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Maura Healey to speak at Annual Meeting

By John Ouellette

Just two weeks after her inauguration as the 73rd governor of Massachusetts, Maura Healey will address local officials from across the state during the Opening Session of the MMA Annual Meeting & Trade Show on Jan. 20 in Boston.

On Nov. 8, Healey became the first woman and first openly gay elected governor in state history, after serving two four-year terms as the state's attorney general. She will highlight her policy priorities for the coming year, particularly those of importance to municipalities.

Healey has been a frequent speaker at MMA Annual Meetings during her tenure as attorney general. In 2016, as the keynote speaker at the Women Elected Municipal Officials Leadership Luncheon, held during the Annual Meeting, she reflected on her experiences growing up as the oldest of five brothers and sisters with parents involved in local government, in Hampton Falls, New



Gov.-elect Maura Healey

Hampshire.

"I am somebody who fundamentally believes that all politics is local," she said, "and the engagement that we have with one another at that level is so fundamentally critical

to the health and well-being of families and communities in our state and in fact across this country. I really respect and have the highest regard for the work you do, the time you put in. It is not easy."

Healey came to Massachusetts to attend Harvard College, where she majored in government, was co-captain of the women's basketball team, and graduated with honors in 1992. After graduation, she spent two years playing professional basketball as a starting point guard in Europe before returning to earn her

law degree at Northeastern University School of Law.

Healey began her legal career as a clerk in the U.S. District Court for the District of Massachusetts, followed by more than seven years in private practice at Wilmer Cutler Pickering Hale and Dorr. She also served as a special assistant district attorney in Middlesex County.

In 2007, she was hired by her predecessor as attorney general, Martha Coakley, as chief of the Civil Rights Division, where she spearheaded the state's challenge to the federal Defense of Marriage Act. Under Coakley, she also served as chief of the Public Protection and Advocacy Bureau and chief of the Business and Labor Bureau. She resigned in 2013 to run for attorney general in 2014, winning her first campaign for elected office. She was reelected in 2018.

At the MMA conference in 2016, she

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Members lining up for MMA Annual Meeting

By John Ouellette

Registrations are rolling in 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 in Boston.

The agenda has come into sharper focus over the past couple weeks with confirmation that <u>Gov.-elect Maura Healey</u> will be speaking at the Opening Session, and the announcement of the <u>18 informative and timely workshops</u> and <u>10 half-hour Learning Labs</u>.

In addition to Healey, the <u>speaker</u> lineup includes:

- Keynote <u>Elizabeth Lombardo</u>, a noted psychologist and author who offers strategies for improving mental and emotional resilience
- Friday dinner speaker <u>Anthony</u>
 <u>Everett</u>, an Emmy-winning journalist



Attendees catch up between sessions during the 2020 MMA Annual Meeting & Trade Show.

and longtime host of WCVB Channel 5's "Chronicle"

- Closing speakers <u>Clarence Anthony of</u> <u>the National League of Cities and Marc</u> Ott of the International City/County <u>Management Association</u>, who will discuss diversity, equity and inclusion
 - ANNUAL MEETING continued on 26

2022 MMA Board of Directors

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

Executive Committee

Ruthanne Fuller, MMA President Mayor, Newton

Jill Hai, MMA Vice President Select Board, Lexington

Brian Arrigo, MMaA First Vice President Mayor, Revere

Steve Bartha, MMMA First Vice President Town Manager, Danvers

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Executive Director's Report

An agenda to address key municipal challenges

Local leaders are moving their communities forward in a very complicated environment.

COVID is still disrupting normal planning and impeding recovery in many sectors. Although unprecedented one-time resources from the federal government and the state surplus are available to assist in the short-term, deep long-term economic concerns are looming, particularly the double threat of a potential recession combined with unaffordable inflation that is driving up costs faster

than revenue growth.

Massachusetts is in a time of transition, waiting for the pandemic to fully recede, while we are still unsure of the scope of the financial and operational impacts that cities, towns, and the state will face going forward. At the same time, there is growing urgency for progress on key priorities that will get harder to solve with longer delays.

The MMA is fortunate to be guided by a talented and dedicated Board of Directors, led by President Ruthanne Fuller and Vice President Jill Hai, and 32 top-shelf local officials who are intimately involved with the challenges that cities and towns are facing, and with the solutions that will be most effective. In that context, I want to share with you the results of the board's recent long-range planning session, as our leadership identified major priorities for us to advance on behalf of all municipalities.



By Geoffrey Beckwith

Revenue sharing and Chapter 70: The MMA will always serve as the lead advocate fighting for full funding for municipal and school aid, and our agenda for next year will prioritize a state revenue-sharing policy to increase Unrestricted General Government Aid by at least the same percentage as the actual growth in state tax revenues and

secure full funding of the Student Opportunity Act. True revenue sharing and equitable funding for Chapter 70 are twin pillars that hold up municipal finances across the state.

Beyond these essential local government aid programs, the board has highlighted a number of key priorities to address critical challenges facing cities and towns.

Municipal infrastructure: Municipal infrastructure needs are extraordinary, and meeting those needs is more challenging than ever, given the resource limits imposed by Proposition 2½, the crumbling state of (dis)repair of our roads, bridges, environmental systems, public safety and municipal buildings, and rampant inflation in construction materials and labor. Municipal infrastructure is more broadly defined than in the past, moving beyond "horizontal" - roads, bridges and pipes — to include "vertical" — buildings and facilities.

The MMA's goals include winning permanent increases in Chapter 90 for local

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

Kristi Williams, Town Manager, Westborough

Michelle Wu, Mayor, Boston

Healey, Driscoll begin rapid transition process

By Dave Koffman

Immediately following her victory, Gov.elect Maura Healey got to work to build her team and begin a rapid transition process to the next administration.

On Nov. 9, she announced that her running mate and current mayor of Salem, Lt. Gov.-elect Kim Driscoll, will serve as chair of her transition committee. Driscoll's experience in local government runs deep. She has served as mayor since 2006, and she previously served on the City Council and worked as a deputy city manager in Chelsea for five years. She has been an active member of the Massachusetts Mayors Association, and served as its president in 2012.

In recent weeks, the transition committee has announced key policy committees, focused on issues such as transportation infrastructure, housing, climate change,



Maura Healey



Kim Driscoll

jobs and the economy, youth and young adults, and safe and healthy communities. The committees will work to identify a "timeline for action, resources to leverage, and metrics to measure effectiveness."

To coordinate the work of these committees, Danielle Cerny was named as the transition director. She previously served as a visiting fellow at the Rappaport Institute and recently interviewed outgoing Lt. Gov. Karyn Polito at an event discussing the successes and strategies in state-local government relations during the Baker administration's tenure, the focus of a report written by Cerny.

As the transition work continues, the days leading up to the inauguration on Jan. 5 are expected to feature a flurry of announcements related to key posts in the new administration, including cabinet secretaries and other key staff who will prove critical to tackling the new administration's policy priorities.

Healey is scheduled to address local officials two weeks after her inauguration, during the MMA Annual Meeting & Trade Show on Jan. 20.

Due to the change in administrations, the incoming governor is granted an additional five weeks to file her first state budget proposal, which is due on March 1.

Gov. files supplemental budget for temporary shelter needs

By Jackie Lavender Bird

As the Commonwealth experiences a dramatic increase in demand for emergency shelter from migrant and refugee families, Gov. Charlie Baker on Nov. 18 filed a \$139 million supplemental budget bill to provide additional funding for state agencies addressing the crisis, as well as dedicated funding for municipalities who are hosting school-aged children.

The fiscal 2023 supplemental budget would build on \$20 million included in an economic development bill signed on Nov. 10 by creating a \$130 million reserve fund to address ongoing needs. The remaining \$9.2 million in the bill would go to the Registry of Motor Vehicles to implement the Work and Family Mobility Act, which was upheld by voters on Nov. 8 as Question 4.

The reserve fund would:

- Provide funding for the projected caseload increase in the Emergency Assistance program through the end of fiscal 2023
- · Provide funds to recruit and retain service providers
- Support the renovation and construction of new shelter units
- Establish a temporary centralized intake center

Recognizing that placing migrant families with children in communities can present challenges for local officials, the bill sets aside \$37 million of the reserve for emergency aid to local school districts for the remainder of the 2022-2023 school year and all of the 2023-2024 school year.

An outside section of the bill would authorize the commissioner of the Department of Elementary and Secondary Education, after consultation with local school districts and subject to appropriation, to enroll students from state-placed families in nearby districts in situations where the host community would experience a sudden and significant increase in enrollment due to the placement. It would also allow the commissioner to allocate transportation costs among school districts as the commissioner deems reasonable.

An additional outside section would prohibit municipalities from adopting stricter sanitary codes for emergency shelters in order to prevent homeless shelter expansion in their communities. This outside section is intended to give housing agencies flexibility to stand up non-traditional, temporary shelter facilities in compliance with the state's sanitary code.

The MMA hosted a webinar on Nov. 1 about the migrant crisis with Lt. Gov. Karyn Polito and members of the administration, where municipal officials were

able to ask questions and give feedback on how state and local governments can best respond to this crisis.



Auditor Bump meets with the MMA

State Auditor Suzanne Bump reflects on her 12-year tenure and her efforts related to cities and towns while meeting virtually with the MMA's Board of Directors on Nov. 8. She discussed her work with local officials and her office's recent report, "Fulfilling the Promise of Local Aid by Strengthening State-Local Partnerships," which identified significant funding shortfalls for state-mandated services and programs. Bump's third and final term will end in January.

Gov. signs economic development package

By Jackie Lavender Bird

Gov. Charlie Baker signed a \$3.7 billion spending package on Nov. 10 that is a combination of an economic development bill and a fiscal 2022 supplemental budget.

The bill, passed by the Legislature on Nov. 3, includes investments in small businesses and communities, broadband, housing production, relief for rising energy costs, and assistance for the MBTA.

Legislators had tabled a \$4 billion economic development bill as the formal legislative session ended on July 31, 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. In September, the state auditor certified that nearly \$3 billion needed to be returned to taxpayers under 62F, which left a surplus of \$3.17 billion.

The Legislature added \$510 million of the state's American Rescue Plan Act funds to the remaining state surplus to fund the economic development and supplemental budget package, expending the remainder of the surplus and leaving \$1.75 billion in state's ARPA allocation.

The governor vetoed the outside section capping the use of ARPA funding at \$510 million, saying his veto will allow the Commonwealth to prioritize the use of those time-limited federal dollars. The ARPA law requires that the funds be entirely committed by the end of 2024 and spent by the end of 2026. The vetoed section was referred to the House Committee on Ways and Means on Nov. 17 for consideration.

The law signed by the governor includes major investments strongly supported by the MMA, including in the areas of broadband, housing, water infrastructure, and the Community Preservation Trust Fund.

The law provides:

- \$50 million for the Broadband Innovation Fund and an additional
 \$25 million for a reserve for broadband infrastructure investments, including the Last Mile Infrastructure Grant program
- \$304.5 million for housing programs, including \$100 million for the Affordable Housing Trust Fund, \$100 million for a workforce housing initiative, and \$100 million for the CommonWealth Builders program

- \$20 million for migrant and refugee programs to streamline access to housing, shelter, food, health care and legal services (a topic discussed in an MMA webinar on Oct. 31)
- \$115 million for the <u>Clean Water Trust</u> <u>Fund</u>, which helps communities finance significant, complex and urgent water projects
- \$20 million for the Community Preservation Trust Fund, which would increase the state's match from an estimated 35% to 43%, approximately the same level as in fiscal 2022.

The CPA item would benefit the 194 communities that have adopted higher local property taxes to address environmental and housing challenges.

Economic development bills passed by the House and Senate earlier this year incorporated roughly \$1.2 billion in state bonding authorizations, but borrowing provisions require roll call votes, which are not an option during the current informal session. As a result, bond-supported programs, such as MassWorks, were not included in the final legislation.

MMA Annual Meeting to feature 18 timely workshops

By Jennifer Kavanaugh

People attending workshops at the MMA Annual Meeting & Trade Show in January can learn how to make better use of regionalization to maximize services, use public communication to build community and trust, and minimize hostile interactions during these stressful times, among other timely topics.

The MMA will offer 18 workshops at the Hynes Convention Center on Jan. 20 and Jan. 21. Attendees will gain insights from experts on a range of topics and hear from fellow members who have developed best practices in their communities.

The following are the Annual Meeting workshops for 2023:

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

- The ABCs of EVs: Electric Vehicles 101
- Can I Work from Home? Succession Planning Post-Pandemic*
- Economic and Fiscal Outlook
- Hot Topics in Municipal Law*
- · Regionalization: Best Practices and

Lessons Learned*

 Strengthening Your Municipal Cybersecurity Program and Incident Response Planning*

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

- Cultivating an Effective Manager/ Board Relationship*
- Getting It Right: How Municipalities Can Achieve Housing Goals
- The Latest in Labor Law*
- The Path Forward on PFAS: Examining State and Local Approaches*
- Private Roads: Political Nightmare, Legal Reality
- Using Public Communications to Build Community and Trust

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

- Cooling Hostility: Tools and Strategies*
- Going, Going, Green! Municipal Aggregation and Clean Energy
- Mental Health and Policing: Crisis Intervention and Co-Responders*
- Neighborhood Joints: Social Consumption in Your Municipality



Local leaders can choose from 18 workshops to keep informed about current municipal topics during the MMA Annual Meeting in January.

- Reframing Recruitment: Advancing Municipal Hiring Strategies*
- Transportation Funding Opportunities
 Through the Bipartisan Infrastructure

Workshops with an asterisk are eligible for MIIA Rewards.

Full workshop descriptions and panelists are available on the MMA website and will be available in the MMA's Annual Meeting app.

Gov. Baker signs public lands preservation bill

By Josie Ahlberg

On Nov. 17, Gov. Charlie Baker signed a bill to codify the process for preserving public land during land transfers or land use changes.

The law expands upon the "no-net-loss" policy in Article 97 of the Massachusetts Constitution, which requires a municipality or other public entity to offset a change of use of protected open space by providing comparable replacement land.

Open space refers to conservation, forested, recreational, agricultural and undeveloped land, as well as green buffers along open areas and roadways. These lands often have environmental benefits such as natural habitats and terrain, and can be resources for public recreation.

The transfer of these lands requires a number of local votes, including by local commissions and legislative bodies, before



Gov. Charlie Baker has signed a bill codifying the process for public land preservation during land transfers or land use changes.

going to the Legislature and finally the governor for review.

The new law includes language to allow for a cash payment in lieu of the required replacement land. A cash payment would be allowed if the proposed change or disposition serves a significant public interest, has no impact on environmental justice populations, and when no feasible, equivalent alternative exists at the time of the proposal.

The cash payment must be no less than 110% of the value of the land, and will be required to be spent within three years to acquire replacement protected land in a comparable location. The secretary of Energy and Environmental Affairs would need to determine that the replacement land is of equal or greater natural resource value.

The MMA wrote to the governor asking him to reject the more burdensome aspects of the legislation and opt for a more flexible approach to codifying Article 97.

The final bill had been released by a House-Senate conference committee on Nov. 8 and was enacted and sent to the governor on Nov. 10. ●

MMA sends Chapter 90 survey for input on roadway needs

On Nov. 22, the MMA emailed its biennial Chapter 90 Survey to chief municipal, public works, and highway department officials in all 351 Massachusetts cities and towns.

The survey asks communities for their assessment of what it would cost annually to maintain their local roads in a state of good repair.

The MMA and local officials across the state recognize the Chapter 90 program as a critical resource to ensure the health of local economies and the well-being of Massachusetts cities and towns. Up-to-date information about local road and bridge maintenance needs is key to the MMA's transportation funding advocacy efforts, particu-

larly with a new administration taking office and a new legislative session set to begin in January.

Data gathered through the Chapter 90 survey provides concrete data to help inform legislators and the public through educational materials, public statements, and testimony to the Legislature and state transportation administrators.

The MMA is urging local officials to complete the survey by Dec. 20, and to share it within their professional networks. The MMA seeks as many responses as possible to ensure the most accurate picture of local roadway conditions and resource needs.

For more information or a link to the



Local officials are encouraged to provide feedback on their roadwork needs for the MMA's Chapter 90 survey.

survey, contact Project and Research Assistant Daniel Yi at dyi@mma.org.

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

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

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

map of the Trade Show floor, and much more.

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

The app is available for all smartphone and tablet devices.

A guide about how to access the app will be emailed to registrants in the weeks

before Annual Meeting. The app features a two-step login process.

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

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

- Meredith Gabrilska

MMA to present fiscal policy resolution to members

By John Quellette

Local leaders from across Massachusetts will consider a resolution on the statelocal fiscal partnership during the MMA's Annual Business Meeting on Jan. 21 in Boston.

The proposed "Resolution Supporting an Enduring Fiscal Partnership Between Cities and Towns and the Commonwealth in Fiscal 2024 and Beyond" was drafted by the MMA Fiscal Policy Committee this fall and approved by the MMA Board of Directors on Nov.

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

The Fiscal Policy Committee is welcoming member comments through



Members vote during the MMA Annual Business Meeting in 2020 in Boston.

Dec. 27 so that committee members will be able to review any input before the Annual Business Meeting. Municipal officials may submit any comments to the MMA's Legislative Division at 3 Center Plaza, Suite 610, Boston, MA 02108 or dyi@mma.org.

The MMA's Annual Business Meeting is a key component of the MMA Annual Meeting & Trade Show, which is held each January in Boston. The policy discussions at the business meeting help to guide the advocacy work of the MMA in the year ahead.

Voting at the business meeting

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

Individuals eligible to vote at the meeting are:

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

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

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

Proposed Resolution Supporting an Enduring Fiscal Partnership Between Cities and Towns and the Commonwealth in Fiscal 2024 and Beyond

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

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

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

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

Whereas, state law limits the allowable growth in municipal revenues to a level that is far below the region's rate of inflation, at a magnitude that is unprecedented during the Proposition 21/2 era; and

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

Therefore, it is hereby resolved that the members of the Massachusetts Municipal Association support the following essential policy positions to ensure a strong partnership between cities and towns and the Commonwealth in fiscal 2024 and beyond:

In the Area of Municipal and School Aid

- In fiscal 2024, unrestricted municipal aid should grow by at least the same rate as the growth in state tax collections based on the revenue projections in place when the state's annual budgets are enacted and signed into law, and be distributed without earmarks, conditions or restrictions to all cities and towns, so that local officials and residents can adequately fund public safety, public works and all basic municipal and school services while avoiding overreliance on the property tax;
- · All State Lottery proceeds, and the revenue from expanded gaming that is statutorily dedicated to pay for municipal services, should be used to help fund unrestricted municipal aid;
- Chapter 70 school aid should be increased in fiscal 2024 consistent with the Commonwealth's constitutional obligation to ensure adequate funding in all schools, at a minimum following the updated spending standard and original phase-in schedule adopted in the 2019 Student Opportunity Act, with each city, town and school district receiving a minimum increase of \$100 per student;
- The governor and the Legislature should review the calculation of the required local contribution under Chapter 70, including the "target local share," and adopt changes

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

- The governor and the Legislature should amend charter school finance law, consistent with MMA legislation, to bring transparency and accountability to the law by limiting charter school tuition assessments placed on local government and providing a means for direct state appropriation of additional tuition payments to charter schools, funded in the state budget;
- Pending passage of charter school finance reform legislation, the full amount of the schedule in the Student Opportunity Act to fund charter school mitigation payments should be appropriated for fiscal 2024 and so that each district is reimbursed in full according to the schedule in the Student Opportunity Act;
- Full funding of the Commonwealth's commitments to the Special Education Circuit Breaker Program, as provided by state law, should be appropriated, adhering to the funding timeline outlined in the Student Opportunity Act;
- Full funding of the Commonwealth's obligations to the program for payments-in-lieu-of-taxes for state-owned land, as provided by state law and including a hold-harmless provision, should be included in the fiscal 2024
- Full funding of the Commonwealth's obligations to reimburse the costs of regional school transportation, regular school transportation, out-of-district vocational education and the transportation of homeless students under the McKinney-Vento unfunded mandate, should be included in

■ **RESOLUTION** continued on 7

Trade Show to feature 10 Learning Lab workshops

Bv Karen LaPointe

Trade Show exhibitors are looking forward to meeting local officials during the in-person MMA Annual Meeting & Trade Show at the Hynes Convention Center in January.

The Trade Show will be open on Friday, Jan. 20, from 11 a.m. to 5 p.m., and on Saturday, Jan. 21, from 9:30 a.m. to 2 p.m.

One Trade Show highlight is the series

of educational <u>Learning Labs</u> to be held in the exhibit hall on Saturday, Jan. 21. These 30-minute sessions provide opportunities to hear from experts on a variety of topics.

The following are the 10 Learning Labs for 2023:

- Care Delivery Innovation: Virtual-First Primary Care — Presented by Blue Cross Blue Shield of Massachusetts
- Cities of the Future Are Here Now: How Smart Cities Integrate Technology Into Municipal Services — Presented by VHB
- Controlling Health Care Costs for the MIIA Health Benefits Trust Cities, Towns and Public Entities — Presented by Abacus Health Solutions
- First Amendment Traps for the Unwary
 — Presented by Murphy, Hesse, Toomey
 & Lehane

■ LEARNING LABS continued on 15

Law grants local approval for one-time increase to pension COLA cap

By Dave Koffman

On Nov. 16, Gov. Charlie Baker signed a law that adds an important municipal acceptance step for a one-time, above-the-cap increase in public pension cost-of-living adjustments in fiscal 2023.

When he signed the fiscal 2023 state budget in July, Baker offered several amendments and vetoes, one of which addressed Section 134, an outside section that would allow local and county retirement boards that have accepted Section 103 of Chapter 32 to award cost-of-living adjustments of up to 5%, exceeding the cap of 3%.

The governor's amendment, recently affirmed by the House and Senate, addresses two primary concerns that had been raised by the MMA.

First, the new law, <u>Chapter 269 of the Acts of 2022</u>, adds language to ensure that municipalities are given appro-

priate authority to accept or reject the COLA decision made by retirement boards. Under the Section 134 of the budget passed by the Legislature, the COLA decision would have been made solely by a retirement board, despite the fact that the cost would be borne by the participating municipalities.

Second, the new law clarifies that an increase in the range of 3% to 5% would

■ **COLA** continued on 15

RESOLUTION

Continued from page 6

the fiscal 2024 budget;

• Full funding of the Commonwealth's obligations and commitments to Chapter 40S "smart growth" reimbursements, regional and municipal libraries, anti-gang grants, innovation and regionalization grants, and other effective municipal and school aid programs should be included in the fiscal 2024 budget; and

In the Area of Capital Budgeting

- The governor and the Legislature should work together early in 2023 to ensure enactment of a multi-year transportation bond bill that provides at least \$300 million annually for Chapter 90 local road projects, indexed to grow to match construction inflation, with a notice of allocations for fiscal 2024 by March 1, 2023, with authorizations for the Complete Streets and small municipal bridge programs provided as additional and separate allocations;
- The governor and the Legislature should strengthen the Massachusetts School Building Authority and Massachusetts Board of Library Commissioners grants by adjusting reimbursements to reflect the actual costs of construction;
- The state's fiscal 2024 capital plan should include funding for the MassWorks program to help pay for local economic development projects, including housing, development and road safety programs;
- The state's fiscal 2024 capital plan should include additional funding for water infrastructure projects, including basic drinking water capital and water contamination mitigation (PFAS), wastewater capital and Combined Sewer Overflow mitigation, and stormwater management;
- The governor and the Legislature should support programs in the fiscal 2024 state budget and capital plan to help cities and towns assess and respond to challenges

related to climate change, including the Municipal Vulnerability Preparedness program, Coastal Resilience Grant Program, Green Communities Program, GreenWorks and others:

- The governor and the Legislature should continue to make the installation of high-speed internet access in unserved and under-served cities and towns a high priority;
- The governor and the Legislature should deploy federal American Rescue Plan Act funding for water, sewer, environmental, broadband, and housing infrastructure in a timely manner so that communities can leverage these funds to address critical local needs;
- The governor and the Legislature should work with cities and towns to identify the scope of investment needed to ensure that municipal information technology systems are modernized and resilient from cyberattacks, and enact a state funding mechanism and program to provide the resources needed to implement these investments across the state;
- The governor and the Legislature should work with cities and towns to identify the scope of investment needed to ensure that municipal buildings critical to the delivery of essential public services are safe and modern, and enact a state funding mechanism and program to provide the resources needed to implement these improvements across the state; and

In the Area of Local Taxing Authority and Other Revenues

- Cities and towns should be granted new local-option flexibility to adopt local taxes and other revenues to help pay for municipal and school services and the construction and maintenance of local capital projects;
- •Cities and towns should be granted increased local-option flexibility to implement targeted property tax relief programs including for seniors and low-income homeowners,

and to adjust the relative property tax burden for residential and commercial and industrial properties; and

In the Area of Long-Term Liabilities and Sustainability

- In order to allow cities and towns to manage current costs and ensure fiscal sustainability over the long term, the Legislature, the governor and state agencies should determine, report and review the actuarial liability of post-employment benefits for public employees and undertake a comprehensive reform of the laws and practices related to post-employment benefits for public employees, with an immediate focus on Other Post-Employment Benefit (OPEB) liabilities related to health insurance for retired public employees. Reform should include ways to manage liabilities and finance benefits, and should not impose any new unfunded mandates or preempt any existing decision-making authority that cities and towns currently use to manage their OPEB liability;
- The governor and the Legislature should determine and report the long-term cost to cities and towns as part of the evaluation of all legislative proposals to amend public employee benefit programs, and no legislation to expand benefits should be acted upon until this cost analysis is complete and made public; and

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

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

It is further resolved that a copy of these resolutions shall be provided to the Governor and Members of the General Court of the Commonwealth.

MMA seeks members for its five policy committees

Local officials are invited to fill a limited number of positions available on the MMA's five policy committees for 2023.

More than 100 local officials from communities across Massachusetts serve on MMA policy committees, which advise the MMA Board of Directors, MMA staff and MMA members on legislative, regulatory and public policy issues.

• Online application form

• Deadline: Jan. 26

The committees also draft resolutions for the MMA's Annual Business Meeting, municipal best practices for the MMA's Best Practices series, and bills (biannually) for the MMA's legislative package.

Each committee has a regular schedule of meetings, usually one per month. Additionally, committee members may be asked to read legislative summaries, bill text, and/or position papers to prepare for meetings.

Each committee is assigned an MMA staff member to assist with its research, consideration of issues, and administrative functions.

Each committee has 23 members, including mayors, selectmen, councillors, city and town managers/administrators, and finance committee members, plus four presidential appointees and four technical appointees.

The MMA president names the chair and

members of the committee, subject to approval by the MMA Board of Directors.

Those with the interest and time to serve on a policy committee are asked to fill out the application form on the MMA website by Jan. 26. The form provides space to list areas of interest and expertise so that a good match can be made between volunteers and the work of the committees.

About the policy committees

- **Fiscal Policy Committee:** This committee considers all municipal finance issues. Legislation that has a fiscal impact is referred to this committee from other committees as well. This committee also develops a policy framework for local government financing in the future.
- Policy Committee on Energy and the Environment: This committee formulates policy in the following areas: water quality, water supply, air quality, solid waste and recycling, hazardous waste, wetlands, coastal areas, wastewater treatment, renewable energy and energy conservation.
- Policy Committee on Municipal and Regional Administration:
 This committee considers issues that relate to the organization, structure, efficiency, and productivity of local and regional government and the

relationships between the two levels of government. Issues include housing and zoning, procurement, economic development, regulation of marijuana, open meeting law and public records law, public health and safety, and licensing.

- Policy Committee on Personnel and Labor Relations: This committee considers issues in the following areas: collective bargaining, civil service, employee benefits and pension reform.
- Policy Committee on Public Works, Transportation and Public Utilities: This committee considers issues that relate to regional and metropolitan transportation, transportation planning, the relationship between local governments and the Massachusetts Department of Transportation, and the question of local control in joint state-local public works programs.

The MMA is the one voice that advocates for direct aid and support for core municipal and public education services provided by every community in Massachusetts. The MMA's advocacy efforts are focused on a single goal: Building strong communities in Massachusetts.

For more information, contact Daniel Yi at dyi@mma.org or or visit www.mma.org/advocacy. ●

MMA holds webinar on new cannabis law

On Nov. 9, the day a new, wide-ranging cannabis law took effect, the MMA held a webinar to help municipalities understand the implications of the law.

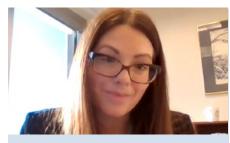
Nicole Costanzo, a senior attorney at KP Law, covered how the law is likely to affect host community agreements and community impact fees, as well as how municipalities can best position themselves in the changing environment.

Costanzo focused on the Cannabis Control Commission's additional regulatory oversight over host community agreements under the new law.

Attendees had a number of questions regarding their existing host community agreements, and Costanzo stressed the importance of documenting impact costs to ensure accurate accounting and to fend off any potential breach of contract claim.

The MMA will continue to work with stakeholders to provide up-to-date information as the implications of the new law unfold.

- · View the webinar
- Ali DiMatteo



Nicole Costanzo, a senior attorney at KP | Law, discusses the impacts of the new wide-ranging cannabis law during a webinar on Nov. 9.

Webinar covers broadband, digital equity investments

By Lily Rancatore

The MMA held a webinar on Nov. 15 providing an <u>overview of the federal</u> <u>broadband funding landscape</u> and the steps municipalities can take to prepare for this once-in-a-generation opportunity to close the digital divide and expand broadband access.

Heath Fahle, assistant secretary for federal funds in the Executive Office for Administration and Finance, kicked off the session with an overview of the federal funding opportunities in four major infrastructure areas: transportation, climate and power, <u>water and sewer</u>, and broadband.

Community Development Undersecretary Ashley Stolba from the Executive Office of Housing and Economic Development, reviewed the administration's key broadband strategy pillars, emphasizing the importance of extending access and increasing adoption and accessibility rates across the state.

Michael Baldino, director and general

counsel at the Massachusetts Broadband Institute, discussed broadband mapping and explored the state's \$50 million digital equity fund, while outlining the determining factors of digital access. Josh Eichen, the program manager of partnerships, highlighted how cities and towns can leverage the MBI's Municipal Digital Equity Planning Program to identify community needs and actions that will ensure that residents have access to reliable and affordable broadband service.

On the day of the webinar, the MBI launched the application process for its Municipal Diversity Equity Planning Program. Eichen said the ability to engage in digital equity planning activities is critical for municipalities to develop actionable solutions to bridge the digital divide. The Municipal Digital Equity Planning Program will support appointed and elected officials with decision making and investments related to broadband infrastructure, as well as prepare leaders to submit grant proposals.



Michael Baldino, director and general counsel at the Massachusetts Broadband Institute, discusses the state's \$50 million digital equity fund during a Nov. 15 webinar covering federal broadband funding.

The National Digital Inclusion Alliance defines digital equity as "a condition in which all individuals and communities have the information technology capacity needed for full participation in our society, democracy and economy."

• <u>View the webinar</u> •

MMA to host Peace Officer Standards and Training webinar on Dec. 7

The MMA will host a free webinar on Dec. 7 on the Peace Officer Standards and Training certification process, which is required for all Massachusetts police officers.

Appointed and elected officials are invited to <u>register now</u>.

Speakers will include Pittsfield Police Chief Michael Wynn, and Enrique Zuniga, executive director of the POST Commission. The Zoom webinar, to be held from noon to 1:15 p.m., will discuss common themes and objectives of police reform, as well as the charge of the POST Commission. Wynn and Zuniga will highlight the organizational structure of POST, explore the escalation of certification requirements, and review key provisions for appointing authorities.

For more information, contact MMA Education and Training Coordinator Lily Rancatore at lrancatore@mma.org.



Enrique Zuniga



Michael Wynn

Online resource helps municipalities in use of opioid settlement

As the first waves of municipal abatement funds roll out, the Department of Public Health's <u>Bureau of Substance</u> <u>Addiction Services has launched a new web page</u> with resources for municipalities planning how to use their abatement funds.

The online resource also features updates on free harm reduction resources and opportunities to purchase related commodities using statewide contracts; state procurement announcements of note; and information about annual report-

ing, including a draft fiscal 2023 annual report that municipalities can use to plan ahead.

The fiscal 2023 reports will be due next August. Municipalities that receive \$35,000 or more in fiscal 2023 are required to submit a report, but all participating municipalities are encouraged to do so.

Municipal officials can email DPHMuniOpioidAbatementQs@mass.gov with questions. Additional support and technical assistance will also be made

available going forward.

The Attorney General's Office website has more information about the settlements and answers to frequently asked questions, including about payment timing and amounts, and payments that each participating municipality has already received.

Electric vehicles are topic of MMA webinar on Dec. 12

The MMA will host a free webinar on Dec. 12 to provide an overview of the electric vehicle landscape, including federal and state legislation related to EV adoption and municipal funding opportunities administered by the Commonwealth.

Online registration is now open for "Electric Vehicle Policy Landscape and Municipal Opportunities," which will be the third and final webinar in a series hosted by the MMA related to the Infrastructure Investments and Jobs Act, also known as the Bipartisan Infrastructure Law.

Panelists will discuss the National Electric Vehicle Infrastructure Formula Program, administered by the Massachusetts Department of Transportation, and look at the EV policy picture ahead. They will also provide information on grant opportunities for municipal school buses, charging infrastructure, and fleet electrification, as



An MMA webinar on Dec. 12 will provide an overview of the electric vehicle landscape.

well as municipal informational resources as state program development continues.

The session will open with a brief review of the IIJA and the federal funding landscape. Speakers will include:

- Heath Fahle, assistant secretary for federal funds in the Executive Office for Administration and Finance
- Daniel Gatti, director of clean transportation policy in the Executive Office of Energy and Environmental Affairs
- Carrie Lavallee, deputy administrator and chief engineer at MassDOT

The <u>first webinar in the MMA's IIJA series</u>, focused on water and sewer, was held on Sept. 20, followed by a <u>session on broadband</u> on Nov. 15.

For more information, contact MMA Education and Training Coordinator Lily Rancatore at lrancatore@mma.org.

DLS launches virtual training series for new officials

The Division of Local Services is launching a series of virtual training modules covering key concepts important to new local officials as well as those seeking a better understanding of municipal finance.

"Foundations in Municipal Finance for the New Official" guides participants through a full year in municipal finance, interspersing functions and tasks that impact past, present and future fiscal years.

The training outlines the budget process in both practical and policy terms, highlights best practices for sound financial management, and explains how each municipal official's role contributes to the overall financial health of a community.

Interactive slides display helpful information and resources, while four narrative voices, representing multiple fiscal years, provide important context and seasonality to the subject matter. The DLS recommends starting with the

introduction and continuing with the summer, fall, winter and spring modules following the fiscal year calendar.

In 2020, the DLS suspended its "New Officials Finance Forum" seminar, an annual spring gathering for newly elected and appointed officials that covered the basics of municipal finance. Since that time, the DLS has reexamined the training and decided to overhaul its approach.

The DLS remains committed to supporting its colleagues in local government and offering relevant, accessible trainings, guidance and resources to those interested in municipal finance. During a "Meet DLS" webinar on Oct. 24, DLS bureau chiefs shared the agency's mission and covered the information and resources DLS offers to cities and towns. The presentation slides are available online and the webinar recording is available on the DLS YouTube channel.

On Nov. 16, the DLS hosted a webinar about a new, faster way city and town

A Year In Municipal Finance



In its new series of virtual training modules, the Division of Local Services guides new local officials through a year in municipal finance.

clerks can notify the DLS about any Proposition 2½ votes for the current fiscal year by entering them directly into DLS Gateway. Local officials can also review the DLS's online self-help guide.

Local officials are encouraged to visit the DLS <u>Municipal Finance Training</u> and <u>Resource Center</u> and subscribe to its <u>YouTube channel</u> to stay updated on new items.

MMA.org has latest news for Mass. cities, towns

The latest developments on issues affecting Massachusetts cities and towns can always be found on the MMA website (www.mma.org).

The website is a valuable resource for news updates in between issues of The Beacon.

The website also features the latest details about MMA meetings, a Resource Library for key documents, MMA advocacy updates, and much more.

Administration announces brownfields grants

On Nov. 14, the Baker-Polito administration announced the award of \$2,612,740 from the Brownfields Redevelopment Fund to support 13 projects across the Commonwealth.

Brownfields Redevelopment Fund supports cities and towns by advancing the cleanup of environmentally compromised sites that can be costly to redevelop. The grant program helps to transform vacant, abandoned or underused industrial or commercial properties by financing environmental assessment and remediation.

"For over 20 years, the Brownfields Redevelopment Fund has invested tens of millions of dollars to ensure blighted and abandoned sites in Massachusetts can be safely redeveloped for residential and commercial use," Lt. Gov. Karyn Polito said at the announcement event, held in Taunton. "Our administration has been proud to champion this program and we look forward to seeing the projects that will grow from these cleaned-up properties."

Also attending the announcement were Undersecretary of Community Development Ashley Stolba, MassDevelopment President and CEO Dan Rivera, and other state and local officials.

"Here in the Gateway City of Taunton, a \$200,000 award will help clean up a brownfield site to pave the way for future housing," Stolba said.

Taunton received a grant for site remediation for a known petroleum release at 5-7 Nickerson Ave. The site is located in a primarily residential neighborhood and would be attractive for residential development.

In addition to Taunton, awards went to Attleboro, Belchertown, Brockton, Fitchburg, Lowell, Merrimac, Peabody, Seekonk, Somerset, Southbridge, Springfield, and Weymouth. All but three of the grants were in the range of \$200,000 to \$250,000.

"Brownfields awards will help communities from Gateway Cities to small towns address buildings, sites, and projects that for decades have laid dormant and blighted, depriving neighborhoods of hope and vibrancy," Rivera said. "These dollars will lay the groundwork for new jobs and much-needed housing in places most neglected and hardest to build on."

MassDevelopment oversees the Brownfields Redevelopment Fund, which has now supported 778 awards for a total of more than \$114 million since its inception in 1998, according to the administration.

The program is part of the <u>Community</u> <u>One Stop for Growth</u> application portal, which provides a streamlined, collaborative review process for 12 state grant



Lt. Gov. Karyn Polito joins state and local officials in Taunton to celebrate the award of more than \$2.6 million in Brownfields Redevelopment Fund grants. (Photo courtesy Joshua Qualls/Governor's Press Office)

programs that fund economic development projects.

MassDevelopment, the state's development finance agency and land bank, works with businesses, nonprofits, banks and communities to stimulate economic growth across the Commonwealth. During fiscal 2022, MassDevelopment financed or managed 356 projects generating investment of more than \$1.69 billion in the Massachusetts economy, according to the administration. These projects are estimated to create or support 11,080 jobs and build or preserve 1,778 housing units.

• See <u>list of Brownfields Redevelopment</u>
Fund Awards and projects ●

MSA discusses affordable housing resources

By Isabelle Jenkins

A <u>Massachusetts Select Board Association webinar on Nov. 16</u> covered affordable housing and resources available to municipalities for developing new housing.

Housing and Economic Development Secretary Mike Kennealy gave an overview of the housing crisis facing the Commonwealth. He emphasized the importance of municipalities engaging in housing production, particularly the development of affordable, workforce, and market-rate housing.

Chris Kluchman, deputy director of the Community Services Division of the Department of Housing and Community Development, and Rory O'Hanlon, deputy chief of staff and director of policy for the Executive Office of Housing and Economic Development, gave

an overview of affordable housing in Massachusetts.

O'Hanlon discussed the categories of affordable housing, the funding ecosystem in the Commonwealth, and investments that have been made at the state level to confront the housing crisis.

O'Hanlon also discussed the DHCD's housing development programs, designed to support production of new affordable housing and preservation of existing stock.

Kluchman discussed funding available to municipalities through Community One Stop for Growth, including new programs for fiscal 2023 (Collaborative Workspace, Real Estate Services and Commonwealth Places). Kluchman also discussed recent zoning reforms intended to unlock more production of affordable housing.



Housing and Economic Development Secretary Mike Kennealy gives an overview of the state's housing crisis during a Nov. 16 webinar hosted by the Massachusetts Select Board Association.

Kluchman concluded with a discussion about affordable housing resources available through the <u>Massachusetts</u> Housing Partnership and <u>MassHousing</u>.

View the webinar

MSBA pauses 2023 Accelerated Repair Program

The Board of Directors of the Massachusetts School Building Authority approved a staff recommendation on Oct. 26 to temporarily pause the Accelerated Repair Program and not accept ARP Statements of Interest in 2023.

The ARP provides funding for the repair or replacement of roofs, windows and boilers in schools that are otherwise structurally, functionally and educationally sound.

The MSBA said "unanticipated market volatility and supply chain issues have significantly affected project bid results," which are exceeding budget estimates by large margins.

The MSBA said the pause of the ARP will provide additional space in the MSBA's Annual Project Approval Cap, which could be used to offset a portion of increases in certain funding limits for the MSBA's Core Program, while minimizing the reduction in invitations to the MS-BA's grant program.

The ARP pause does not affect the Core Program and does not apply to ARP projects that have already been invited into the MSBA's grant program, including ARP invitations that were approved by the Board of Directors at the Oct. 26

Five of the 16 Core Program projects for 2022 that have reported bid results to the MSBA received bids in excess of budget estimates. Ten of the 16 projects have obtained, or are preparing to seek, additional funding through an additional appropriation or the use of American Rescue Plan Act funding. To date, five projects that are in the bidding phase have received approval for additional project funding, and one project funding vote failed at town meeting.

ARP projects have a similar experience, with projects now estimating unit prices in excess of MSBA funding limits, such as roofing estimated in excess of \$50 per square foot, with the MSBA funding limit at \$35 per square foot.

Additionally, staff shortages at the district level and for consultants have led to delays in processing current projects within the ARP timelines. Higher costs have resulted in some districts withdrawing their SOIs.

Supply chain issues have affected construction schedules that were timed for completion during the summer, when



The Massachusetts School Building Authority has temporarily paused its Accelerated Repair Program.

most school buildings are unoccupied.

The MSBA said its staff will continue to review potential changes to the funding policies for Core Program districts, including a review of the reimbursable construction cost per square foot amount. The potential changes could apply to districts that have not yet received Project Scope and Budget approval as of the Dec. 21 Board of Directors

The MSBA said the 2023 SOI opening for the Core Program is planned for January 2023.

FHA offers Culvert Aquatic Organism Passage grants

Applications are being accepted through Feb. 6, 2023, for the Federal Highway Administration's National Culvert Removal, Replacement, and Restoration Grant Program or Culvert Aquatic Organism Passage Program.

Funded through the Bipartisan Infrastructure Law, the competitive grant program has been authorized to distribute \$800 million over the next five years for the replacement, removal, repair and improvement of culverts or weirs that would improve or restore the passage of fish heading upstream to spawn. Up to \$196 million will be awarded in the first vear.

States, tribal governments, and local government entities are eligible to apply. There is no minimum or maximum award for grantees, but the U.S. Department of Transportation anticipates awards ranging from \$100,000 to \$2 million. Recipients are required to contribute a local match of no less than 20% of eligible project costs.

The program will prioritize projects that would open up more than 200 meters of upstream habitat before the end of the natural habitat, as well as projects that would improve passage for anadromous fish stocks that are or could become listed as endangered or threatened species, fish stocks considered prey for endangered or threatened species, and fish stocks identified as climate resilient.

Applications must be submitted through Grants.gov.

For more information, contact Rick Murray at the Federal Highway Admin-



Federal Highway Administration grants are available for culvert work.

istration's Office of Acquisition and Grants Management at CulvertAOP@ dot.gov or 202-366-4250. An informational webinar and additional resources are available on the Federal Highway Administration website.

– Adrienne Núñez

Administration awards \$4.2M to support recycling

On America Recycles Day, Nov. 15, the Baker-Polito administration announced \$4.2 million in grant funding to 270 municipalities and regional solid waste districts across the Commonwealth.

The grants, made available through the Sustainable Materials Recovery Program and approved by the Massachusetts Department of Environmental Protection, will help communities maximize their recycling, composting and waste reduction programs.

"One of the most effective measures we can take to reduce the waste stream in communities across the Commonwealth is to support and encourage recycling, diversion, and reuse of waste materials," said Gov. Charlie Baker.

This year, 265 communities qualified for the Recycling Dividends Program and will receive payments ranging from \$245 to \$110,500 for a total of \$3.37 million.

The dividends program recognizes municipalities that have implemented policies and programs proven to maximize materials reuse and recycling, as well as waste reduction. Added this year was a criterion that provided funding to municipalities that included diversity, equity and inclusion in their trash and recycling programs. Reuse categories were added to fund incentives for pilot deconstruction projects and single-use plastic bans. Curbside collection of food waste was also incentivized with additional funding.

Energy and Environmental Affairs Secretary Beth Card said the Sustainable Materials Recovery Program funds programs that effectively reduce the amount of waste disposed in landfills and incinerators. Waste prevention and



Last month, the state awarded \$4.2 million in recycling and waste reduction grants to communities.

recycling also "reduce greenhouse gas emissions by capturing the embodied energy in every-day product and packaging waste and converting these sources into new products with a smaller carbon footprint."

Funds have been awarded in several categories, including start-up incentives for Pay-As-You-Throw programs, wheeled-carts for curbside collection of recyclables, wheeled carts for curbside collection of food waste, drop-off equipment for the collection of mercury-bearing items, regional small-scale initiatives, and the Recycling Dividends Program. This year, the program listed a subset of Environmental Justice municipalities that earned additional funding, including Chelsea, Holyoke, Leominster, Medford, Pittsfield, Quincy, Randolph, Somerville and Southbridge.

"Our 2030 Solid Waste Master Plan has expanded material waste ban regulations that have established aggressive goals to reduce our waste disposal and increase recycling and reuse," said Mass-DEP Commissioner Martin Suuberg. "The SMRP grants will help these 270

"One of the most effective measures we can take to reduce the waste stream in communities across the Commonwealth is to support and encourage recycling, diversion, and reuse of waste materials," said Gov. Charlie Baker.

communities to join with us to reach our recycling goals, while reducing our waste stream, assisting [Environmental Justice] communities, and saving on local disposal costs."

Under the program, \$267,000 in PAYT funds were awarded to the town of Westford, while \$8,350 in PAYT funds were awarded to the town of Plympton. Westford was also awarded \$93,450 for wheeled carts for curbside collection of recyclables, and Shrewsbury received \$214,000 for this purpose.

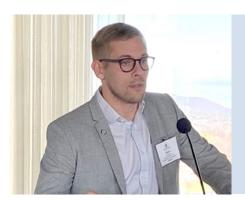
Taunton was awarded \$20,000 and Lexington received \$8,000 for pilot programs in the curbside collection of food waste. Watertown was awarded \$130,000 for the expansion of an existing curbside food waste collection program.

Canton, Freetown, Greenfield, Hardwick, Hudson, North Adams, Royalston, and Taunton were each awarded \$5,000 for Universal Waste Sheds for their drop-off facilities for the collection of mercury-bearing items.

Fourteen municipalities will receive payments totalling at least \$50,000.

• <u>View list of the 270 SMRP grant award</u> winners

The SMRP grant program was created under the Green Communities Act of 2008, which requires that a portion of the proceeds from the sale of Waste Energy Certificates be directed to recycling programs approved by the MassDEP. The SMRP initiative has provided more than \$50 million to recycling programs since 2010.



Managers look to engage

Lexington Communications Director Sean Dugan discusses the impact of technology on civic engagement during the Massachusetts Municipal Management Association's Fall Conference on Nov. 18 in Amherst.

MMA and Suffolk have robust program lineup in 2023

By Katie McCue

The MMA and Suffolk University will hold five programs in 2023, as well as the third year of the MMA-Suffolk Municipal Fellowship Program.

Certificate program

In September 2023, the MMA and Suffolk University will launch the 21st and 22nd sessions of the Certificate in Local Government Leadership and Management program.

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

The program is held over the course of 25 Fridays from September through May.

The program application will launch on the MMA website on Feb. 1, and the dead-line to apply is April 30.

Zoom information sessions will be held on March 9 at 10 a.m. and March 16 at 2 p.m. (Both will cover the same information.) To register for an information session, visit www.mma.org/events.

Municipal Finance Management

The MMA and Suffolk University are offering three Municipal Finance Management Seminar programs in 2023.

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

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

Applicants must be currently employed by a city or town, and must have the approval of their municipal manager, administrator or mayor to apply.

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

The application period for the winter

seminar has closed. The application deadline for the spring seminar is Jan. 15. Zoom information sessions will be held on March 9 at 10 a.m. and March 16 at 2 p.m. (Both will cover the same information.) To register for an information session, visit www.mma.org/events.

Municipal Fellowship

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

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

The fellowship application will be available on the MMA website on Feb. 1.

A Zoom information session will be held on Feb. 9 at 3 p.m. To register, visit <u>www.</u> mma.org/events or click here.

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

OPENING SESSION

Continued from page 1

said the top priority of her office was combating the heroin and opioid crisis that had hit communities across Massachusetts.

"We are with you in this fight," she said.

She was a leader among attorneys general across the country in winning a 2021 resolution with three opioid distributors that will provide up to \$537 million in "abatement funds" to the Commonwealth and its cities and towns over 18 years to fund prevention, harm reduction, treatment and recovery efforts across Massachusetts. In 2020, she worked with the Legislature to create a trust fund to dedicate resources to these efforts.

Addressing another emerging crisis, in May Healey announced that she is suing 13 manufacturers of PFAS — highly toxic "forever" chemicals — used in firefighting foam for contaminating

drinking water sources, groundwater and other natural resources, posing a serious threat to public health and the environment. Her complaint alleges the manufacturers repeatedly violated state and federal laws protecting drinking water and prohibiting consumer deception.

"For decades, these manufacturers knew about the serious risks ... yet they did nothing about it," Healey said. "As a result of this deception, our municipalities are spending millions of dollars to provide safe drinking water to their residents."

Early in her tenure as attorney general, Healey launched the <u>Community Engagement Division</u>, which brings lawyers and mediators from her office into communities for what she called "action hours," or open forums for handling consumer issues on the spot. Her office also overhauled, and then frequently updated, guidance regarding the state's open meeting law — particularly when the rules were adjusted during the

COVID-19 pandemic.

She also engaged local officials in her campaign to raise awareness about human trafficking, creating a training video and digital toolkit, as well as a webinar for municipal officials and employees, to help people identify signs of labor trafficking and generate referrals to her office for potential investigation and prosecution.

As attorney general, Healey has also prioritized racial equity and civil rights, gun violence, consumer protection, climate change, access to health care, and reproductive freedom.

While Healey was the first woman elected to serve as governor of Massachusetts, Jane Swift served as acting governor from 2001 to 2003 after Paul Cellucci resigned to become the U.S. ambassador to Canada.

COLA

Continued from page 7

apply only on the approved base, not the entire pension.

Despite these changes, adoption of a higher COLA, even if limited to one year, could increase pension obligations for participating communities for 15 to 20 years, likely requiring increased annual appropriations. This could be particularly challenging for fiscal 2023, since cities and towns have already approved budgets for the year and have pension funding schedules in place that likely do not contemplate a COLA above 3%.

To adopt a COLA in the range of 3% to 5% under the new law, a retirement system would need a majority vote and local acceptance, as defined by a municipality's form of government and the structure of the retirement system.

In cities, approval requires an affir-



Some retirees may receive a one-time cost-of-living adjustment above 3% in fiscal 2023.

mative vote by the city council upon recommendation by the mayor, or upon recommendation by the city manager in cities with Plan D or Plan E charters.

In towns, approval requires an affirmative vote by the chief executive (usually the select board).

In districts or other political subdivisions, approval requires an affirmative vote of the governing board, commis-

sion or committee.

In regional systems, two-thirds of the cities and towns within the system must approve the increase as outlined above, based on their form of government.

In counties, local acceptance includes both approval from county commissioners as well as two-thirds of municipalities within the county approving the increase.

The law is effective as of July 1, 2022.

This new option for local and county retirement boards follows a similar provision in the state budget to increase the COLA by 5% for retirees in the state pension system. Previously, the Social Security Administration announced a 5.9% COLA for 2022 Social Security and Supplemental Security Income (SSI); the Social Security COLA is set for 8.7% in 2023, its highest increase in 41 years.

LEARNING LABS

Continued from page 7

- Fulfilling the Promise of Local Aid by Strengthening State-Local Partnerships
 Presented by Office of the State Auditor
- How Municipalities Can Better Understand and Manage Their Utility Costs — Presented by Constellation
- Massachusetts Is an OSHA State Plan

 What Does That Mean to You?
 Presented by Massachusetts Department of Labor Standards
- MIIA Unemployment Services Program
 — Presented by the Massachusetts
 Interlocal Insurance Association
- New and Emerging Topics in the Environmental Services Industry — Presented by Republic Services

 Successfully Undergrounding Utilities:
 A Case Study in Weston — Presented by Nitsch Engineering

Visit the MMA Annual Meeting website for complete information about the Learning Labs.

The exhibit hall will also feature the new MIIA Simulator, with new training modules — an entertaining and educational opportunity to test your driving skills.

COVID precautions: The MMA will not be checking vaccination status, but Annual Meeting attendees are urged to take an at-home COVID test prior to attending, and not attend if they have any COVID symptoms or if a household member has tested positive. Attendees are welcome to wear a mask if they choose. See the Annu-



MMA Annual Meeting attendees take part in a Learning Lab session during the 2020 conference. The Trade Show will feature 10 Learning Labs on Jan. 21.

al Meeting website for more details.

Companies, nonprofits and government agencies interested in exhibiting can find Trade Show details on the MMA website.

If you know of a company or nonprofit that would benefit from exhibiting at the MMA Trade Show, contact Karen LaPointe at 617-426-7272, ext. 154, or klapointe@ mma.org. •



ATFC delves into assessing

Westborough Chief Assessor Jon Steinberg speaks during the Association of Town Finance Committees' Annual Meeting on Nov. 5 in Sharon. Steinberg led the educational session "Everything You Always Wanted to Know About Assessing But Were Afraid to Ask," one of four offered at the meeting, which was attended by more than 80 members.

Mass Innovations

Amherst explores reparations at the municipal level

By Jennifer Kavanaugh

As the second community in the country to establish a fund addressing the historical and ongoing damage of structural racism, the town of Amherst has since been examining what a reparations program could look like at the municipal level.

In December 2020, the Town Council passed a resolution to "end structural racism and achieve racial equity for Black residents." In June 2021, the council created a reparations fund, and established a seven-member African Heritage Reparation Assembly to study and develop proposals. And this past June, the council committed to placing \$2 million into the fund over the next decade.

Far from a new concept, the demand for reparations efforts gained greater urgency after the 2020 police killing of George Floyd in Minneapolis. The work involved, however, causes communities to confront a painful, centuries-old history of racial injustice, legal questions about how to structure reparations, and financial pressures surrounding any reparative programs that a city or town does pursue.

"Municipalities have a lot of demands on very limited resources," said Pamela Nolan Young, who became Amherst's first director of diversity, equity and inclusion in July. "So as a community, it takes, I think, first, a commitment, a moral and ethical commitment to take on this issue, and then secondly, a commitment of finances."

Reparations efforts have been growing around the country and in Massachusetts, as advocates say that reparations are needed not just at the federal level, but also at the local level.

Evanston, Illinois, was the first municipality to set up a reparations fund, followed by Amherst. Several other Massachusetts communities have begun to approach the question, including Northampton, where advocates are asking the city to create a reparations commission. The Boston City Council may soon vote on creating a body to study reparations.

In Amherst, a grassroots group, Reparations for Amherst, grew from the aftermath of Floyd's death and began

documenting harms inflicted on the Black community in Amherst. Its work influenced the council's December 2020 resolution, which listed numerous harms, including the vote by selectmen in 1762 to order free Black residents out of town, the inability of UMass Amherst's first Black faculty member to obtain housing in 1948, and covenants banning property sales to Black buyers.

Town Councillor Michele
Miller, the assembly's chair
and co-founder of Reparations for Amherst, said the resolution's specificity was deliberate.

Rhodes, a

"We needed to lead this with data," said Miller, who joined the Town Council after the resolution was adopted. "In order for people to embrace this and support this, we really needed to be as specific as possible about what occurred in our town, as opposed to just generally throughout the country."

The assembly's work

By charter, Amherst's assembly must include a Reparations for Amherst member, and six Black residents selected by the town manager's office. One appointee, Debora Bridges, is a sixth-generation Black and Indigenous Amherst resident whose ancestors were heavily involved in the town's history. Her family's contributions to Amherst, however, didn't stop her fourth-grade teacher from asking her, "What does it feel like to be a slave?" in front of her class in 1961, or from seeing Confederate flags in classmates' vehicles.

"I want to inspire the youth to know about the ancestors, my ancestors, other ancestors that may have been misrepresented," Bridges said. "That needs to be out there. That's why I'm there."

Bridges and her colleagues will recommend possible reparations expenditures. In its June 2022 vote, the council agreed to transfer up to \$205,000 from free cash into the reparations fund annually for a decade. Though the town doesn't ear-



Amherst's African Heritage Reparation Assembly meets online regularly, often weekly, to discuss its work. Pictured during the Nov. 7 meeting are (top row, l-r) Assistant DEI Director Jennifer Moyston and assembly members Alexis Reed and Amilcar Shabazz, and (bottom row, l-r) assembly members Michele Miller and Irv Rhodes, and DEI Director Pamela Nolan Young.

mark the funds specifically, the amount would reflect its cannabis tax revenues, to acknowledge the disproportionate racial harms caused by drug enforcement.

In addition, the assembly has had the UMass Donahue Institute review 2020 census data for insights about Amherst's Black community, which makes up about 5.6% of the town's population of 39,000. Using that information, and a signup portal on the town's Engage Amherst website, the assembly is reaching out to Black residents and plans to survey them for their feedback. It is also considering a broad range of programs, including working with the UMass Clean Energy Extension, to explore the creation of solar projects to benefit the Black community financially.

The assembly also held its first listening session with residents in late October. Amilcar Shabazz, an assembly member and professor in the W.E.B. DuBois Department of Afro-American Studies at UMass Amherst, said this process allows people to process their experiences and tell their stories.

"This process can evoke a lot of deep reflections in a community, about things that have happened in their lives, things that have come down for them as trauma through generations," Shabazz said. "It does it for me."

By June 2023, the assembly must file its final report, with plans for ongoing

■ **INNOVATIONS** continued on 19

Around the Commonwealth

Chicopee

City creates digital maps of veterans' graves

Hoping to keep alive the memory of its departed veterans, the city of Chicopee has been digitally mapping service members' cemetery graves and plans to build interactive online maps for public use.

For more than two years, the city's Veterans Services Department and geographic information system coordinator have been creating digital maps of Chicopee's 11 public and private cemeteries. When they're finished, they hope to have color-coded maps identifying the names, dates of death, conflicts served, and exact final resting spots for more than 7,500 veterans, including those who served as far back as the Revolutionary War and the War of 1812.

"Not only does this help us remember, it provides a link to the past service and an ongoing commitment to those who may serve in the future," said Mayor John Vieau. "They will not be forgotten."

Officials said Chicopee had lacked a cohesive way to track veterans' graves, and military families were calling the city, asking why loved ones' graves lacked flags for Memorial Day, which is required as part of the city's veteran responsibilities.

"This bothered not only those families and veterans, but all of us," Vieau said.

For years, volunteers walked the cemeteries before Memorial Day and placed flags on graves indicating military service, said Stephanie Shaw, the city's veterans services director. But not all veterans' graves bear military markers, and some older headstones are hard to read, officials said. In addition, Shaw said her staff had identified gaps in communication with cemetery owners over plot management, and started updating and correcting their database.

Meanwhile, Michelle Santerre, Chicopee's GIS coordinator, had already been working with the Parks and Recreation Department, which oversees the city's public cemeteries, to convert paper records into digital files. Shaw asked Santerre if she could also fold the veterans'

grave mapping into her efforts.

"I didn't even get the sentence out, and she said, 'Yes, we can do that,'" Shaw said.

To create the maps, Santerre took Google cemetery images and overlaid the city's maps, often old and hand-drawn, to mark the plots. Santerre also read headstones at the cemeteries to match up the mapping.

"It's a puzzle, so there's some amount of field work to really get you started," Santerre said, "but then once I was able to find a starting location to make sense of some of these old historic maps that we had, I was able to map out the majority of even the private cemeteries."

At this point, Santerre said, she has run out of city records to feed into the digital maps. Next, she will ask the private cemeteries for their more recent records to keep going.

Volunteers can now use printed maps for placing Memorial Day flags, and Shaw said the maps will also help with wreath placement in December. Shaw plans to give Santerre updates each May, with additional information received from families, a state military database and other sources.

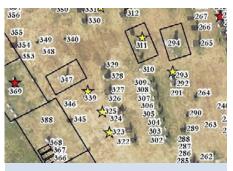
So far, the project hasn't cost Chicopee additional money because it has relied on staff time and existing software, though Shaw said she may investigate grants to help subsidize future work.

Shaw said Chicopee has greatly improved its Memorial Day flagging since undertaking the digitization project. Eventually, the city also plans to launch interactive, online maps so people can look up veterans' gravesites by name, conflict or military branch.

The city is already better able to help people locate veterans' final resting places.

"I can tell them the plot number, I can tell them the section or the row," Shaw said. "We can make sure that future generations know how to find them, and that's really important, too."

– Jennifer Kavanaugh



A portion of a map shows where veterans are buried in one of Chicopee's cemeteries. Yellow stars signify veterans of the Revolutionary War, while red stars reflect Civil War service.

Greenfield

City invests in cost-saving sludge dewatering system

Greenfield is investing \$3.59 million to purchase and install sludge dewatering equipment at its wastewater treatment plant, an investment that officials say will save the city about \$350,000 per year moving forward.

The appropriation, approved by the City Council in October, will pay for the purchase and installation of the equipment, as well as electrical upgrades and demolition of old equipment to make space.

The city hauls about 2.1 million pounds of sludge every year for disposal, according to the Department of Public Works, and every load of about 9,000 pounds is roughly 95% water. The cost for hauling and disposing of sludge is significant; it's expected to top \$700,000 in the current fiscal year, according to the Public Works Director Marlo Warner.

With the new equipment, the slurry that originates in the wastewater treatment process will go through a pressing process to remove water in order to significantly reduce the weight and volume of the product. This reduction is expected to yield substantial savings in hauling and disposal costs.

Water Facilities Superintendent Mark Holley said the water removed in the pressing process will be returned to the beginning of the plant, where it will be sent through the process again before

■ **COMMONWEALTH** continued on 19

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Conference workshops provide education, Rewards

By Joyce McMahon

The MMA Annual Meeting & Trade Show will be held in-person on Jan. 20-21, 2023, at the Hynes Convention Center in Boston. MIIA members whose employees participate in any of the training sessions listed below will be eligible to earn MIIA Rewards credits.

- Municipal law: Matthew Feher of KP | Law, president of the Massachusetts Municipal Lawyers Association, will moderate a panel of municipal attorneys who will discuss how cities and towns may be affected by federal and state cases, agency decisions, new laws and developing issues, such as remote and hybrid meetings, zoning and cannabis.
- Cybersecurity: This workshop, moderated by MassCyberCenter Director Stephanie Helm, will provide an update on the status of municipal cybersecurity efforts. Topics include MIT cyber benchmarking efforts, MassCyberCenter's Cyber Incident Response tools, and cyber resources from third parties and the Executive Office of Technology Services and Security, as well as breach and response services.
- **Regionalization:** Regionalization can be an important tool to help small

communities improve the efficiency and cost-effectiveness of municipal service delivery. This session, moderated by Athol Town Manager Shaun Suhoski, chair of Small Town Administrators of Massachusetts, will examine three case studies of successful regionalization, touching on approaches, benefits and drawbacks.

- Succession planning: Many municipal employers are facing significant disruptions caused by employee turnover, made worse by an increased rate of retirements and the "great resignation." This workshop, moderated by Southborough Assistant Town Administrator Vanessa Hale, will examine both tried-and-true as well as new approaches to employee retention and succession planning that will help municipalities more effectively plan for employee transitions.
- Labor law: Attorney Ryan Jaziri of Morgan, Brown & Joy will moderate a panel of attorneys, each with expertise in employment and labor law, who will discuss major court cases, agency decisions and legislation covering workplace safety, civil service, collective bargaining, and pensions, among other issues expected to affect the workplace.
- · Effective Manager/Board

Relationships: A strong and effective relationship between a town manager and select board is key to a community's success. A panel of experienced managers will discuss the basics of board/manager relations and strategies they have employed during their careers that have contributed to professional, thriving relationships, as well as how to navigate challenging and politically difficult situations.

- **PFAS:** Easton Town Administrator Connor Read, the MMA's designee to the PFAS Interagency Task Force, will moderate this workshop, which will review the task force's work to address the growing problem of "forever chemicals" and discuss on how municipalities can address PFAS contamination. Attendees will also learn how to leverage state and local tools to combat PFAS and what help is on the horizon.
- **Cooling hostility:** Jerry Posner, an accomplished training specialist, speaker, strategic coach and author, will provide tools, techniques and strategies for cooling potentially hot situations. He will cover assessing and understanding causal factors; managing stress triggers; avoiding unnecessary arguments; asking

■ MIIA continued on 27

In just 4 months, 160 members join MIIA's Unemployment Services Program

This past summer, MIIA launched its Unemployment Services Program, in partnership with Unemployment Tax Management Corporation and First Nonprofit Companies Inc.

MIIA's USP provides participants with risk management training, claims management, streamlined payment processing, and the option to purchase customized stop loss (excess) insurance coverage.

In the program's first four months, more than 160 MIIA members have enrolled and are enjoying the benefits of having MIIA conduct detailed benefit charge audits, identify fraudulent claims, and provide hearing representation and appeals.

MIIA's USP also offers:

- Relief from increasingly complex, high-volume unemployment benefit tasks
- A user-friendly, 24/7 portal with up-to-date information, access to training, consultative services and more

- A personalized end-of-year report showing unemployment results
- Improved unemployment handling, leading to increased member savings

MIIA is currently offering the Unemployment Services Program to its workers' compensation members at no additional cost.

For more information, visit www.emiia.org/unemployment-services or contact MIIA Member Services at 800-526-6442.

- Joyce McMahon

MMHR to discuss 1st Amendment audits at holiday meeting Dec. 8

Massachusetts Municipal Human Resources will hold its annual holiday meeting on Thursday, Dec. 8, in Salem.

During the meeting, KP Law managing attorney Lauren Goldberg will provide "First Amendment audit" training.

In recent years, municipalities across the country have been increasingly subjected to First Amendment audits, where self-described "auditors" record interactions with public officials in government buildings and post their videos on the internet.

Goldberg will provide an overview of these activities, how municipalities can prepare, what to do when an auditor shows up at a municipal building, and what to do after a municipality has been subjected to a First Amendment audit.



Lauren Goldberg

The meeting will also include an MMA legislative update and a festive lunchtime performance of holiday classics by the Danvers High School a cappella group Falconize.

Registration and a networking breakfast will begin at 9

a.m. The program will start at 9:30 a.m. and conclude at 1 p.m. A light lunch will be served.

The meeting will be held at the Hawthorne Hotel at 18 Washington Square West in Salem.

The registration fee is \$50 for members

and \$60 for nonmembers. Registration and a complete agenda are available at www.mma.org. A registration link has been emailed to all MMHR members.

The MMA is not checking vaccination status for in-person meetings, but is advising attendees to keep up with the latest COVID vaccines for which they are eligible. All attendees are urged to take an at-home rapid antigen test prior to attending, and not attend if they have any COVID symptoms or if a household member has tested positive for COVID. Attendees are encouraged to wear a mask if that is their preference. These 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

INNOVATIONS

Continued from page 16

funding streams, recommended eligibility criteria and possible future actions. The council will then review the report and decide which actions to take, including whether to appoint a successor body to make funding recommendations.

"The hardest things are coming up in the next six to eight months," said assembly member Irv Rhodes. "And that is, identifying and documenting the harm, identifying those who were harmed, outlining a process for all of those, outlining a process for looking at how the funds will be distributed, and to whom they will be distributed, and for what it will be distributed."

Forms of reparations

Nationally, resistance to reparations has often stemmed from the misconception that reparations involve only direct cash payments to individuals. But reparations also involve broader programs that benefit the larger community, attempt to repair past harms, and create a more equitable system for everyone going forward.

"I think the word reparations sounds foreign to some people, but it's gaining currency as people become more familiar with it," said Town Manager Paul Bockelman. "There's a giant educational piece to this."

As examples, assembly members said possible reparations could include a community center or cultural center, genealogical resources for Black residents, youth empowerment programs, programs connecting young people with local Black history, greater access to free and reduced lunches, and fully subsidized athletics and after-school activities for Black students in need.

Amherst officials said no decisions have

been made yet about direct reparations payments, though some expressed concerns that direct payments would prove to be more politically and legally challenging to pursue. For example, special legislation would be required if residents were to receive direct payments, Bockelman said.

Town Councillor Anika Lopes, the daughter of assembly member Bridges, said she doesn't want to minimize residents' immediate, short-term needs, but she would want to emphasize programs focused on long-term transformation. She said programs bettering people's lives and achieving equity "seem to be the most concrete avenues that are wide open and also the most lasting and significant repair that we can give at this point."

For more information about Amherst African Heritage Reparation Assembly, contact Town Councillor Michele Miller at millerm@amherstma.gov or visit the Assembly's page on the Engage Amherst website.

COMMONWEALTH

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being discharged.

The process creates a new solid product, known as "cake," and the city will have a few different disposal options to consider: haul away one dumpster of the byproduct per week, compost the material, or add additional equipment to turn the cake into fertilizer.

"We will need to do a lot of testing before a disposal method and site can be determined," Holley said. "We are going to consider all of our options from landfilling to composting."

The funding for the project became available after estimates for an anaerobic digester project increased significantly and the city decided to place the project on hold and reallocate those funds, according to a statement from Mayor Roxann Wedegartner.

Work will begin in the spring, and the system is expected to be operational by next September.

– Meredith Gabrilska

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



MMA Annual Meeting & Trade Show

January 20 and 21, 2023 Boston Hynes Convention Center

CONNECT, ENGAGE, BE INSPIRED.

NETWORKING

The MMA Annual Meeting provides countless opportunities to discuss the challenges you face and to learn what your peers are doing to move their communities forward.





TRADE SHOW

The MMA's Trade Show is a great opportunity to find out what's new in the municipal marketplace! More than 200 exhibitors will be showcasing the latest in products and services tailored to Massachusetts cities and towns. The Trade Show also features a series of 10 Learning Lab workshops.

WORKSHOPS

18 workshops will cover the latest developments affecting local government:

- The ABCs of EVs: Electric Vehicles 101
- Can I Work From Home?
 Succession Planning
 Post-Pandemic
- Cooling Hostility: Tools and Strategies
- Cultivating an Effective Manager/Board Relationship
- Economic and Fiscal Outlook
- Going, Going, Green!
 Municipal Aggregation and Clean Energy
- Hot Topics in Municipal Law
- How Municipalities Can Achieve Housing Goals
- The Latest in Labor Law
- Mental Health and Policing: Crisis Intervention and Co-Responders

- Neighborhood Joints: Social Consumption in Your Municipality
- The Path Forward on PFAS: Examining State and Local Approaches
- Private Roads: Political Nightmare, Legal Reality
- Reframing Recruitment:
 Advancing Municipal
 Hiring Strategies
- Regionalization: Best Practices and Lessons Learned
- Strengthening Your
 Municipal Cybersecurity
 Program and Incident
 Response Planning
- Transportation
 Funding Opportunities
 Through the Bipartisan
 Infrastructure Law
- Using Public Communications to Build Community and Trust



Join more than 1,000 local leaders at this inspiring, can't-miss event devoted to learning, problem solving and idea sharing!

For complete MMA Annual Meeting information, visit www.mma.org. And follow #MassMuni23 on Twitter and massmunicipal on Facebook.

SPEAKERS



Opening Session: Incoming Gov. Maura Healey

The first woman and first openly gay elected governor in state history will address local officials from across the state just two weeks after her inauguration, highlighting her policy priorities for the coming year.



Keynote: Elizabeth Lombardo

The noted psychologist and author — dubbed the "Head Coach for Happiness" by NBA legend Shaquille O'Neal — will provide strategies to manage your anxiety and "Get Out of the Red Zone."

COVID Precautions

The MMA will not be checking vaccination status, but attendees are urged to take an at-home COVID test prior to attending, and not attend if they have any COVID symptoms or if a household member has tested positive.

Attendees are welcome to wear a mask if they choose.

See the website for more details.



Friday Dinner: Anthony Everett

The long time "Chronicle" host, known for his "Main Streets and Back Roads" segments, will share stories about hidden and not-so-hidden gems of the Bay State.





Closing Session: Clarence Anthony & Marc Ott

The executive directors of the National League of Cities and the International City/County Management Association will discuss the challenges and opportunities for building diverse, equitable and inclusive communities.



Headshot Station

Attendees can sign up on-site to get free professional headshots taken.

REGISTER TODAY!

Visit www.mma.org/register



Make the most of your MMA Annual Meeting experience with our official app. Find out more on page 5.

DIRECTOR'S REPORT

Continued from page 2

roads, aiming beyond our current \$300 million-a-year target, securing sustained increases in funding for environmental systems, including drinking water, wastewater, stormwater and climate resiliency, and launching a new state-funded program to address municipal building needs, modeled after the School Building Assistance program, with communities receiving support for local priorities, such as public safety buildings, senior centers, libraries, community centers, or city and town halls.

Municipal workforce recruitment and training: The tight labor market, combined with an aging workforce and a too-small talent pipeline, is creating significant problems for every community. Specialty positions that require expertise and training are extremely difficult to fill, including municipal finance roles, procurement officers, civil engineers, management positions, and even roles that have been historically easier to fill, such as qualified police officers and teachers. Members were in full agreement that this has quickly emerged as a priority, made more difficult by growing salary expectations and the "musical chairs" concern that communities are increasingly recruiting from each other, disrupting local succession planning. An additional dimension is the imperative for cities and towns to advance diversity, equity and inclusion in their workforces, to better represent their neighborhoods and attract the broadest range of talent, as DEI is an increasingly important priority for the rising generation of workers.

Building on our successful MMA-Suffolk leadership certificate and finance
seminar programs, and our MassTown
Careers initiative, the MMA's goals include
collaborating with the state to stand up
new state-funded workforce development
and training programs to close the skills
gap and expand the municipal employment pipeline; changing state law to allow
communities an easier path to withdraw
from the Civil Service system; and engaging with our members to deliver DEI
programming for internal operations and
workforce needs.

Full funding for the state's school funding programs (beyond the SOA): Many communities and school districts

are benefiting from the state's impressive commitment to funding the Student Opportunity Act. However, the lack of funding for a broad range of state school reimbursement commitments, exacerbated by too-low \$30-per-student minimum aid, and rapid inflation in transportation, supply and personnel costs, is sliding most communities back, making it exceedingly difficult for many localities to maintain existing education services over the long term. In a recent report, State Auditor Suzanne Bump highlighted the challenges stemming from underfunded state programs, such as school transportation reimbursements and others, deepened by the problems of charter school finance, declining enrollment in rural school districts, and vocational school administration and cost allocations. This is creating inequities between communities due to geography and demography, undermining municipal finances and creating harder-to-solve gaps over time.

The MMA's goals include increasing minimum aid to \$100 per student, winning full funding of the state's existing commitment to regional and out-of-district vocational transportation, full funding of the special education circuit breaker program, increasing rural school assistance, full funding of the SOA's charter school mitigation payments and fixing the charter finance system to avoid net aid losses, re-introducing state funding for regular (non-regional) school transportation, which was eliminated 20-plus years ago, continued full funding of transportation for homeless students, and helping municipalities address vocational school district issues, from admissions to cost allocations.

Addressing the housing and zoning challenge: It is indisputable that housing affordability has become one of the major political and policy issues confronting much of Massachusetts, in both the homebuyer and rental markets. While all parts of the state have been touched, the most acute impact has been in the Greater Boston region. Private developers, housing advocates, and non-neutral interest groups have coalesced to point the blame at local zoning restrictions. (This is a national trend in states as diverse as California and Utah.)

The MMA took a leadership position and successfully advocated for reducing the vote threshold needed to relax zoning and

allow denser housing (Housing Choice), yet the state went farther, enacting a multi-family zoning mandate for 175 MBTA communities, with growing pressure to expand it statewide and increase the penalty for noncompliance. Further, there is pressure to mandate unrestricted as-of-right accessory dwelling units in all residential zoning districts. The reality is that new housing construction will take many years to develop, so municipal zoning will be under pressure for years to come.

Communities are just one element of a highly complicated marketplace that is driven by the economy, interest rates, the availability of private capital, the supply of labor and materials, overall demand, and the projected return on investment. As Chapter 40B has demonstrated, providing pathways to override local zoning for larger multifamily developments has not been enough to compel the marketplace to invest in affordability, and it is unclear whether additional pathways to as-of-right development would even change or scale the behavior of developers.

Housing affordability is an issue in communities across the state, as home prices and rents have increased dramatically, and housing production has not kept pace with demand. This is creating division in many localities, primarily due to residents' natural resistance to change. And let's be clear, in the significant majority of communities, it's the residents who control zoning, not municipal officials.

The housing issue is divisive in many communities, with neighborhoods rallying against large-scale developments. Proposals to change zoning, even in moderate ways, spark significant debate. In towns, where local voters control the outcomes, it can take years to pass zoning changes. Local leaders who work to find a way forward, even with incremental change, face resistance, and not all municipal officials are aligned. In this context, the Housing Choice law will make it easier to enact changes, with a majority vote instead of two-thirds. State law, such as the multifamily zoning requirement for 175 MBTA communities, may fit some localities but will create significant issues for others.

While some have latched onto zoning as the sole solution to housing affordability, the reality is that this is a multifaceted challenge. Cities and towns need tools and

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DIRECTOR'S REPORT

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resources to address housing affordability. First, the state needs to take a more flexible approach to policy and provide positive incentives to support and encourage communities to increase housing, such as fully funding and expanding Chapter 40S to provide supplemental education aid to offset the costs resulting from student enrollment growth, providing funding and programs to develop distressed properties, working with communities to advance mixed housing projects that provide multiple benefits to neighborhoods, and delivering vastly improved public transportation that truly incentivizes developers to create transit-related housing.

The state should increase funding for affordable housing and homeownership, expanding on programs to provide financial support to renters and first-time homebuyers, which will incentivize developers to create housing stock that matches these purchasers. And in the long term, we all can do a better job of educating residents on what affordable and market rate housing looks like, and who would be served through access to affordable apartments and homes, so that residents can have a clearer understanding of the issue, rather than acting out of fear and resisting change.

Addressing incivility at the community level: Every municipal leader has a story to tell about rising incivility at the local level, including tension and outbursts by the public, and even disputes between municipal officials.

Incivility has grown in recent years, spurred by the pandemic and economic worries that have enhanced stress and put more people on edge, political and social polarization on the national stage that is spilling over to local issues and groups, and remote technology that facilitates interactions that otherwise would not occur when people are together on a more regular basis — all accelerated by social media platforms that can be used to attack or spread misinformation. Unabated, incivility will drive volunteers from local government, making it difficult to attract positive consensus-builders, leading to greater turnover and uncertainty.

Many local leaders have been addressing this head-on with an impressive set of suggestions and best practices. Some have prioritized enhanced communication with the public, proactively providing an unprecedented amount of information to demonstrate transparency, explaining issues without spin, with the goal of enhancing trust and having the community see the full picture of what government is doing and why. Others have established a code of civility that they post and read at public meetings, to model shared expectations of constructive engagement. Others have worked to have their boards and committees lead by example, modeling respectful interactions. Some conduct citizen academies to educate residents on what local government does and how it operates, creating a pool of potential volunteers and increasing the number of people who engage constructively. Others have conducted bystander training, to assist employees in handling difficult situations. Others suggest using a mental health professional to provide insight on what drives incivility and ways to respond or engage that deescalates. A common thread in all this work is a recognition that the people who are serving and engaging are trying to move their hometowns forward in ways that matter to them, and that the vast majority of people have positive intent.

For the MMA, this means it is our job to help foster more civility and less incivility, through training for local officials and employees to understand the causes of incivility and best practices for responding effectively, on residents' rights and what they are allowed to do and request, on listening and how to handle difficult conversations, on best practices when engaging with the public using remote technology, and sharing information on successful local initiatives, such as citizen academies and effective communication strategies.

We will do all of this and more. One great example of the MMA's commitment to this work is the webinar on conflict management strategies that our staff produced just weeks ago, with hundreds of local officials and employees participating.

On all these issues — advocating for municipal revenue sharing and the Student Opportunity Act, investing in essential municipal infrastructure, addressing local workforce development needs, winning funding for key school programs, creating positive movement on housing and zoning, and fostering civility in municipal governance — the MMA Board has a vision to advance real solutions that will make a true difference. This is an agenda that will build strong communities in every corner of Massachusetts, and we look forward to working with you and your colleagues in local government to turn these aspirations into reality.



Managers discuss DEI

Najee Nunnally (left), a community engagement specialist at the Metropolitan Area Planning Council, and Jillian Harvey, Arlington's director of diversity, equity and inclusion, facilitate a session on diversity and inclusion during the Massachusetts Municipal Management Association's Fall Conference, held on Nov. 17 and Nov. 18 at UMass Amherst.

People



Jeremy Marsette

Jeremy Marsette became the new town administrator in Sherborn on Nov. 28.

Marsette had been the public works director in Natick for the past eight years. Previously, he spent

six years working in Framingham, as engineer and then as assistant public works director. He also spent more than a decade in civil engineering and project management roles, in both the public and private sectors. He has served on a number of boards and committees, including the Medfield Warrant Committee, the executive board of the Association of Town Finance Committees, and the MMA's Policy Committee on Public Works, Transportation and Public Utilities.

Marsette has a bachelor's degree in civil engineering from the University of New Hampshire and a master's degree in business administration from Southern New Hampshire University. He also completed the MMA-Suffolk University Certificate in Local Government Leadership and Management program.

In Sherborn, Marsettte replaces **David Williams**, who left in early 2022 after nine years in the role and now serves as the chief financial officer for the Brockton Housing Authority. **Diane Moores** had been serving as Sherborn's interim administrator.



Charles Young (Photo courtesy Penny Johnson Photography of Millbury)

Charles Young became the new assistant town administrator for finance in Brookline on Oct. 5.

Young served as a purchasing agent and financial analyst for the town of Weston from March 2017 until this fall.

Previously, he spent nearly two years as a research fellow at Suffolk University,

and had been a research assistant at the Boston Municipal Research Bureau in 2016. He has a bachelor's degree in political science from the University of Maine at Farmington and a master's degree in public administration from Suffolk University.



Matt Kraunelis

After serving for more than seven years as Reading's director of administrative services, **Matt Kraunelis** became the town's new assistant town manager on Nov. 7.

Before coming to

Reading, Kraunelis served for three years as deputy chief of staff for the Massachusetts Office of Consumer Affairs and Business Regulation, six years as the mayoral chief of staff in Methuen, five years as assistant general counsel for the Department of Mental Health, and several years as an attorney in private practice. He also served for six years as a councillor in Methuen, starting in January 2000.

Kraunelis has a bachelor's degree in English and political science from Merrimack College, and a law degree from Suffolk University.

Until Feb. 1, Kraunelis will be working with **Jean Delios**, who is retiring after serving for nine years as assistant town manager and more than 13 years in various roles for the town.



Frank Gervasio

Frank Gervasio became the new assistant town administrator in Medfield on Nov. 14.

For the past six years, Gervasio worked for the state in numerous roles. He had

served as director of special initiatives for the Division of Local Services since September 2019, and previously spent more than a year as a senior project manager and nearly three years as a project manager, both in the Executive Office for Administration and Finance. He also spent a year working as a portfolio operations analyst for GMO, and three years as a financial control analyst for J.P. Morgan. He has a bachelor's degree in political science and history from The George Washington University.

In Medfield, Gervasio takes the place of **Nicholas Milano**, who left in August to become the town administrator in Milton

Also in Medfield, **Brittney Franklin**, the assistant to the town administrator, recently added another title: public information coordinator. Franklin spent more than three years at the MMA as a senior legislative analyst before she began working for Medfield in November 2021.



Paul Heroux

After serving five years, Attleboro Mayor **Paul Heroux** will step down in January to become the Bristol County sheriff.

Heroux was elected sheriff in the Nov. 8 state election. He was first elected as

mayor of his hometown in November 2017, and was reelected in 2019 and in 2021. Before becoming mayor, he served for five years as state representative for the 2nd Bristol District. He previously served as the director of research and planning for the Massachusetts Department of Correction and as special assistant to the commissioner of the Philadelphia prison system.

Attleboro will hold a special election to fill the remainder of Heroux's mayoral term.

Elizabeth Canada was elected to the North Brookfield Board of Selectmen following a special election on Sept. 6. The special election was required after

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People

PEOPLE

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the annual town election on May 2 ended in a tie.

Michaela Wyman-Colombo was elected to the Mashpee Select Board in an Oct. 4 special election. The board had a vacant seat after **Andrew Gottlieb** resigned in August.

John Bruno and **Naja Nessralla** joined the Halifax Board of Selectmen after winning a special election on Nov. 8. They are filling seats left vacant by the resignations of **Alexander Meade** and **Ashley DiSesa** in August.

Nicole Vartanian joined the MIIA Health Benefits Trust on Nov. 14 as a wellness representative.



Nicole Vartanian

Vartanian had been the general manager of the State Street Bank Fitness Club for the past two years. Previously, she worked for nearly six years as the assistant fitness manager at Harvard Business School,

where she also worked as a group fitness instructor from 2011 until 2020 and as an exercise specialist from 2011 to 2014. She was also a soccer coach at Newton Country Day School from 2018 to 2020. She has an associate's degree in health, fitness and nutrition from Holyoke Community College.

Former Boylston Town Administrator **Suzanne Olsen** died on Nov. 8 at age



Suzanne Olsen

Olsen started working for the town of Boylston in 1979, as administrative assistant to the Board of Selectmen, a position she held for 11 years. She then spent more than a decade in the private sector,

working for REFCO Inc. and IDG Corporation, and spent the last several years of her career serving as Boylston's town administrator, until her retirement in 2009.

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.

MIIA risk management trainer Bridget McGuiness dies at 62

By Jennifer Kavanaugh

Bridget McGuiness, a MIIA risk management trainer dedicated to helping municipal workers throughout Massachusetts perform their jobs more safely, died on Nov. 17 at age 62, after a nearly three-year battle with ovarian cancer.

McGuiness first came to MIIA in November 2018, but her impact stretches beyond her four years there. Her colleagues from MIIA and the MMA remember her as someone deeply knowledgeable about, and committed to, worker safety, and generous with her time as she explained complex topics to members and colleagues. She was known for her pep talks to encourage coworkers, and was appreciated for her enthusiastic approach to life.

"From her very first day, Bridget developed a special connection with our members and staff, because she cared deeply about people, was always her authentic self, and was passionate about helping others," said MMA Executive Director Geoff Beckwith. "We will miss her more than words can say."

"Bridget's humor, spirit, and dedication to our members made her such a joy to



Bridget McGuiness

dent.

spend time with," said Katie McCue, the MMA's deputy executive director. "I'll miss her enthusiasm for games at our holiday parties, her joyful presence, and her deep knowledge of our cities and towns."

McGuiness's

dedication to her work carried through to the very end of her life. Less than a week before she died, she told people at MIIA's weekly risk management meeting how much the work and the people she worked with meant to her, said Stanley Corcoran, MIIA's executive vice presi-

"When talking about her legacy going forward, she was particularly energized with knowing how her commitment to the health and safety of the members could continue after she was gone," Corcoran said.

Born and raised in Worcester, Mc-Guiness received a degree in civil engineering from Worcester Polytechnic Institute in 1983 and started her career as an asbestos compliance engineer for the U.S. Environmental Protection Agency. Her career included environmental consulting and work at the New England Consortium at UMass Lowell.

McGuiness's interests included coaching youth hockey, refereeing for a roller derby team, and fishing. She also served as an advocate for LGBTQ youth. She loved her two dogs, Chico Bambino and Ginger Snap, and Fluffernutter sandwiches. Above all, she was devoted to her wife, Margot Abels, and their daughter, Makayla Abels-McGuiness.

Colleagues said McGuiness approached her disease the same way she handled her work — eager to use her experience as a teaching opportunity to help other people.

"Throughout, Bridget maintained her positive spirit, ironically consoling others who were upset over her diagnosis," Corcoran said. He and his colleagues will miss her, he said, but "we are committed to keeping her vision of a safer, better workplace for local government very much alive."

ANNUAL MEETING

Continued from page 1

in local government

The largest conference for municipal officials in the state also features:

- A lively <u>Trade Show</u> featuring the latest services and solutions for cities and towns
- Member business meetings and important policy discussions
- Countless networking opportunities
- Municipal awards programs

A new feature this year will be a Headshot Station, where members can get a professional photograph taken for free. Sign-ups will be done on-site.

The MMA Annual Meeting website has the latest information about this dynamic, timely and engaging conference, including workshop titles, descriptions and panelists, and descriptions of the Learning Lab sessions, which will be held on the Trade Show floor.

The conference is a forum for learning and a celebration of the innovations and best practices in community governance. The theme for 2023 is "Connect, Engage, Be Inspired."

"Do whatever you can to be part of this fantastic event!" said Westwood Select Board Member Michael Walsh, president of the Massachusetts Select Board Association. "You won't be disappointed."

"I encourage everyone to register," said Pittsfield Mayor Linda Tyer, "as this is an experience you don't want to miss."

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 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 contract information on the MMA website.

The MMA Annual Meeting & Trade Show typically attracts more than 1,000



Chelsea City Councillor Todd Taylor (left), Everett City Councillor Stephanie Martins (center), and Chelsea City Councillor Leo Robinson network during the 2020 MMA Annual Meeting.

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 not be checking COVID vaccination status, but is advising attendees to keep up with the latest COVID vaccines for which they are eligible. Attendees are urged to take an at-home COVID test prior to attending, and not attend if they have any COVID symptoms or if a household member has tested positive. Attendees are welcome to wear a mask if they choose. (See the website for more details.)

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.

Registration

Information about 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 Partnership Program members must renew membership with payment by Jan. 1 in order to register for and attend the MMA Annual Meeting & Trade Show. Partnership Program renewals or applications will not be accepted during the Annual Meeting. MMA Partnership Program members who exhibit should not register through the member portal, but should contact Trade Show Manager Karen LaPointe at klapointe@mma.org.

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. 22 to take advantage of the special rates.

Hotel reservations must be made directly with the hotel. To make reservations, call the Sheraton at 888-627-7054 and mention MMA Annual Meeting or register online using a special MMA link.

The MMA's discounted room rate is only guaranteed if you book through the Sheraton Boston directly. Please note that some third-party companies may offer guest rooms at discounted rates, but you may not be guaranteed a hotel room if you book through them or a third-party website.

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. ●

MIIA

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the right questions; communicating with empathy and compassion; recovering from mistakes; and outlining effective ways to calm yourself.

- · Municipal hiring strategies: If you're struggling to fill open positions, it may be time to rethink your hiring strategy. Discover how to attract candidates from underrepresented backgrounds and remain competitive by embracing an innovative recruitment approach. Municipal human resources professionals, led by Jen Breaker, assistant town manager and communications director in Danvers, will share how to reframe the benefits of working in local government, leverage internal and external resources, and adopt timely hiring strategies to set your community up for success.
- Mental health and policing: Law enforcement officials are regularly

called upon to handle situations with residents who are experiencing complex mental health challenges. As a result, many cities and towns have expanded their approach to include health care professionals in their public safety efforts. This session, featuring Pittsfield Police Chief Michael Wynn and Earl Miller, director of Community Responders for Equity, Safety and Service for the town of Amherst, will focus on the dynamic challenges in this space, while sharing local approaches for incorporating co-responders and alternative responders.

For complete Annual Meeting information, including registration, visit www.mma.org/annualmeeting.

Joyce McMahon is a freelance writer.



HSC looks at youth services

Westborough Youth and Family Services Director Cara Presley leads a presentation about the structure of the Youth and Family Services Department and human services delivery in Westborough during the MMA Human Services Council's Fall Meeting on Nov. 9 in Westwood.

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.

SIGN UP TODAY

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

EMPLOYMENT OPPORTUNITIES

Firefighter/EMT Town of Devens

MassDevelopment's Devens Fire Department is accepting applications for the position(s) of Firefighter/EMT starting on the day shift, Monday through Friday, 42 hours per week. Duties include, but are not limited to: responding to fire and ambulance calls, providing emergency medical care to the sick and injured, attending trainings as required, and performing related general office work. Requirements: Massachusetts EMT B certification. Residency within 10 miles of Devens, or the ability to move within the residency requirements within one year of employment. Ability to meet and maintain the qualifications and skills as defined in NFPA 1001: Standard for Fire Fighter Professional Qualifications, most recent Edition - Chapter 5 Fire Fighter II. Valid Massachusetts driver's license. High school diploma or equivalent. This posting remains open until filled. Interested candidates should apply at www.cognitoforms.com/MassDevelopment5/ FirefighterEMTApplicationOct2021.

MassDevelopment's commitment to access, diversity, equity, and inclusion means we welcome individuals of all abilities, ages, education backgrounds, ethnicities, family statuses, gender identities, genders, genetic information, languages, marital status, military experiences, political views, pregnancy, religions, sexual orientations, socioeconomic statuses, and work experiences. We encourage applicants from diverse lived experiences to apply. View full job posting at www.massdevelopment.com/careers/firefighter-emt2.

Director of Facilities and Grounds Masconomet Regional School District

Under the general supervision of the Assistant Superintendent, the Director of Facilities and Grounds will plan, organize and supervise all functions of campus facilities, including the areas of maintenance, grounds, custodial, HVAC, etc. This position will aid in long-term facility planning, facilities services budget and oversight of major capital building and repair projects as assigned. Minimum qualifications include knowledge of principles and practices of facility maintenance, groundskeeping and custodial work including plumbing, electrical, carpentry, HVAC, and landscape maintenance. Knowledge of methods, materials, tools, and equipment used in building maintenance and groundskeeping. Knowledge of principles and practices of supervision including work planning, direction, and personnel practices. Awareness of applicable laws, codes, regulations, and standards governing building construction and maintenance, and groundskeeping. Knowledge of safe working practices for building maintenance, custodial and grounds keeping work. Bachelor's degree preferred. MCPPO preferred.

Community Recreation Manager City of Chelsea

Pay/Grade 9. Union: USWA. Annual Salary Range: \$60,542.31-\$75,856.77. The Community Recreation Manager provides direct assistance in the daily operation. This job requires good working relations with professional andon-professional staff involved in the day-to-day operation. The Community Recreation

Manager monitors assigned program staff and special projects such as art in public buildings, and other work by volunteers. Work requires independent judgment, positive attitude, team spirit and personal initiative. The Manager is required to work a flexible schedule. This is driven by the calendar and seasonal events that will vary. See full job description at www.chelseama.gov/job_detail_T14_R38.php. EEO

Food Inspector Town of Westford

The town of Westford is seeking a highly qualified part-time Food Inspector (18 hrs/wk) to perform inspectional and technical work as it relates to the interpretation and enforcement of the state and federal food code. Food Protection Manager certification required. Demonstrated professionalism and ability to maintain confidentiality. Must be able to exercise independent judgment and have excellent verbal, written, organizational, and customer service skills. Ability to meet deadlines for multiple projects. Proficient in MS Office. Bachelor's degree in environmental science or related field with experience in a public health setting. Valid driver's license required. Salary range is \$31.85-\$38.42 depending on qualifications and experience. Westford is an equal opportunity employer. Please submit resume and cover letter to: HR@westfordma.gov or mail to: Westford Town Hall, Pam Hicks, Director of Human Resources, 55 Main St., Westford, MA 01886. For a full position description, please visit: www.westfordma. gov/Jobs.aspx. EEO/AA Employer

Wire Inspector City of Chelsea

Annual salary: \$49,898.10-\$63,433.44. Under the general direction of the Director of ISD, will inspect existing and newly installed wiring systems of buildings and streets for conformity with legal requirements, national, state and municipal electric codes, and safe practices; inspect and investigate violations of law and ordinance; inspect systems in process of construction, alteration, replacement and

repair for adherence to law, regulations and codes. Advise as to code requirements, issue permits, and keep records of inspections. Support all enforcement obligations of law and ordinance that are within duties assigned to the department. Click here for full job description: www.chelseama.gov/job_detail_T14_R39.php. EEO

Administrative Assistant - Select Board and Town Manager Department Town of Chatham

Town of Chatham, Mass., seeks a highly skilled administrative professional to provide administrative and communication support to the Select Board/Town Manager's Office and Human Resources Office. Is this job the perfect fit for you? Find out by viewing the full job description (PDF) for more information. Position is 40 hours per week and includes evening meetings. Starting biweekly salary is \$2,385.60 - \$2505.60 (\$62,025.60 - \$65,145.60). Position is eligible for a \$2,500 bonus upon successful completion of a six month probationary period. Please email a cover letter and resume in one PDF to jobs@chatham-ma.gov, attention Megan Downey, Human Resources. First review deadline was Nov. 30. ADA/EO/AAE

Skilled Laborer Town of Duxbury

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

■ 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.

January Beacon

Deadline: December 29 Publication: January 5

February Beacon

Deadline: January 26 Publication: February 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.

CLASSIFIEDS

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Veterans' Services Director Central Massachusetts Veteran Services District

The Central Massachusetts Veteran Service's District is accepting applications for the position of Veterans' Service Director. This is a full-time, 35-hour per week, benefited position. This position is responsible for managing the district and serving the veterans and their dependents within the member communities. Responsibilities include, but are not limited to, managing departmental operations and one full-time employee, preparing a yearly budget, processing Chapter 115 benefit applications and payments, performing outreach with local veterans, filing various claims with the Department of Veterans' Affairs, and organizing Memorial Day and Veteran's Day functions. The successful candidate will have an associate's degree, and three to five years of related experience, or an equivalent combination of education, training and experience. Knowledge of state and town regulations, policies and programs is required, as well as the ability to manage multiple tasks, meet deadlines, keep accurate records and provide appropriate customer service. Due to the nature of this position, the ability to maintain confidentiality is required. The successful candidate must possess a valid Class D Motor Vehicle Driver's License as well as Veteran Status. Compensation for this position is \$65,000-\$85,000, DOQ. A complete job description and application information can be found online at www.graftonma.gov/human-resources/pages/employmentopportunities-now-hiring. Interested applicants should send an application, resume and cover letter to: Town Administrator's Office, 30 Providence Road, Grafton, MA 01519, or by email to Christa Marot at: hr@grafton-ma.gov. Applications will be received until the position is filled. The Central Massachusetts Veteran Service's District is an Equal Opportunity Employer.

Assistant Director Massachusetts Councils on Aging

Massachusetts Councils on Aging (MCOA) is the principal statewide organization that supports, advocates, and educates a wide network of municipal Councils on Aging/Elder Service Departments and many other organizations in Massachusetts that also serve older adults. MCOA is currently seeking an experienced professional in the aging network to become its new Assistant Director who shall support the Executive Director in achieving the agency's goals and objectives, formulating and implementing policies and procedures for efficient processes, advocating for policies and programs that will improve the quality of life of older adults and, creating and sustaining strong partnerships within the aging network. For a full description, visit mcoaonline.com/wpcontent/uploads/2022/11/MCOA-Assistant-Director-11-9-22.pdf. This job posting will close on Monday, Dec. 12. All interested candidates are welcome to apply. Please submit your cover letter and application to Shari Cox, Fiscal Manager at Shari@ mcoaonline.com.

Senior Clerk, Treasurer's Office Town of Rockland

The town of Rockland is seeking qualified teamoriented candidates for the position of Sr. Clerk in the Treasurer's office. The Sr. Clerk is responsible for clerical and administrative work such as filing, answering phones, processing checks and warrants, using MUNIS accounting system, and collecting and recording retiree benefit premiums. Related work as required. Full-time, grade 2 AFSCME Clerical Union, starting hourly wage \$21.31. Full job description online at www.rockland-ma.gov. Application, resume and letter of interest should be emailed to scallahan@ rockland-ma.gov. Position open until filled.

Executive Assistant to the Town Manager and Selectboard Town of Ware

Wanted: Executive Assistant to the Town Manager and the Selectboard. This is a non-union, 35 hours per week, confidential position. Duties include: Acting as a confidential assistant to the Town Manager and the Selectboard; managing all correspondence; answering public inquiries directed to the board; preparing meeting agendas and minutes; parking tickets; scheduling and advertising public hearings required by the board; coordinating the preparation and presentation of the Town Report; coordinating vehicle registration and renewals, insurance receivables and reports; reconciling purchasing to appropriation and source of funding; managing all aspects of the licensing and permit process; assisting in preparation and presentation of budget documents; and assuming additional duties as required by the Town Manager. Qualifications: A high school graduate or equivalent, plus two years of experience in an office setting. Preferred Qualifications: An associate's or higher degree with a major in business administration, business management or public administration with two years of experience in a municipal government setting, strongly preferred. Must have excellent written and oral communication skills, including the ability to compose correspondence and to prepare, type and proofread reports. Excellent Microsoft Office word processing and spreadsheet skills required. Must possess great attention to detail and be able to multitask and work accurately. All applicants must be able to pass a criminal background/CORI check and a pre-employment physical, including drug testing. Interested applicants, please send a cover letter and resume with three professional references to: Human Resources Department, Town of Ware, 126 Main St., Ware, Massachusetts 01082 or email resumes@ townofware.com. AA/EOE

Town EngineerTown of Nantucket

The town of Nantucket seeks qualified candidates for the position of Town Engineer. The Town Engineer performs administrative and professional engineering work in the town of Nantucket including, but not limited to, civil engineering activities, peer-design reviews, standards development, construction inspection, survey work, and traffic design projects in the Public Works Department. Provides technical guidance and support to various town departments and town boards/commissions. Generally supports the Department of Public Works as a project manager and project engineer for infrastructure related projects, including roadway reconstruction, highway, drainage, transportation, mobility, civil/site design, facilities, traffic studies, analysis and related projects. Recommended qualifications: Bachelor's degree in civil engineering, with at least five years of experience in municipal engineering, or any equivalent combination of education and experience. Registration as a Professional Engineer in Massachusetts is required or must be obtained within six months of employment.

Special requirements: Contractor's license certification desirable. Massachusetts Class D motor vehicle operator's license is required. The town of Nantucket (www.nantucket-ma.gov) is an Equal Opportunity Employer, a DEI community, and encourages women, minorities, and veterans to apply. The town of Nantucket offers a retirement pension through Barnstable County Retirement, 90% employer sponsored health insurance plan options, and a diverse selection of supplemental insurance policies. Union position. Starting salary: \$118,840. Application deadline: Dec. 16 at 4 p.m. This position is eligible for remote work with town approval. Apply now. If you have questions, contact HR@nantucket-ma.gov.

City Manager City of Southport, North Carolina

The city of Southport (population: 4,124) is seeking a City Manager who wants to use their skills, abilities and experience to make a difference in the lives of our citizens, our city, and the thousands of visitors who travel to Southport each year. Southport needs a City Manager who is project-oriented; has a vision for our future and for success; is collaborative in working with city employees, the mayor, and the Board of Aldermen; and wants to live in and be a part of the Southport community. Southport, located at the mouth of the Cape Fear River, has salubrious breezes, live oaks, unique neighborhoods, and is surrounded by beautiful beaches, from Bald Head Island to Sunset Beach. Southport is the downtown for Brunswick County and has infrastructure challenges with respect to population and tourism, growth, and development as well as how to meet these challenges while preserving our history, cultural heritage, quality of life, and protecting our fragile environment. The City Manager is appointed by and serves at the pleasure of the mayor and the six-member Board of Aldermen. Specific duties include preparation of the annual budget for presentation and adoption by the board, project management, and employee supervision. The manager should have the ability to relate to and work with all elements of the city residents while being supportive of city staff. Compensation and benefits: The city of Southport offers a competitive salary depending on the candidate's qualifications and experience. The city provides a competitive benefits package including medical, dental, vision, life, short-term disability insurance (city paid employee coverage), health savings account, participation in the North Carolina Local Government Employees' Retirement System, participation in the NC 401K plan - 5% city contribution, as well as generous vacation, sick, and holiday pay. Residency is highly preferred for the next City Manager. Desired Qualifications: A bachelor's degree from a four-year college or university with a major in business administration, public administration, or a closely related field; master's degree preferred. Seven years of progressively responsible city management experience is required. A career as a seasoned city manager or assistant in a similar sized community and complexity as Southport will be a significant advantage for the candidate seeking this position. To apply: Interested candidates must submit by email a city of Southport application, cover letter and resume along with at least five job related references (with email and phone numbers) as well as salary history no later than Dec. 31 to pfortuna@cityofsouthport.com.

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CLASSIFIEDS

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Director of Maintenance and Modernization

Norwood Housing Authority

The Norwood Housing Authority is seeking an energetic and dependable candidate to assume the lead role in our Maintenance Department as the Director of Maintenance and Modernization. This is a highly responsible position in which the incumbent is expected to oversee the Norwood Housing Authority's entire housing portfolio of 481 units. The portfolio consists of 238 state elderly/ disabled housing, 75 state family housing, 96 federal elderly housing, and 72 Section 8 new construction/ substantial rehab housing. This position has management responsibilities covering a wide range of duties, including the supervision of nine permanent maintenance employees in their performance of their duties. The ability to lift items up to 75lbs is required. A valid Massachusetts driver's license is also required. Incumbent will be required to obtain a MCPPO (Massachusetts Certified Public Purchasing Official) designation within one year of hire. A full job description is available on the NHA website (www.norwoodha.org). This is a 40-hour position with benefits. The starting salary for this position is \$102.814.40, which is set by the Mass. Executive Office of Workforce Development. Resume and cover letter should be submitted before 4 p.m. on Friday, Dec. 9 via email at sbarnicle@norwoodha.org or by mail to: Norwood Housing Authority, Attn: Sean Barnicle – Executive Director, 40 William Shyne Circle, Norwood, MA 02062. Satisfactory Criminal Offender Record Information (CORI) report and preemployment physical are conditions of employment. EEO/ÁAE

Industrial Pretreatment Inspector Greater Lawrence Sanitary District

The Greater Lawrence Sanitary District (GLSD) is a 52-MGD regional municipal wastewater treatment facility in North Andover, Mass. If you are interested in a long term career that helps keep the environment clean, consider a position at the GLSD. We provide employees with a competitive benefits package including wages; sick, personal and vacation time; and life, dental and health insurance. Additionally, we participate in a defined benefits pension plan. GLSD is seeking to fill the following position: Industrial Pretreatment Inspector – Makes regular field visits to industrial facilities within the district's member communities to ensure compliance with pretreatment regulations and the district's Industrial Pretreatment Program. A minimum of two years as an environmental or sanitary engineering technician, or equivalent position, preferred. Knowledge of wastewater sampling methods and field laboratory instrumentation is desired. Pay scale is \$24.37/hr to \$33.71/hr. Starting salary is commensurate with experience. All applicants must be able to pass a background check. Please submit a job application and resume to Ann Rader, GLSD, 240 Charles St., North Andover, MA 01845 or arader@glsd.org. Application deadline is Dec. 15, or until the position is filled. EOE

Town Accountant Town of Wellfleet

The town of Wellfleet has a FY2023 budget of \$25 million and is seeking qualified candidates for the

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

Assistant Town Planner Town of Newbury

The town of Newbury seeks qualified candidates for the position of Assistant Town Planner. Under the direction of the Planning Director, the position is responsible for a wide array of regulatory planning and development functions. The position works closely with the Planning Board, Zoning Board of Appeals and other land use boards and committees, as well as other town staff. Duties require skills equivalent to a bachelor's degree and two years of experience. To apply, send resume to: Town Administrator, 12 Kent Way, Byfield, MA 01922. Position will remain open until filled. AA/EOE

Water Department Accountant Town of Rowley

The town of Rowley is seeking a full-time Water Department Accountant. This position is responsible for performing a variety of financial analysis, accounting and data entry work including: processing payroll and bills payable, reconciliation of accounts and other office work as required. Knowledge of Peachtree/Sage Accounting software or similar accounting software preferred. Works under the direct supervision of the Water Superintendent. Associate's degree in a related field required, bachelor's degree preferred. Minimum of two years of accounting or bookkeeping experience required, some experience in public utility finance preferred. Position works 40 hours per week. Pay Grade #7. Starting rate is \$24.93/ hr. Applicants must send resume and application to: Personnel Department, Town of Rowley, P.O. Box 275, Rowley, MA 01969 by Nov. 10. Position open until filled, EOE

Industrial Electrician Upper Blackstone Clean Water

Performs work of a difficult and skilled nature. Provides detailed records of daily work activities, accident reporting, tool and equipment inventories and predictive, preventative, and corrective maintenance. Assures security of tools and industrial equipment used in completion of work. Coordinates health and safety concerns and policy with the Safety Officer, Interacts with plant personnel and outside vendors, suppliers, and engineers. Works inside and outside, as well as in tanks and other confined spaces. Performs maintenance work involving the inspection, calibration, troubleshooting, repair and replacement of industrial electric components and equipment, electronic operating and control systems, generation and power distribution systems, motor control and distribution centers, lighting systems and process instrumentation associated with operating a modern wastewater treatment facility. Performs minor mechanical work of an incidental nature during electrical repairs, adhering to safety program requirements and maintaining superior housekeeping standards. Must pursue work with energy and drive. Possession of a valid Electrician Journeyman's license issued by the State of Massachusetts required. Visit www.ubcleanwater.org.

Laborer

Upper Blackstone Clean Water

Candidates will perform general tasks of a simple or routine nature. Duties will include performing building maintenance tasks including but not limited to: preparing surfaces for refinishing and painting; cleaning building areas, floors, hallways, and restrooms; washing, waxing and polishing floors; washing windows, walls, and woodwork. Performs grounds maintenance; cuts grass, weeds and brush; trims bushes and trees; rakes grass, leaves and trash; seeds and cares for lawn and ornamental plantings. Removes snow and ice from walkways, driveways, parking areas and buildings and equipment as needed. Collects and disposes of trash. Visit www.ubcleanwater.org.

Pretreatment Technician Upper Blackstone Clean Water

Qualified candidates will perform bacteriological and chemical tests and analysis and complete basic analyses in connection with wastewater treatment. Industrial Pretreatment activities include preparing for and assisting in industrial pretreatment samplings, cleaning of sampling equipment, assisting with industrial and dental inspections, reviewing laboratory reports and permit applications, writing sample reports and inspection reports, data entry. Requirements: An associate's degree related to environmental science or related studies is required. A bachelor's degree is preferred. Prior work in a laboratory environment is required. A valid driver's license is required. Visit www.ubcleanwater.org.

Grant Writer

Rockingham County, New Hampshire

Join our team as the Grant Writer at the Rockingham County Finance Office. Enjoy fantastic benefits, generous paid time off and the opportunity to work alongside accomplished professionals. Be a part of an organization you can be proud of. Scope of position: Establishes, coordinates, and implements the county's grant activities related to analysis of needs, identification of grant opportunities, determination of eligibility criteria, and drafting and submission of proposals to apply for financial grants from government departments, foundations, and other agencies. Essential job functions: Receive referrals and requests from county departments to research and prepare proposals for funding of individual and/ or group projects. Identify funding sources; analyze needs, benefits, eligibility requirements, feasibility, and research studies. Establish design and description of project or program purpose, activities, costs, preparation, and submission of proposal documents and related supporting documentation. Ascertain feasibility and/or desirability to specific Requests for Proposals from county departments. Review resources for potential grant opportunities applicable to functions within Rockingham County. Informs and collaborates with county departments of potential

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CLASSIFIEDS

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grant opportunities. Participates in meetings to provide technical assistance in development of grants. Provides technical assistance to local municipalities and nonprofit organizations relative to providing grant application assistance. Oversees the county's federal community block grants, and any other federal, state, or local programs coordinated through the county. Interpret federal regulations of county officials and ensure compliance with all regulatory laws as they relate to grants. Assess funding priorities and recommend followup in accordance with guidelines, regulations, criteria for selection, and priorities for funding. Plan, organize, and detail potential proposal scope, purpose, activities, timetables, cost information, and evaluation mechanism. Act as a liaison between county and state/federal officials for grant approval and application. Analyze information pertaining to federally funded programs and funding availability and prepare grant applications for federal funding. Must be able to work hours as scheduled based on the requirements of the position. Required education and experience: Bachelor's degree in english, communications, creative writing, public/ business administration, or related area of study, and; three to five years of grant writing experience, or; an equivalent combination of education and experience will be considered. Certified Grant Writer professional credentials from the American Grant Writers Association Inc., or the ability to obtain such within the first year of employment. Excellent knowledge and understanding of grant preparation, proposal submission, and fundraising process, adhering to state and federal regulations. Computer proficiency and technical aptitude with the ability to utilize MS Word, Excel, PowerPoint, and other various Windows or web-based applications. Salary range: \$2,074.40-\$2,904 biweekly, dependent upon experience. Status/ shift: Full-time/Exempt. Submission requirements: Employment application and resume required. Apply online at www.governmentjobs.com/careers/ rockinghamnh. Equal Employment Opportunity. Mandatory post-offer physical and drug testing for new hires. Criminal records check required.

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.

Creative, Cost-Effective Municipal Services to Maximize Success, Minimize Risk

Capital Strategic Solutions (CSS) is a Massachusetts-based, woman-owned business, composed of former municipal employees. Our team of dedicated and experienced professionals provide an abundance of support services to guide municipalities through the challenges they face, allowing for continuity of services at a fraction of the cost of a full-time employee. We specialize in public administration, finance and grant management, human resources, public works and water quality, public safety, capital improvement planning, project management and oversight, emergency management and fire services, public relations/community outreach, and more. For more information, visit: Capital-Strategic-Solutions.com or call 508-690-0046.

License Free Software Program

The ScerIS Municipal Pinnacle Program provides Massachusetts municipalities with a software platform for process transformations applicable to all departments without a corresponding software license fee, in perpetuity. ScerIS, a 30-year-old Massachusetts based corporation, designed this program to help municipalities across the Commonwealth digitize and integrate work processes internally and extend access to public information to their constituents. Visit www.sceris.com/Muni-PinnacleMA or contact John Rainone at 978-218-5025 or jrainone@sceris. com to learn how your community can benefit from this program.

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

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CLASSIFIEDS

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expertise that can help communities deliver quality services and resolve complex problems with real-world solutions. Contact us at 866-501-0352 or info@mrigov.com.

Town Counsel/Legal Services

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

Organizational Development and Conflict Resolution

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

Town Counsel Services

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

Tax Title Legal Services

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

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

VADAR Systems provides financial management

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

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Financial Management Services

Eric A. Kinsherf, CPA, has been involved in municipal

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

Human Resources Consulting

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

Executive Recruitment and Municipal Management

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

www.grouxwhiteconsulting.com.

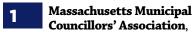


WLG learns how to become 'unstoppable'

Attendees at the Women Leading Government meeting on Nov. 3 in Oxford participate in an exercise called "Unstoppable YOU: Claim Your Worth, Find Your Voice, Own Your Time." WLG is an initiative of the Massachusetts Municipal Management Association that aims to provide support to women in appointed positions at every level in local government.

Calendar

DECEMBER



webinar, 12-1:15 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

Association of Town Finance Committees, board meeting and dinner, 4-7 p.m., Bella Costa, Framingham. Contact: MMA Senior Member Services Coordinator Denise Baker

Massachusetts Mayors'
Association, holiday dinner,
Boston. Contact: MMA Conference and
Meeting Manager Timmery Kuck

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

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

FEBRUARY

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

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 dyi@mma.org



Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

Note: The MMA is not checking vaccination status for in-person meetings, but is advising attendees to keep up with the latest COVID vaccines for which they are eligible. All attendees are urged to take an at-home rapid antigen test prior to attending, and not attend if they have any COVID symptoms or if a household member has tested positive for COVID. Attendees are encouraged to wear a mask if that is their preference. These protocols are subject to change based on the latest public health data and guidance.

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

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

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

MARCH

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

Women Leading Government, conference, Devens Common Center, Devens. Contact: MMA Senior Member Services Coordinator Denise Baker

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

9 Massachusetts Municipal Human Resources, webinar.

Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

Massachusetts Mayors'
Association, monthly
meeting, 10 a.m.-1 p.m. Contact: MMA

meeting, 10 a.m.-1 p.m. Contact: MM. Communications and Membership Director Candace Pierce

Massachusetts Municipal Management Association,

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



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.