able to follow rules and regulations, safety and any other matter that arises on the specific job. Perform any and all duties as directed or required in each assignment to complete work tasks. Read meters as required, perform water shut-offs and turn-ons, water, sewer and drainage mark-outs and must participate in snow and ice operations. Possession of a Class B CDL license (Class A preferred) and a hoisting engineer 2A/B. To Apply: Qualified applicants can apply for the position by submitting their letter of interest or resume to Keith Nastasia, knastasia@holbrookmassachusetts.us. Position will be posted until filled.

Accounting Coordinator - School Records Access Officer and Payroll Wellesley Public Schools

Receive, track and coordinate responses for all school-based public record inquiries and non-special education subpoenas. Processes biweekly payroll in accordance with town procedures, school department policies and the terms of all collective bargaining agreements, for over 900 employees. Performance Responsibilities (Primary): Coordinate Wellesley Public Schools' response to public record requests and non-special education subpoenas within required timeframes. Assist individuals seeking public records in identifying records requested. Assist the custodian of records in preserving public records in accordance with state regulations. Prepare guidelines that enable requestors to make informed public records requests. Collaborate with the Town Records Access Officer when requests cross town-wide departments. Collaborate with town and school Information Technology Departments on the collection of data responsive to public records inquiry. Collaborate with legal counsel on fee petitions, fee estimates, and redactions. Performance Responsibilities (Secondary): Receives hiring packet from Human Resources for timely and accurate setup of new employees to enable prompt payment. Processes biweekly payroll, in accordance with town procedures, school department policies and the terms of all collective bargaining agreements, for over 900 employees. Extracts data from Absence Management Software to reconcile substitute coverage with staff absences, contacting schools or departments to verify and correct data as needed prior to processing payment. Tracks and processes pay rate changes in accordance with the terms of collective bargaining agreements. Reconciles payroll to the general ledger and prepares journal entries for any changes. Works with the Assistant Superintendent for Finance and Oper-

ations and the Director of Accounting and Business Services to maintain an up to date, comprehensive, and accurate staffing schedule for payroll, budgeting and forecasting purposes. Processes confidential and sensitive documentation related to leaves, disciplinary and termination actions, wage garnishments, workers' compensation claims, and unemployment claims. Calculates and processes balloon (lump-sum) payroll; communicates and coordinates year-end close payroll timeline. Liaison with town Human Resource staff regarding reconciliations of all insurance premiums for staff whose status is changing. Processes other confidential requests from employees (e.g., Verification of Employment). Prepares and electronically transmits to the district's third-party administrator, the 403B annuity file each week for verification and payment by the town Treasurer's office. Analyzes and reconciles all Massachusetts Teacher Retirement files for online filing of contributions from teachers and ensures accurate coding in all categories to enable proper recording and allocation of funds to teacher accounts. Assists the Director of Human Resources and the Assistant Superintendent for Finance and Operations with information requests for use in contract negotiations. Cross-trains with the Accounting Coordinator of Accounts Receivable and Cash Management to perform the payroll function in their absence. Cross-trains the Financial Transaction Assistant in generating and issuing paper timesheets to staff, track substitute time in a spreadsheet, document pay rate on the paper timesheets, log payroll dates in MUNIS and assist as backup for simple data entry of hourly employees from paper timesheets. Enters and processes employee reimbursement payments. Documents procedures for all aspects of payroll processing, MTRS filings, calculation, and processing of leave payments, etc. Maintains payroll files in an accurate, organized, and up-to-date manner. Maintains and implements salary tables for all staff on an annual basis. Performs other related duties as assigned by the Assistant Superintendent for Finance and Operations and/or the Director of Accounting and Business Services. Applicants apply to: wellesleybps.tedk12.com/hire/ViewJob.aspx?JobID=298.

Coordinator for Community Engagement Wellesley Public Schools

Under the direction of the WPS Superintendent of Schools, the Coordinator for Community Engagement will work to operationalize a robust district public outreach and engagement strategy; coordinate activities that advance internal and external stakeholder relations and partnership opportunities; provide technical and creative assistance to the district; manage media relations for the Administration and School Committee; and help coordinate crisis planning and communications. Essential Job Functions: collaborate with the WPS Administration and any related external communications/public engagement partners to implement a public outreach and engagement strategy; provide logistics leadership and technical support for the development and finalization of a WPS Strategic Plan; coordinate informational materials, public forums, and community meetings regarding current issues and initiatives in the school system to regularly inform WPS community and coordinate participation in community festivals, fairs, conferences, and events; coordinate responses to media inquiries and help de-

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Classified Advertisements

CLASSIFIEDS

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velop related WPS statements and information releases; build relationships with local media outlets to help promote positive communications; help develop and disseminate information about district activities, accomplishments, and progress toward meeting district goals, including the development of the annual District Progress Report; work with the WPS staff to help ensure an effective online presence, including updates to the WPS website and social media pages; develop and maintain relationships with community partners to advance the goals of the District; performs other related duties as assigned by the Superintendent of Schools. Essential Job Requirements - Qualifications: Knowledge, skills, and abilities required for this strong classification would typically be acquired through graduation from a four-year college or university. Must be available during the day and on-call during off hours to meet the essential job functions. Training and Experience: Evidence of positive experiences working with the public; strong speaking, writing, analytical and presentation skills; experience working with a wide array of technology platforms; prior experience in media relations; experience working with K-12 public education preferred; a minimum of a bachelor's degree in communications, media technology, journalism, public relations, or related field. Master's degree preferred. A minimum of two years of successful experience in a similar role using a variety of media, preferably for a public school district or in a municipal setting. Applicants please apply to: wellesleyps.tedk12.com/hire/ViewJob.aspx?JobID=296.

Public Health Nurse City of Gloucester

The city of Gloucester is now accepting applications for the position of Public Health Nurse to join our Health Department team. The Public Health Nurse promotes the wellbeing of the community and seeks to prevent communicable disease, reduce the effects of preventable chronic disease and premature death, and to improve the health and safety of the residents of Gloucester. This is a full-time, 35 hour per week position. Salary range is \$70,438-\$88,498, depending upon experience. A full job description can be found at gloucester-ma.gov/DocumentCenter/View/8673/Public-Health-Nurse. Qualified candidates should submit a resume and [application](#) no later than Oct. 3, to jobs@gloucester-ma.gov. AA/EOE. View our Diversity Commitment Statement [here](#).

CFO/Town Accountant Town of Freetown

The town of Freetown seeks qualified candidates for the full-time position of CFO/Town Accountant. Under the direction of the Board of Selectmen and Town Administrator, this position will perform essential functions ensuring that all municipal financial transactions conform to law and to professional standards. Applicants must have a minimum of a bachelor's degree in accounting, finance or a related field, master's preferred; at least five years of progressively responsible experience in accounting or financial management; and equivalent combination of education and experience. Experience in municipal accounting is preferred. For more information on this position visit www.freetownma.gov.

Director of Regional Emergency Communications Center Acton Concord Regional Emergency Commu- nications Center

The town of Acton and the town of Concord are seeking qualified applicants for a Director to assist with the transition, oversight, and operations of the Acton Concord Regional Emergency Communications Center. \$90,000 annually, depending on qualifications, full-time, exempt, with an excellent benefits package. The first year of this position will be grant funded while the district is being finalized. Benefits are subject to change but will remain competitive for comparable positions. For full job posting and more information, please visit our website at www.actonma.gov/jobs. If interested in applying, please send a resume and cover letter to jobs@actonma.gov.

Regional Prevention Coordinator City of Gloucester

The city of Gloucester is now accepting applications for the position of Regional Prevention Coordinator in the Health Department. This position is responsible for developing, coordinating, implementing, and evaluating prevention projects and strategies in accordance with coalition goals. This is a full-time, 35 hours per week, grant funded position. Salary range is \$53,760-\$67,543 annually, depending upon experience. A full job description can be found at gloucester-ma.gov/DocumentCenter/View/8672/Regional-Prevention-Coordinator. Qualified candidates should submit a resume and [application](#) no later than Oct. 3 to jobs@gloucester-ma.gov.

Payroll Supervisor Easton Public Schools

General Statement of Duties: The Payroll Supervisor will ensure that all payroll operations, procedures, and transactions function effectively and efficiently while providing a high level of customer service to Easton Public School employees. In this role, the Payroll Supervisor will manage the day-to-day operations of the Payroll Office and work in partnership with the Town Treasurer's office. Reports To: Director of Finance. Supervision: This position is responsible for supervising a part-time Payroll Clerk. Work Year: This is a 12 month, full-time position. Please apply through www.schoolspring.com/job.cfm?id=4035911.

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@wbroadfield.com or by calling 508-867-1417. West Brookfield is an Equal Opportunity Employer.

Town Engineer

Town of Provincetown

The town of Provincetown is accepting applications for a Town Engineer in the Department of Public Works. This position is responsible for performing highly complex duties that require extensive professional engineering, contracting and procurement expertise; independent judgment; initiative in budgeting, scheduling and administering work assignments; all other related work as required. Salary range is \$87,075 to \$113,198. Job description and application may be obtained on the town's website at www.provincetown-ma.gov/6/Employment.

Completed application, resume and cover letter must be returned to that office or hr@provincetown-ma.gov. The position is available immediately and will remain open until filled.

Code Enforcement and Facilities Coordinator

Town of Blue Hill, Maine

Town of Blue Hill seeks a Code Enforcement and Facilities Coordinator to enforce municipal code, zoning ordinances, and other applicable federal and state ordinances. Additional general maintenance duties as assigned. Candidate should have: Considerable knowledge of local, state, and federal rules, regulations, ordinances, and laws governing building construction, plumbing installations, zoning, and land use. Knowledge of planning principles and plan review methods. Knowledge of basic maintenance practices. 40 hours a week, ~\$25/hr, benefits. Submit a cover letter and resume to nnadeau@bluehillme.gov or mail to ATTN: Nicholas Nadeau, Town of Blue Hill, 18 Union St., Blue Hill, Maine 04614.

Personnel Director

City of Westfield

The city of Westfield is seeking a full-time Personnel Director. This position performs highly skilled professional work in effectively developing and managing the personnel, benefits and payroll functions of the city administration in compliance with federal and state laws and regulations, the city charter, and city policies and procedures. For more information and full job description, please visit www.cityofwestfield.org.

District Accountant

Swansea Water District

The Swansea Water District is seeking a highly qualified individual to fill the vacancy of the District Accountant. The position consists of remote work for three to four hours per week. Annual salary range is \$6,000-\$8,000. Works under the general supervision of the Board of Water Commissioners and the Superintendent. Job Duties: For a complete job description, please visit our website at www.swanseawaterdistrict.com. Position open until filled; interviews commence as applications are received. The Swansea Water District is an EO/AA employer.

Payroll Specialist

City of Chelsea

Summary Statement of Duties: Responsible and complex financial clerical work in the preparation and maintenance of the city's payroll processes. Prepare and distribute payroll for the city. Verify pay information, compensated leave, appropriate withholdings, deductions, and direct deposits. Maintain all required payroll department reports and records. Review and verify the availability of funds in salary general ledger accounts. Work with the Payroll Supervisor and perform timely and accurate processing of the payroll functions of the department. Location: Treasurer's Department, Union: SEIU Local 888, Pay Grade: 8. Salary Range: \$46,333.60-\$58,902.80. Click on the link below for the full job description: www.chelseama.gov/human-resources/blog/payroll-specialist. EEO

Assistant Executive Director/Operations Manager

Greater New Bedford Regional Refuse Management District

The Greater New Bedford Regional Refuse Management District seeks to fill the position of Assistant

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Director/Operations Manager. This is a newly created position to prepare for succession as members of the district's upper management team transition out of the organization over the next two years. This is a unique opportunity to grow into a management role in one of the most successful regional refuse districts in Massachusetts. Salary: \$90,000 plus competitive benefits package. Application instructions and job description available at gnbrmrdistrict.org.

Associate Planner

Town of Hull

The town of Hull is seeking qualified applicants for the full-time position of Associate Planner. The Associate Planner will work to carry out the regulatory planning and development functions of the department under the direction of the Community Development and Planning Director. The position will work closely with the Planning Board, Design Review Board and other land use boards and committees providing staff assistance, reviewing applications and coordinating preparation of meeting agendas and information as well as other projects and tasks as identified by the Director. Work schedule: Monday-Thursday 7:45 a.m. to 5 p.m. Full-time hours include some evening hours to attend required meetings. Associate Planner's essential functions include, but are not limited to, assist the Department in the permitting of new commercial and residential projects in coordination with the Planning Board, Design Review Board, Building Department, outside consultants, other town departments and the public; prepare and track legal notices and advertisements; assist applicants to submit complete applications; draft decisions and conditions of approval for the Planning Board; and oversee compliance with project conditions. Conduct site inspections as needed. Attend departmental, committee and board meetings (day/evening meetings) as directed. Work with town committees such as the Affordable Housing Committee, Historic Committee Economic Development Committee and other boards and committees as directed. A bachelor's degree in planning, geography, community planning, landscape architecture, economic development, public administration or other related field with demonstrated experience in consulting or municipal planning. A valid Massachusetts motor vehicle operator's license. Annual salary \$65,000 plus benefits. For first consideration, please forward a cover letter and resume to: Phil Lemnios, 253 Atlantic Ave., Hull, MA 02045 or email nallen@town.hull.ma.us. Search will remain open until the position has been filled.

Human Resources Director

Town of Ashland

The town of Ashland seeks a full-time (40 hours) Human Resources Director who will further develop strategic partnerships to enhance employee engagement, performance, appreciation and wellness. The Director is responsible for recruitment and hiring, personnel policies, ensuring compliance with all applicable laws and regulations, managing workers compensation and 111F claims, labor relations including collective bargaining, training, administering employee benefit programs, and payroll. Position requires a bachelor's degree and a minimum of five years' progressively responsible related experience. Position is exempt with salary commensurate with qualifications, up to \$110,000/year with great benefits. Apply online: www.ashlandmass.com/597/Employment-Opportunities.

Paralegal - Legal Department

City of Marlborough

The city of Marlborough's Legal Department is seeking qualified applicants for the position of full-time Paralegal who will provide legal support, and perform clerical and administrative functions, for the Legal Department. Responsibilities include coordinating and preparing responses to public records requests, processing claims and settlements for all legal claims and suits, prepare a variety of legal documents including correspondence, ordinances, agreements, and pretrial/trial filings, act as a liaison with other departments and their department heads and the public, assist with researching specific questions of law for precedent, related case law, and/or citations. For the full ad and description, click here: [Paralegal](#).

Town Planner

Town of Carlisle

The town of Carlisle seeks a municipal Planner to develop and carry out integrated town-wide planning initiatives. The planner will also support the Carlisle Planning Board to act on development, site plan review, and special permit applications. The town of Carlisle is a semi-rural Middlesex County town with just over 5,000 residents. The town recently completed a Comprehensive Plan, which recommended that the town, for the first time, retain a Planner. The Planner will assume responsibility for many of the Comprehensive Plan recommendations and will be instrumental in helping Carlisle prepare proactively for future challenges. Important areas include land use, housing, and sustainability. The Planner will be responsible for developing and implementing a town-wide GIS system. The Planner's duties will include providing technical assistance to the Planning Board; preparing grant applications and managing projects; undertaking neighborhood and strategic planning initiatives; working with residents and neighborhood groups; and responsibility for other community development projects as assigned or approved by the Planning Board. The Planner works with local and regional officials to achieve positive progress in community planning, policies, resource protection, and innovation in zoning and land use regulation. The successful candidate will have a bachelor's degree in planning or a related field and a minimum of five years' experience in community planning with a city or town, or any equivalent combination of education and experience which demonstrates required knowledge, skills, and abilities. Master's degree and AICP Planning Certification preferred, but not required. GIS proficiency required. The Planner will report to the Planning Board. Salary range \$82,621.09-\$95,484.69, DOQ. The town of Carlisle is an Equal Opportunity/Affirmative Action Employer and does not discriminate on the basis of race, color, national origin, religion, gender or gender identity, familial status, disability, ancestry, age, marital status, public assistance status, sexual orientation, veteran history/military status or genetic information. Interested individuals are encouraged to apply with a cover letter and resume. Applications will be accepted until the position has been filled. Please address materials to Jennifer Gibbons, Carlisle Town Hall, 66 Westford St., Carlisle, MA 01741. jgibbons@carlislema.gov.

Payroll Clerk/Treasurer Clerk

Town of Somerset

The town of Somerset is accepting applications for the position of Payroll Clerk/Treasurer Clerk. Candidates for this position must possess a high school diploma or equivalent apprentice level of trade knowledge; a min-

imum of one to three years' prior work experience; or any equivalent combination of education, training, and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job. Ability to use a variety of computer software programs (i.e. word processing and spreadsheet applications), payroll software, as well as internet and website technology in support of department operations. Proficient interpersonal and customer service skills to interact with employees and residents; proficient oral and written communication skills; and excellent organizational skills. The town of Somerset offers a comprehensive benefits package. Application and job description are available on the town's website at www.townofsomerset.org/administrator/pages/employment-opportunities or at the Town Administrator/Personnel Director's office, Room 23, Town Office Building, 140 Wood St., Somerset, MA 02726. Questions and applications should be submitted to the Town Administrator/Personnel Director's office, at pramos@town.somerset.ma.us. Applications will be received until the position is filled. Applicants who have applied in the past must reapply if they wish to be considered. The town of Somerset is an AA/EEO employer.

Veterans' Service Officer

Town of Somerset

The town of Somerset is accepting applications for the position of Veterans Service Officer. Candidates for this position must possess a bachelor's degree or an equivalent master craftsman level of trade services and a minimum of seven to 10 years of related experience, preferably in social services. Successful candidates must be an honorably discharged veteran in accordance with Massachusetts state law and must complete, within six months of appointment and maintain during course of employment, a Department of Veterans' Service Certification. Must have a valid Class D Motor Vehicle Driver's License. The town of Somerset offers a comprehensive benefits package. Application and job description are available on the town's website at www.townofsomerset.org/administrator/pages/employment-opportunities or at the Town Administrator/Personnel Director's office, Room 23, Town Office Building, 140 Wood St., Somerset, MA 02726. Questions and applications should be submitted to the Town Administrator/Personnel Director's office, at pramos@town.somerset.ma.us. Applications will be received until the position is filled. Applicants who have applied in the past must reapply if they wish to be considered. The town of Somerset is an AA/EEO employer.

Assistant Treasurer/Collector

Town of Barre

Technical and clerical work assisting the Treasurer/Collector in the performance of duties. In the absence of the Treasurer/Collector, may perform any of the required duties of the Treasurer/Collector; all other related work as required. The full job description can be viewed on the town's [website](#). Please submit a resume, cover letter and completed employment application for consideration. Hourly wage starting at \$21.86/hour.

Treasurer/Collector

Town of Barre

The town of Barre seeks qualified applicants for the position of Treasurer/Collector. Successful candidate must be organized, able to multitask, detail oriented, a

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self starter with excellent customer service, and team oriented. Duties include collection of taxes, water and sewer bills, payroll reconciliation of cash and receivables, investment of town funds, borrowing of funds, processing tax title properties, and related duties. Successful candidate must be computer proficient and must be bondable. Previous municipal experience and experience with Vadar, Munis or Softright software preferred. Salary is negotiable and dependent on experience and qualifications. Interested persons should submit a letter of interest, resume, letters of reference and an employment application to the Board of Selectmen. Applications can be dropped off or mailed to: Town Administrator Jessica Sizer, Henry Woods Building, 40 West St., 2nd Floor, Box 697, Barre, MA 01005 or email jsizer@townofbarre.com. AA/EOE. To view the job description, visit www.townofbarre.com/jobs.

Director of Community Development Town of Provincetown

The town of Provincetown is seeking qualified applicants for the position of Director of Community Development. The successful candidate will have excellent leadership qualities, oral and written communication skills, understanding of or ability in planning and municipal regulatory operations. A master's degree in city and regional planning, architecture, building construction or related field; five years in municipal planning, architecture, building industry, community development and three years' supervisory experience preferred. The duties are outlined in a job description posted on the town's website at www.provincetown-ma.gov/6/Employment. The town has established a salary of up to \$140,000. Final salary negotiable commensurate with qualifications. An attractive benefits package, including health and retirement plans. Resumes will be evaluated as received. Interviews are expected to begin after the position is advertised for a period of four weeks. All replies will be kept confidential until an offer of employment is accepted. Please send a cover letter and resume (electronic submissions preferred) or request a Position Profile Brochure to: Richard J White, Groux-White Consulting, LLC, 1 Pelham Road, Lexington, MA 02421, rickwhite58@verizon.net.

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.

Leadership Skills Online Program

UMass Donahue Institute, in collaboration with University Without Walls (UWW) and UMass Online, is offering an online leadership development certificate program. The Leadership Excellence program is for emerging leaders who need new skills and tools to implement organizational change and propel their careers forward. The five-module program provides 30 hours of hands-on learning over eight weeks in an interactive online classroom. Participants complete two online leadership assessments and receive individualized coaching to interpret the results. Program completion earns learners a certificate and three CEUs through UWW. A 25% discount for those registered before Nov. 30. The program begins with orientation on April 20, 2023. www.donahue.umass.edu/leadershipexcellence.

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 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@mrigrig.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.

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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 long-term claims. We offer training in sexual harassment, social media and the "just cause analysis" to municipal managers. We also serve as appointed hearing officers on a case-by-case basis. Many of our clients take advantage of a flat monthly rate for unlimited phone calls and emails, which encourages key managers to work with counsel prior to making critical personnel decisions. Check our website at CliffordKennyLaw.com 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. Kinsherb, 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 Kinsherb at eric@erickinsherbcpa.com or at

508-833-8508. Learn more at www.erickinsherbcpa.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 Bartlett St., Suite 186, Andover, MA 01810; 978-474-0200; hrcsconsulting@comcast.net; or visit www.hrcsconsultinginc.com. WBE certified.

Executive Recruitment and Municipal Management

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



Officials from 3 communities meet at border

Officials from Andover, North Andover and Lawrence gather at a shared municipal boundary on Sept. 24 to "perambulate," or walk and inspect, local borders. State law (M.G.L. Ch. 42, Sec. 2) requires municipal officials to ensure that the "boundary markers of every town shall be located, the marks thereon renewed, and the year located marked upon the face thereof, which bears the letter of the town locating its boundary, once every five years." Pictured here are Andover Town Manager Andrew Flanagan and Select Board members Alex Vispoli, Annie Gilbert and Melissa Danisch; North Andover Town Manager Melissa Murphy-Rodrigues and Select Board members Janice Phillips and Rosemary Smedile; and Lawrence Mayor Brian De Peña and councillors Marc Laplante, Pavel Payano, Estela Reyes, Jeovanny Rodriguez and Ana Levy. (Photo courtesy Alex Vispoli)

Calendar



The Beacon

Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

OCTOBER

6 **MunEnergy**, webinar, 1:30-2:30 p.m. Contact: MMA Deputy Executive Director Katie McCue

11 **MMA Board of Directors**, annual long-range planning meeting, 8:30 a.m.-1 p.m., The Conference Center at Waltham Woods. Contact: MMA Executive Director's office

14 **MMA Legislative Breakfast**, Amherst and Lynn, 8-10 a.m. Contact: MMA Project and Research Assistant Daniel Yi

14 **Massachusetts Select Board Association**, webinar, noon-1 p.m. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

15 **Women Elected Municipal Officials**, Leadership Conference, 8:30 a.m.-noon, Melrose Memorial Hall, Melrose. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

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

20 **Massachusetts Municipal Management Association**, monthly meeting, 9 a.m.-1 p.m., Olde Scotland Links, Bridgewater. Contact: MMA Senior Member Services Coordinator Denise Baker

21 **MMA Legislative Breakfast**, Lenox and Lexington, 8-10 a.m. Contact: MMA Project and Research Assistant Daniel Yi

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

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

Daniel Yi can be reached at dji@mma.org

Note: The MMA is requiring attendees of in-person meetings to show proof of being fully vaccinated for COVID (card, photo or QR code). Exemptions are allowed with a negative PCR test taken within 72 hours. Masks are optional.

28 **MMA Legislative Breakfast**, Easton and Gardner, 8-10 a.m. Contact: MMA Project and Research Assistant Daniel Yi

28 **Massachusetts Municipal Human Resources**, Labor Relations Seminar, 8:15 a.m.-3 p.m., Devens Common Center, Devens. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

NOVEMBER

3 **Women Leading Government**, meeting, 9 a.m.-3 p.m., Pine Ridge Country Club, Oxford. Contact: MMA Senior Member Services Coordinator Denise Baker

5 **Association of Town Finance Committees**, Annual Meeting, 9 a.m.-3 p.m., Sharon Community Center, Sharon. Contact: MMA Senior Member Services Coordinator Denise Baker

8 **Massachusetts Municipal Councillors' Association**, board meeting, 8:30-9:45 a.m., hybrid (MMA office and Zoom). Contact: MMA Senior Member Services Coordinator Denise Baker

8 **MMA Board of Directors**, board meeting, 10-11:15 a.m., hybrid (MMA office and Zoom). Contact: MMA Executive Director's office

8 **Massachusetts Select Board Association**, board meeting, 2:15-3:30 p.m., hybrid (MMA office and Zoom). Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

10 **Massachusetts Select Board Association**, webinar, noon-1 p.m. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

17-18 **Massachusetts Municipal Management Association**, Fall Conference, UMass Amherst. Contact: MMA Senior Member Services Coordinator Denise Baker

DECEMBER

7 **Massachusetts Mayors' Association**, holiday dinner, Boston. Contact: MMA Communications and Membership Director Candace Pierce

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

15 **Massachusetts Municipal Management Association**, holiday meeting, 9 a.m.-1 p.m., Devens Common Center, Devens. Contact: MMA Senior Member Services Coordinator Denise Baker

JANUARY

20-21 **44th MMA Annual Meeting & Trade Show**, Hynes Convention Center and Sheraton Hotel, Boston. Contact: MMA Conference and Meeting Planner Timmery Kuck

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.

For more information, visit www.mma.org

Online registration is available for most of these events.