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February 2023

State budget growth forecast announced

By Jackie Lavender Bird

The state's budget writers announced on Jan. 30 that state tax collections are expected to grow by 1.6% in fiscal 2024 over a recently adjusted projection for fiscal 2023 revenue.

Administration and Finance Secretary Matthew Gorzkowicz, Senate Ways and Means Chair Michael Rodrigues and House Ways and Means Chair Aaron Michlewitz announced a consensus state tax revenue forecast of \$40.41 billion for the fiscal year that will begin on July 1.

The increase does not include an additional \$1 billion in projected revenue from the state's new surtax on annual incomes over \$1 million, which was adopted by voters in November. Dispensing funds generated from the surtax will be subject to appropriation, but the ballot measure stipulated that funds must be spent only in areas of transportation and education. Including the surtax, estimated revenue would increase the total budget projection for fiscal

2024 by 4.1% over the adjusted fiscal 2023 revenue estimate.

The adjusted fiscal 2023 revenue estimate, also announced on Jan. 30 by Gorzkowicz, incorporates a \$151 million increase based upon year-to-date revenues and economic data, bringing the revised forecast to \$39.77 billion. This new estimate for the current fiscal year is \$193 million higher than the figure used to create the fiscal 2023 budget that was signed into law in August 2022.

The Healey-Driscoll administration and the House and Senate will use the consensus revenue forecast to build their respective fiscal 2024 budget recommendations.

While it's good news that state collections are expected to continue growing, it's unclear what the consensus revenue forecast will mean for local aid accounts. In recent years, under the Baker-Polito administration, the general practice was to link the percentage increase in Unrestricted General Government Aid to the



Sen. Michael Rodrigues (left) and Rep. Aaron Michlewitz, chairs of the Senate and House Ways and Means committees, respectively, lead the fiscal consensus revenue hearing on Jan. 24.

percentage of forecasted growth in state tax collections. Last year, however, in recognition of overwhelming needs in every city and town, the Legislature doubled the percentage increase for UGGA from the 2.7% consensus revenue figure announced in January 2022 to a 5.4% increase. On

■ **BUDGET** continued on 18

Inside

MMA Executive Director
Geoff Beckwith to retire3
Cay Haday made at MMA
Gov. Healey speaks at MMA
Annual Meeting 4
MMA launches Mass
Muni Data Hub6
Mulli Data Hub 6
Administration files
bond bills 9
Mass Innovations22
People 30
Classifieds32
Calendar37

Jill Hai is new MMA president

By Jennifer Kavanaugh

The MMA's new president and vice president will help steer the organization through significant change this coming year — working with a new administration at the State House, advocating for municipalities in a new legislative session, and helping the MMA find a new executive director.

Lexington Select Board Chair Jill Hai, who served as the MMA's vice president in 2022, became president on Jan. 21, succeeding Newton Mayor Ruthanne Fuller.

Waltham City Councillor John McLaughlin, who most recently served as second vice president of the Massachusetts Municipal Councillors' Association, succeeds Hai as vice president. This year, he is also serving as president of the Councillors' Association.

Following MMA Executive Director Geoff



John McLaughlin (left) and Jill Hai became the MMA's new vice president and president, respectively, during the MMA Annual Business Meeting on Jan. 21.

Beckwith's announcement on Jan. 10 that he will retire in September after 31 years of service, Hai has pledged to help the MMA find its new leader, and she said she hopes to have a new executive director selected early enough to allow for

■ MMA PRESIDENT continued on 28

2023 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. Board members are chosen by: Massachusetts Mayors' Association, Massachusetts Municipal Councillors' Association, Massachusetts Municipal Management Association, Massachusetts Select Board Association, Association of Town Finance Committees.

Executive Committee

Jill Hai, MMA President Select Board, Lexington

John McLaughlin, MMA Vice President and MMCA President Councillor, Waltham

Ruthanne Fuller, MMA Immediate Past President Mayor, Newton

Brian Arrigo, MMaA President Mayor, Revere

Steve Bartha, MMMA President Town Manager, Danvers

Lisa Blackmer, MMCA First Vice President Councillor, North Adams

Andrew Hogeland, MSA President Select Board, Williamstown

Nicole LaChapelle, MMaA First Vice President Mayor, Easthampton

Debra Roberts, MSA First Vice President Select Board, Stoughton

Melinda Tarsi, ATFC First Vice President Finance Committee, Mansfield

John Trickey, ATFC President Finance Committee, Pelham

Kristi Williams, MMMA First Vice President Town Manager, Westborough

Geoff Beckwith (non-voting) MMA Executive Director

Ted Bettencourt, Mayor, Peabody **Denise Casey,** Deputy Town Manager, North
Andover

Stephen Cavey, Select Board Member, Stoughton Lisa Feltner, Councillor, Watertown Andrew Flanagan, Town Manager, Andover Claire Freda, Councillor, Leominster Scott Galvin, Mayor, Woburn

Christine Hoyt, Select Board Member, Adams Andrea Llamas, Town Administrator, Northfield John Mangiaratti, Town Manager, Acton

Kevin Mizikar, Town Manager, Shrewsbury Irwin Nesoff, Select Board Member, Hull

Brad Riley, Councillor, Easthampton
Moises Rodrigues, Councillor, Brockton

Colleen Roy, Select Board Member, Grafton
Peter Spellios, Select Board Member, Swampscott

Sam Squailia, Councillor, Fitchburg
Brendan Sweeney, Councillor, Beverly

Kevin Sweet, Town Administrator, Wrentham Linda Tyer, Mayor, Pittsfield

Arthur Vigeant, Mayor, Marlborough Michelle Wu, Mayor, Boston

Executive Director's Report

Tradition of service, commitment to professionalization make our communities strong and resilient

Now that <u>I've shared my retirement plans</u> with our members and staff, I've started to reflect on my 31 years with the MMA — what I've seen, what has changed, and what has stayed the same.

First, it is breathtaking to see how much technology has transformed us, and made governing more complex, immediate and difficult.

Yes, technology has accelerated the modernization of municipal offices. Information access and sharing are so much easier, and communities have used these advances to streamline service delivery and implement unprecedented efficiencies. That is all great.

Yet with every improvement, residents and businesses have raised their expectations, and the demand for instant action and response has municipal officials and employees running full tilt on a treadmill that seems to up its speed with every passing year. Burnout is a key challenge, and stress management has become a leadership skill.

On top of this, the diminishment of local newspapers and mainstream news outlets, and the proliferation of social media usage, have combined to make it extraordinarily difficult to center a critical mass of community stakeholders around an agreed-upon set of facts. Consensus is harder to achieve, and incivili-



By Geoffrey Beckwith

ty is on the rise. Spurred on by "remote engagement," technology is being used by many who choose to stand on the outside edges of discourse and stir the pot without regard for the need for solution-based dialogue.

So, if governing is harder and the demand for services has increased several times over, how have our communities

been able to succeed? How is it that cities and towns are doing more than ever, even with limited resources and added difficulty. I see two related (yet seemingly opposite) dynamics at work.

The first dynamic is a commitment to change.

During this time, cities and towns have professionalized their operations and expanded the capacity of their "daytime" governments to navigate complex regulations, new federal and state laws, major societal issues, and more. We have a record number of town and city managers and administrators. In the 44 communities with CEO mayors, those offices have been professionalized. Most of our communities disbanded their counties and replaced those archaic systems with councils of governments or regional collaborations to fit key needs. The few remaining counties have, for the most part, reoriented to be more responsive or capable as regional service

■ **DIRECTOR'S REPORT** continued on 26

TheBeacon

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

MMA's Geoff Beckwith to retire in September

On Jan. 10, Geoff Beckwith, the MMA's executive director and CEO for the past 31 years, announced that he will be retiring in September.

"Working for MMA has been the highlight of my career, and I will always be deeply grateful for this remarkable opportunity to support and advance the needs of cities and towns across the state," Beckwith said. "Yet, as I noted in my column in The Beacon just a few days ago, the pages on the calendar are always turning. The one constant is change, and for me that time is coming this September."

Beckwith issued the following message, sharing the news with the MMA Board of Directors, staff and MMA members:

"After much reflection and consideration, I have decided to retire as the MMA's executive director and CEO in September, when I celebrate my 65th birthday.

"This has not been an easy decision, as I still feel great energy and passion for this amazing job, which I love very much. I am inspired every day by our extraordinary members and staff, and I know that the MMA has exciting and important work to do in the months and years ahead.

"Yet, after 31 years in this role, this feels like the right time for me to transition to a new phase in my life, so I can dedicate more time for my family, and make more space for other pursuits such as writing, researching, teaching and mentoring.

"I've spent 75% of my career and nearly half my life at the MMA. During this time, my colleagues on the staff have improved every part of our operation. They have expanded our services, modernized our systems, and built a truly impactful organization. The credit for all our gains belongs with these dedicated and gifted professionals. My only real accomplishment has been to hire and support them as best I could along the way.

"The MMA has grown and evolved in so many ways since 1992. Our transformation and progress has been made possible by our members — thousands of local officials who have stepped forward to volunteer countless hours to guide, advise and support the MMA. Their service to us has been on top of their service to their neighbors and neighborhoods, which makes me doubly grateful. Local officials are public servants in the highest and best sense of the expression, giving their time and talents to our shared mission and vision of building



MMA Executive Director and CEO Geoff Beckwith

strong and vibrant communities across Massachusetts.

"I've made this announcement early, giving the association eight months to plan for this transition. I will support the Board of Directors, staff and members as the board moves forward with a search process to select my successor, and I will devote my full energy to leading the organization until my retirement.

"Working at MMA has been an honor that I will cherish always, and I head into my next chapter confident that this change will present new and exciting opportunities for the MMA, and certain that our best days are ahead of us!"

■ **BECKWITH** continued on 18

1,200 celebrate return to in-person MMA Annual Meeting

By Meredith Gabrilska

The importance of connection and collaboration to solve problems at the local level and build supportive communities carried through as themes of the 44th MMA Annual Meeting & Trade Show on Jan. 20 and 21 in Boston, held in-person for the first time since 2020.

More than 1,200 municipal officials and employees from across the state attended the conference, which featured compelling speakers, timely workshops, countless networking opportunities, and a bustling Trade Show.

The keynote speaker, <u>psychologist and author Dr. Elizabeth Lombardo</u>, kicked things off with strategies for improving mental resilience and managing stress. Gov. Maura Healey also spoke during the Opening Session, outlining



Stoughton Select Board Member Debra Roberts (left), Somerville City Councillor Kristen Strezo (center), and Sharon Select Board Member Kiana Pierre-Louis get together during the MMA Annual Meeting & Trade Show.

key priorities for her administration.

Also during the opening, the MMA announced the launch of the new Mass Municipal Data Hub, an interactive, online resource that contains a wealth of information about all 351 Massachusetts cities and towns.

At the Women Elected Municipal Officials Leadership Luncheon, Lt. Gov. Kim Driscoll, a former long-time mayor of Salem, discussed her career path and the importance of support systems for women seeking elected office.

On Saturday, Jan. 21, Lt. Gov. Driscoll returned to address the MMA's Annual Business Meeting, following U.S. Sens. Elizabeth Warren and Ed Markey, who discussed the federal delegation's efforts to win funding for Massachusetts communities.

The 2023 Annual Meeting theme was "Connect, Engage, Be Inspired." The event featured 18 workshops along with 10 Learning Labs across the two days that explored topics ranging from PFAS to succession planning to clean energy

■ **ANNUAL MEETING** continued on 15

Gov. stresses commitment to state-local partnership

By John Ouellette

In an address to more than 1,000 municipal officials in Boston on Jan. 20, Gov. Maura Healey outlined some key priorities — housing, economic development, and local aid topped the list — and promised that municipalities will be notified about key local aid accounts even before she files her first state budget on March 1.

"Today, as our teams are crunching all those numbers, we don't have exactly what those figures are," she said during the Opening Session of the MMA Annual Meeting, just two weeks after taking office. "But I promise you, as soon as our team has them, you will have them, and you will have them in advance of our filing.

"Know that we are big time committed to making sure that we are doing everything that we can to support local aid for our communities."

Governors typically file their state budget bills in late January, but new administrations are granted an additional five weeks to file their spending plan.

Healey highlighted her administration's first bill, a \$987 million "immediate needs bond bill" filed on Jan. 18 that includes \$400 million for the popular MassWorks Infrastructure Program and \$9.3 million for broadband infrastructure, among other economic development and housing programs.

"This is just the start — immediate needs — more to come," she said. "We're going to continue, I promise, to work with our municipalities, to work with businesses, to work with the Legislature and other critical stakeholders to develop larger housing and economic development programs that will see their way to a bond bill for introduction later on in the session."

Also on Jan. 18, the governor filed a two-year, \$400 million Chapter 90 bond bill to fund improvements to municipally owned roads and bridges across the Commonwealth. A multiyear bill has long been a priority for the MMA in order to help communities plan effectively and optimize the impact of the funding.

On education, Healey said she's "committed to fully funding our schools as



Gov. Maura Healey speaks during the opening session of the MMA Annual Meeting & Trade Show on Jan. 20.

outlined by the [Student Opportunity Act], along with meeting the needs of charter school reimbursements, and you'll see that in my budget."

"We do want to do great things," she said. "I just want to begin with a recognition that I know things are challenging out there right now.

Our job in government is to be great partners with all of you, as we work through those challenges."

She said her administration will help districts with the costs of student transportation and would fully fund the McKinney-Vento program for transporting homeless students.

"We'll support special education, particularly the circuit breaker program, to help maintain funding to help all school districts with the cost of these critical services," she said. "And when it comes to welcoming migrant families with children in our communities, I will also file supplemental funding to ensure that they have access to the education and the support they need to learn and thrive, and that communities have the resources to make that happen."

Healey said she wanted to work to improve the competitive position of

Massachusetts and its communities to fight for federal dollars, and said the administration would be offering technical assistance to municipalities to help them win federal grants.

On housing, Healey said she would be filing an executive order that day to create a working group, chaired by Lt. Gov. Kim Driscoll, to determine how to set up a secretariat devoted to housing, and that she would soon file legislation to create a housing secretariat. (Healey is seeking to divide the Executive Office of Housing and Economic Devel-

"There are no easy solutions," she said regarding the state's housing crisis. "We need your partnership. We need your best ideas. And frankly, we need your courage, too. ... We've got to be aggressive."

opment into two distinct offices.)

Citing her connection to local government through her family, and Driscoll's experience as a mayor, she stressed her administration's commitment to working in partnership with cities and towns.

"We do want to do great things," she said. "I just want to begin with a recognition that I know things are challenging out there right now. Our job in government is to be great partners with all of you, as we work through those challenges.

"We know that Massachusetts cannot move forward until and unless all of our cities and towns are strong, our families and our residents are supported, and our main streets are vibrant.

"I know that you've navigated seemingly insurmountable challenges the last few years, and you've pushed your way through to protect constituents, to rethink completely the way government services are provided. I have been so inspired by the resilience of all of you."

NLC, ICMA leaders discuss DEI at Annual Meeting

By Jennifer Kavanaugh

For the vision of diversity, equity and inclusion to become a reality, municipal leaders must approach the objective with data, collaboration, funding and — most of all — strong leadership and commitment.

This was the message from two national DEI leaders — National League of Cities CEO and Executive Director Clarence Anthony and International City/County Management Association CEO and Executive Director Marc Ott — to local officials during the Closing Session of the MMA's Annual Meeting & Trade Show on Jan. 21.

Anthony and Ott sat with MMA President Jill Hai for a discussion about DEI work at the municipal level, and about their experiences as Black leaders confronting these issues. Both leaders said that communities must prioritize DEI work, even as they grapple with other complex, and expensive, challenges.

"The most challenging part is you've got police issues, you've got fire, you've got housing, environmental issues, potholes, transportation," Anthony said. "[Leaders say,] 'I don't have money for diversity, equity and inclusion,' and that's disappointing ... I would encourage every city, town and village in America — if you're going to really be in it, you've got to fund it."

When Ott arrived in Austin, Texas, where he served as city manager for almost nine years, he quickly learned that the city's progressive reputation covered over a long history of racial inequality. In particular, he discovered that 1920s-era policy decisions had confined Black residents to the city's east side and separated them by a highway, with ramifications lingering decades later. In response, he began redirecting surplus capital funds to the east side, to address the historical underinvestment there.

"I'm the city manager, for goodness sake — I can do something about that," Ott said. "And so I started finding ways. Because when you're in these positions, you not only have formal authority and power, you have discretionary authority and power. We need to be brave enough at times to use it, to do the right thing."

Shortly after taking over as mayor of South Bay, Florida, a job he held for 24



Marc Ott (left) of the International City/ County Management Association, MMA President Jill Hai (center), and Clarence Anthony of the National League of Cities discuss DEI issues during the MMA Annual Meeting & Trade Show's Closing Session on Jan. 21.

years, Anthony was reviewing the city's park systems plan and noticed that the park in one area closed at 11 p.m., while another park closed at 5 p.m. He learned that city policies contained many similar disparities.

"I said, 'I want to review every one of those policies," Anthony said.

He urged leaders to remember constituents who aren't in the room when decisions are made.

Anthony said he often finds it painful to discuss race as a Black man in America. When he first took over at the NLC in 2013, he hesitated at first to raise the issue, for fear of being stereotyped. But he did confront it, he said, and the NLC created the Race, Equity and Leadership program, or REAL, to help build more equitable communities. He said every leader has a responsibility to step up on this issue.

"I know that some of you who are in this room, you don't want to deal with it either," Anthony said. "You don't necessarily want to have to face some of the historical inequities and challenges that have been in America, are in America, and are still showing up in communities throughout America. ... I want to acknowledge that, and say to you that leadership isn't easy, and the responsibility to lead around diversity, equity and inclusion is not easy."

That leadership must involve not only words but money. Charlottesville, Virginia, for instance, has committed \$4 million to efforts to address redevelopment, provide scholarships to

low-income residents, and recognize local African-American history, Anthony said. In Austin, Ott said, quality-of-life reports examining conditions for various demographic groups have factored heavily in the city's budgeting process.

Communities can also undertake smaller efforts to change the messages they're sending about inclusion, said Ott, who came to the ICMA in 2016 after holding municipal management positions in Texas and Michigan. In Glendale, Arizona, officials changed their marketing materials after realizing that their photos of city services depicted white people, he said, despite the fact that the city is fairly diverse.

Overall, Anthony said, officials need to embrace "data, data, data." To create equitable policies, he said, officials must understand where poverty exists, and where that intersects with racial demographics. Which groups have the highest unemployment, the lowest educational levels, the lowest levels of home ownership, and the least representation in business ownership and in contracts that get awarded?

"Start with knowing the issues, knowing the data," Anthony said.

Both leaders emphasized that communities won't succeed if they hire a single equity officer and abandon them to work in isolation, or if they expect the lone person of color on a council or board to be the only one to address racial issues. For DEI work to progress, they said, all parts of the municipality must engage in the effort.

"One person alone cannot, cannot, cannot do that job," Ott said.

Following the 2020 police killing of George Floyd, Ott said, he has seen more widespread support for systemic and structural change.

"We have the opportunity to make extraordinary change, and so we have to seize it," Ott said. "It's not easy. It's going to be hard. But the greatest things that have occurred in our country have not been easy — they've been hard. But we've always done them, and we can do this, too."

DEI resources for municipal leaders can be found on both the ICMA website and the NLC website.

MMA launches Mass Municipal Data Hub

By John Ouellette

Just hours before its Annual Meeting began on Jan. 20, the MMA launched a new, online members service: the Mass Municipal Data

Created as a digital replacement for the annual Massachusetts Municipal Directory, the sortable and searchable Data Hub offers many new additional benefits.

The Data Hub provides a wealth of information about each of our 351 cities and towns, plus the ability to compare communities based on anything from forms of government, population, road miles, tax rates, or school enrollment, to total expenditures, CPA surcharge, or local receipts and much more. The data spreadsheet seamlessly blends information from a number of different trusted sources.



The MMA's new Mass Municipal Data Hub provides a wealth of information about the state's 351 cities and towns.

Every Massachusetts municipality has its own profile, with a city or town hall photo, a description about what makes the community unique, and data pertinent to the community, including key local officials.

Additional Data Hub features include:

- Municipal Products & Services Listings, with more than 100 companies
- · Complete municipal election and town meeting dates
- Legislators for each community
- Details about forms of municipal government in Massachusetts
- A Local Government 101 section
- · Embedded maps throughout

The online Data Hub can be updated regularly throughout the year

— a significant advantage over the former printed Directory.

The Data Hub can be found right on the MMA home page. Please take a look, and feel free to share your feedback with

MSA holds Business Meeting, discusses flag flying policies

By Isabelle Jenkins

The Massachusetts Select Board Association's Annual Business Meeting on Jan. 21 featured a discussion about municipal flag flying policies in the wake of a U.S. Supreme Court case involving the city of Boston.

Rob Arcangeli, senior assistant corporation counsel with the city of Boston's Law Department, and Deanna Barkett Fitzgerald, a senior attorney with Ropes & Gray, gave an overview of Shurtleff v. City of Boston, which challenged the city's refusal to raise a "Christian flag" outside of City Hall despite never having rejected a previous flag raising request.

The case went to the Supreme Court, which found that the city had violated the U.S. Constitution in refusing to raise a Christian flag, but also found that cities could create policies that would limit flag flying to government-approved messages.

Arcangeli shared the <u>new policy created</u> by the Boston City Council following the Supreme Court Case, which requires a City Council resolution or mayoral proclamation for a flag to be raised. Arcangeli discussed how this policy could be replicated in other municipalities, and how it may apply to signs, banners, and other displays put up on municipal property.



Margaret Hurley (left), chief of the Central Massachusetts Division in the Attorney General's Office and director of the Municipal Law Unit, Rob Arcangeli (center), senior assistant corporation counsel with the city of Boston's Law Department, and Deanna Barkett Fitzgerald, a senior attorney with Ropes & Gray, discuss municipal flag flying policies during the Annual Business Meeting of the Massachusetts Select Board Association on Jan. 21.

Margaret Hurley, chief of the Central Massachusetts Division and director of the Municipal Law Unit in the Attorney General's Office, discussed an alternative approach to managing flag flying through a town bylaw.

Hurley discussed an opinion issued by her office on a bylaw from the town of Dighton, which was adopted at Town Meeting by way of citizen petition. In keeping with the decision in Shurtleff, the Attorney

General's Office disapproved some language in the bylaw that it deemed unconstitutional, leaving a bylaw that allows the town to restrict the flags flown on the town flagpole to the United States flag, the Massachusetts State flag, the official Town of Dighton flag, the official flags of all branches of the U.S. military and armed forces, and/or the POW-MIA flag.

The panelists suggested that towns could address flag flying through either a select board policy or a bylaw similar to Dighton's, but should always work closely with town counsel in such matters.

The business meeting, held during the MMA Annual Meeting & Trade Show in Boston, began with welcoming remarks from incoming MSA President and Williamstown Select Board Member Andy Hogeland, followed by a report from the MSA Nominating Committee and a vote on the 2023 MSA officers.

Related resources

- Shurtleff Vs. City of Boston presentation (2M PDF)
- · Attorney General opinion Dighton Flag Bylaw (180K PDF)
- Boston City Council Ordinance Flag Raising (170K PDF)
- Shurtleff Vs. Boston U.S. Supreme Court Opinion (700K PDF)

Lt. Gov. Driscoll reflects on her career path

By Meredith Gabrilska

Just 15 days into her new role, Lt. Gov. Kim Driscoll, a trailblazing elected official with deep experience in local government, including 17 years as mayor of Salem, inspired attendees of the Women Elected Municipal Officials Leadership Luncheon on Jan. 20 with reflections on her professional path to the State House.

"I am so grateful for the time I spent in local government," Driscoll said. "My journey started as a college student who got an internship in Salem's Planning Department, and that taught me that where services and the rubber really hit the road is local government."

At the WEMO event, held during the MMA Annual Meeting & Trade Show in Boston, Driscoll talked about her years working in Chelsea — when the city was coming out of receivership and was going through a form of government change — and what that taught her about the importance of engagement and connection with citizens.

"I will always have a hat on as a local official," Driscoll said. "Once a mayor, you are always a mayor. ... I hope you use me as a resource."

Driscoll, a self-described Navy brat, was born in Hawaii and moved frequently while growing up. She came to Salem for college and never left.

"We weren't so good to women in 1692," Driscoll quipped, referencing the witch trials. "But I always felt like it was a place that, even if you weren't born there, it could feel like your hometown."

Driscoll served as a councillor for three years before she decided that, in order to really lean into the work, she needed to run for mayor. With support from her husband, Nick, a union bricklayer, and three young kids at home, Driscoll quit her job in order to run, knocking on every door twice.

"We do need the support at home — spouses, children, family members," she said. "It was a tough journey."

She described receiving support, but also questions about how she would manage being a working parent. Some people said that the city was not ready for a woman mayor.

"Don't accept that, push back on that," she said. "You can't change that you are a woman running for office. All you can do is run, do your best, hopefully win, and then kick ass when you are in office."

Driscoll was elected five times, with a lot of lessons learned during that time, including the importance of building a strong working partnership with councillors.

"Good cities don't happen by accident," she said. "It takes intentional hard-working leadership, a shared vision among your legislative body, your board and commission members, your key stakeholders, whether it's small businesses or large institutions coming together."

Driscoll also highlighted areas where the new Healey-Driscoll administration intends to partner with local government, in housing development, education and economic investment, particularly with respect to the Commonwealth's competitiveness with other states.

"There are lots of other states looking at our playbook, looking to lead in technology, life sciences, affordable housing, and [some have better weather], so we need to look at what our competitiveness means, working together to address our challenges."

She acknowledged that not all communities have the same makeup, or needs, when it comes to housing, but issues such as the ability to live in the same community where you work, or the ability to age in place, affect the entire state.

"We are relying on our partnership with all of you to figure this out," Driscoll said. "If we each do a little of it in each of our communities, we will be much better off."

Taking a minute to recognize newly elected State Auditor Diana DiZoglio, also in attendance, Driscoll reflected on advances women have made in elected office in Massachusetts.

"How fortunate are we that five of our [six] constitutional officers are women," Driscoll said. "Who would have thought that? We know it's not just about achieving a first, but it's the outcomes that happen when women are around the table in a position of decision making.



Lt. Gov. Kim Driscoll addresses a packed room during the Women Elected Municipal Officials Leadership Luncheon on Jan. 20.

"The road to get here hasn't been easy for any of us, but we have come a long way."

Driscoll commended the women elected municipal officials in attendance for their decisions to run for office and their commitment to bettering their communities. She noted that young women will look to them as the models when they consider a future in elected office.

"I'm grateful to be serving today and to be recognizing the women throughout Massachusetts who see public service as a calling, an opportunity to improve the place we live," Driscoll said. "I hope we can not only take the energy here today to shine a light on the work we are doing together, but to raise up opportunities for other women in our communities ... to contribute their talents and skills."

Driscoll answered a number of questions from attendees, both about her experience and about policy initiatives for her first year in state office. At the end of the event, she also chatted informally with attendees.

Interest in the WEMO group has been growing, along with the number of women serving in elected positions across the Commonwealth. In addition to the annual Leadership Luncheon in January, the group holds a spring symposium and a fall Leadership Conference.

At the annual luncheon, WEMO transitioned to its 2023 leadership board. The new chair is Shrewsbury Select Board Member Beth Casavant.

2-year Ch. 90 bill referred to Transportation Committee

By Adrienne Núñez

The \$400 million, two-year Chapter 90 bond bill filed by Gov. Maura Healey on Jan. 19 has been referred to the Joint Committee on Transportation.

The bill would authorize \$200 million per year for the <u>local road and bridge</u> maintenance reimbursement program.

"I am seeking a two-year authorization to enable cities and towns sufficient time to put the funds to work given the planning and coordination required to get these critical projects completed," Healey said in her filing letter, adding a request for "swift passage."

For several years, the MMA has been advocating for increasing the annual Chapter 90 authorization to at least \$300 million. In a <u>Jan. 3 letter</u> to the Healey-Driscoll administration, the MMA requested a multi-year bill with at least \$330 million per year, to address recent dramatic increases in road construction costs.

Base Chapter 90 funding has been level-funded at \$200 million since fiscal 2012. Adjusting for inflation, the program has lost 42.6% of its purchasing power over the past 11 years, according to an MMA analysis. The current Chapter 90 bill would not address the loss of purchasing power.



The \$400 million, two-year Chapter 90 bond bill filed by Gov. Maura Healey on Jan. 19 has been referred to the Joint Committee on Transportation.

The MMA's most recent statewide survey shows that cities and towns need \$600 million per year in Chapter 90 funding to adequately maintain 30,000 miles of local roads and hundreds of bridges. The MMA just completed its latest biennial Chapter 90 survey and will soon release updated figures.

The MMA has also been advocating for the Legislature to act on Chapter 90 funding early in the legislative session, so that municipalities can access the funding early in the construction season. "I am seeking a twoyear authorization to enable cities and towns sufficient time to put the funds to work given the planning and coordination required to get these critical projects completed," Gov. Healey said in her filing letter, adding a request for "swift passage."

The <u>Chapter 90</u> reimbursement program was launched 50 years ago to help municipalities maintain the roads and bridges for which they are responsible. Apportionments are calculated based on a formula that accounts for local road miles, employment, and population. Some advocates have taken issue with the formula, saying it doesn't adequately meet the needs of rural communities with lower employment and population numbers.

Multiple bills have been filed in the House and Senate this year that would evaluate or modify the Chapter 90 funding formula.

Congress adds flexibility for municipal ARPA spending

By Jackie Lavender Bird

In late December, as part of their final budget package, the U.S. Congress increased flexibility for municipalities in the use of Coronavirus State and Local Fiscal Recovery Funds from the American Rescue Plan Act.

A new provision, known as ARPA Flex, adds flexibility to the Final Rule issued by the U.S. Department of the Treasury in February 2022.

The additional approved uses include costs associated with emergency response to a natural disaster, spending on transportation infrastructure-eligible projects, including matching funds, and any program, project or service that would also be eligible under the federal Community Development Block Grant program.

The changes cap the new allowable uses at \$10 million or 30% of the total grant, whichever is greater.

ARPA Flex also gives the Treasury the authority to restore administrative and technical assistance to grant recipients.

The Treasury has 60 days from the bill's passage to finalize the details of the ARPA Flex changes, which are expected to be published in February.

MMA Executive Director Geoff Beckwith applauded the hard work of the state's representatives in Congress as well as the National League of Cities to build support for the changes.

"The entire Massachusetts congressional delegation has consistently advocated for federal funds through the American Rescue Plan Act, recognizing the impor-



U.S. Treasury Building

tance of supporting cities and towns in their recovery from the pandemic," he said. "We greatly appreciate their leadership in gaining this additional flexibility, which will make a very real difference for Massachusetts communities."

The law adding the ARPA flexibility was signed by President Joe Biden on Dec. 29.

Administration files \$987M bond bill and Ch. 90 bill

The Healey-Driscoll administration filed legislation on Jan. 19 seeking \$987 million in bond authorization to preempt interruptions to core state capital programs supporting housing and economic development and to improve the state's competitive position for federal grants.

The administration also filed a twoyear, \$400 million Chapter 90 bond bill to fund improvements to municipally owned roads and bridges across the Commonwealth. The administration said it is seeking a two-year authorization to enable cities and towns sufficient time to put the funds to work given the planning and coordination required to get critical projects completed.

The "immediate needs bond bill" is aimed at providing funds for critical infrastructure programs that have exhausted existing resources, such as MassWorks and the Middle Mile Broadband program.

Gov. Maura Healey and Lt. Gov. Kim Driscoll announced the filing at Greylock Works in North Adams and at Ludlow Mills in Ludlow, two projects that previously received MassWorks funding and represent the impact the program has on local communities.

The bill also proposes authorization to ensure the continuity of several other ongoing housing production and preservation programs in the near-term. It includes key grant programs that support cities and towns for libraries, seaport development, housing, tourism, planning, and targeted funds for rural and small towns.

Finally, the bill includes state matching funds to position the Commonwealth to



Gov. Maura Healey (left), Lt. Gov. Kim Driscoll (center) and Sen. Jacob Oliveira announce the filing of an "immediate needs" bond bill at Ludlow Mills in Ludlow on Jan. 19. (Photo courtesy Joshua Qualls/Governor's Press Office)

take advantage of opportunities to compete for once-in-a-generation federal grant dollars in areas including climate change, advanced manufacturing, broadband access, water and sewer infrastructure, and technology.

"This bill ensures that critical housing, infrastructure and community development programs have the funding needed to continue serving the people of Massachusetts," Gov. Healey said. "We look forward to working with our colleagues in the Legislature and other stakeholders as we develop our broader long-term strategy to increase housing production and preservation, and expand economic opportunity for all residents, which will culminate in a more comprehensive bond bill later this session."

"At a time when increasing the housing supply in the Commonwealth is a top priority, it is imperative that core capital programs that support these objectives

are sufficiently funded and continue to operate," Lt. Gov. Driscoll said, adding that the bond package will position Massachusetts "to take advantage of federal grant opportunities that will multiply the impact of our resources."

The bill proposes a total of \$110 million in authorization to continue to support housing creation and preservation, including affordable rental housing production and rehabilitation, public housing, climate resilient housing, and transit-oriented development. This includes additional authorization for programs that are out of authorization, or nearly so, but remain in high demand and are core to efforts to expand and preserve the state's housing supply. These programs include the **Housing** Stabilization Fund, Housing Innovations Fund, Smart Growth Housing Trust, and Facilities Consolidation Fund.

The bill includes \$48 million for the repair and modernization of public housing units that support approximately 80,000 residents across more than 230 municipalities.

The proposed authorization would provide a total of \$482 million to finance economic development programs that directly benefit Massachusetts communities, with \$400 million proposed for the MassWorks Infrastructure Program.

MassWorks is the largest and most flexible source of capital funds to municipalities for public infrastructure projects that support and accelerate housing production, spur community development, and create jobs throughout the Commonwealth. As one of 12 programs

■ BOND BILLS continued on 29

Legislature gets to work for 2023-24 session

Massachusetts' 193rd Legislature has been sworn in and adopted temporary rules that will govern internal operations until permanent Joint Rules are debated and adopted for the 2023-24 legislative session.

The deadline for filing legislation to be considered by the new Legislature was Jan. 20, a return to the traditional third Friday in January deadline.

Under House and Senate rules, bills filed after the deadline can still be considered, but will require a 4/5th approval in the branch of origin to be filed.

All 24 of the bills in the MMA's legislative package have been filed, and MMA staff are expecting to analyze hundreds of bills affecting municipalities over the two-year session.

– Ali DiMatteo



The MMA prepared 24 bills for filing in the 2023-24 legislative session.

Annual Meeting keynote offers stress-reduction advice

By Jennifer Kavanaugh

In order for organizations to be able to change and grow, their people must first reduce their own distress levels during these challenging times, noted psychologist Elizabeth Lombardo said during the 44th MMA Annual Meeting & Trade Show in Boston.

Lombardo, the author of several books including "Get Out of the Red Zone," gave the keynote address during the MMA conference's Jan. 20 Opening Session. She said too many people are living with toxic levels of stress — living in the "Red Zone" — a situation worsened by the pandemic and economic concerns.

"If you want to create a community that's truly open to things like diversity and change, then you have got to get out of the Red Zone," Lombardo said. "Because when they're in the Red Zone, they cannot see any other perspective but their own. And in the Red Zone, it's very tough to solve problems because people are so stuck on what's wrong, they can't figure out what's right."

Called the "Head Coach for Happiness" by former NBA star Shaquille O'Neal, Lombardo has written several books on happiness, perfectionism and stress, and has appeared on television shows including "Today" and "Fox Business." During her talk, she explained the effects of toxic stress and offered advice on how to break that cycle.

People enter the Red Zone when their distress level ranks seven or higher on a scale of zero to 10, she said. Indicators can include unwanted emotions, unwanted behaviors such as procrastination, or symptoms like headaches and stomach problems.

While the Red Zone helped our cave-dwelling ancestors avoid death in the wild, in modern times it narrows our focus to predominantly negative thoughts, she said. Each year, the Red Zone costs companies more than \$350 billion through absenteeism, unfocused work, lack of motivation, health care costs, leadership problems and turnover.

In contrast, minds that operate in the Green Zone make greater use of the brain's frontal lobe, which allows people to



Psychologist Elizabeth Lombardo delivers the keynote address at the MMA Annual Meeting & Trade Show on Jan. 20.

engage in executive functioning, problem solving and creativity. In the Green Zone, people approach situations more realistically, with greater resilience and confidence, she said. Organizations operating in the Green Zone see a 31% increase in productivity. Engagement and leadership also improve when people find their way out of Red Zone distress.

"If you want to create a community that's truly open to things like diversity and change, then you have got to get out of the Red Zone."

- Elizabeth Lombardo

"No one is themselves when they're in the Red Zone," she said. "You're not the parent you want to be, you're not the partner you want to be, you're not the community leader you want to be when you are in the Red Zone. We have to stay more in the Green Zone in order to be who we want to be."

People can find the Green Zone even while facing enormous adversity, Lombardo said. She recalled her work at a trauma center, where an electrician named Roger, after losing both arms in an accident, said, "I'm so grateful that I'm still here." She also spoke of her husband, who was diagnosed nine years ago with amyotrophic lateral sclerosis, or ALS, but who still cracks jokes through the speech device he

operates with eye movements.

"Sometimes we can't change the situation, but we can always change our emotional reaction to it," she

Lombardo urged those in the Red Zone to remember the acronym HELM as a way out:

- Halt all activity involving the mouth — don't say or consume anything you will regret
- Exercise
- Laughter
- · Music (especially playlists that help you get out of the distress mode)

Lombardo uses a different acronym for staying out of the Red Zone, RPM:

- Rewire the brain
- · Prime the mind
- Mindfulness

To rewire the brain, she suggested changing lenses to a more positive viewpoint, and doing something positive three times a day, in five-minute periods — activities such as meditation, journaling or self care.

Priming the mind, she said, could involve adopting more uplifting morning routines and identifying three traits in an admired person and then applying one of those traits.

Mindfulness can involve focusing on what's going well, she said.

Municipal officials asked Lombardo about applying these principles in their city and town halls, such as when a crowd is stuck in the Red Zone during a public meeting. Lombardo said it's great if officials can educate people about the Red Zone, but they should never tell speakers to "calm down" or "stop freaking out." Instead, they should help reorient the public's view of the issue that's causing distress.

"Focusing on what they want to see as opposed to what's wrong — even that will help change their mindset," Lombardo said. "So asking those questions to pull it out — "What's going well? What do you want to see? What do you want to create? – will actually help them use different parts of their brain and help them get out of The Red Zone."

Members endorse fiscal resolution at Business Meeting

By John Ouellette

During the MMA's Annual Business Meeting on Jan. 21 in Boston, the MMA membership unanimously endorsed a policy resolution that highlights priorities considered essential for a healthy state and local fiscal partnership.

The Resolution Ensuring a Strong and Enduring Fiscal Partnership Between Cities and Towns and the Commonwealth in Fiscal 2024 and Beyond, developed and presented by the MMA's Fiscal Policy Committee, sends an important message to state leaders about municipal priorities and will guide the MMA's work in the year ahead.

With a new administration taking office and a new legislative session beginning, and with communities continuing to recover from the hardships and challenges of the COVID pandemic, municipal leaders see this as a critical time to communicate key needs.

The resolution calls on the governor and the Legislature to act on a broad fiscal program for local government that includes priorities raised by local officials from all parts of the Commonwealth on municipal and school aid, support for local capital projects, long-term financial liabilities that need to be addressed, and many other areas where state and local governments intersect. The resolution also builds on the policies and principles endorsed at previous MMA Annual Business Meetings.

Some 300 officials representing their individual municipalities voted on the resolution.

The resolution, presented by Northbor-



Sen. Edward Markey addresses members during the MMA Annual Business Meeting on Jan. 21 in Boston.

ough Town Administrator John Coderre for the Fiscal Policy Committee, was developed over last summer and fall by the policy committee, comprising local officials from across the state, and was endorsed last November by the MMA Board of Directors. More policy work will be done over the course of the year by MMA committees and the Board of Directors.

While discussion was welcomed during the business meeting, the MMA also solicited member comments for a seven-week period prior to the meeting.

Guest speakers

Before the presentation of the resolution, the MMA membership heard from U.S. Sens. Elizabeth Warren (via videotaped message due to a recent foot surgery) and Ed Markey on major federal initiatives concerning cities and towns, particularly the Coronavirus Relief Fund Municipal Program, the American Rescue Plan Act, the Bipartisan Infrastructure Law, and the Inflation Reduction Act, which provide generational opportunities to shore up infrastructure and local services.

"The money is available right now," Warren said.

Both senators highlighted the opportunities created in the historic Inflation Reduction Act to address the critical issue of climate change, as well as recent legislation to substantially increase flexibility in how ARPA funds can be spent by municipalities. The Massachusetts congressional delegation stood united in leading the successful legislative effort for the ARPA flexibility.

Sen. Warren noted that "economic stability, economic activity and economic development all happen in our cities and towns."

Sen. Markey noted that the federal aid packages are sending a combined \$99 billion to Massachusetts, and that he will continue fighting for funding to support the state's technology, research and clean energy economy.

Newly inaugurated Lt. Gov. Kim Driscoll also addressed the membership, pledging a close partnership between the Healey-Driscoll administration and all cities and towns. (<u>Driscoll also spoke the previous day</u> at the Women Elected



Recovering from foot surgery, Sen. Elizabeth Warren spoke via prerecorded video to the MMA Annual Business Meeting on Jan. 21.

Municipal Officials Leadership Luncheon.)

"You certainly have my word that I will be your biggest advocate on Beacon Hill for getting stuff done, every day" she

She said the administration has a role to play in helping communities win federal dollars, and that it will build an online dashboard to help local leaders identify and pursue opportunities.

Board meeting and Kulik honors

Following the adoption of the resolution, the 2023 MMA Board of Directors held a brief organizational meeting to elect the association's new president and vice president.

The business meeting began with a moment of silence in honor of Stephen Kulik, a former MMA president, Selectboard member from Worthington, and state representative who died on Dec. 18 at age 72.

"Today, the MMA is paying tribute to a remarkable friend, public servant, and MMA leader," said MMA Executive Director Geoff Beckwith. "He loved this organization, and he was loved by his colleagues.

"Above all, Steve was an insightful, kind and gentle leader, a warm and thoughtful person who was generous with his friendship. He was strong on policy, and soft on people."

2023 MMA Board of Directors installed

The 2023 MMA Board of Directors was installed during the association's Annual Business Meeting on Jan. 21.

The voting directors are elected by the following MMA organizations: Massachusetts Mayors' Association, Massachusetts Municipal Councillors' Association, Massachusetts Municipal Management Association, Massachusetts Select Board Association, and Association of Town Finance Committees.

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

The board members for 2023 are:

Appointed directors

MMA President: Jill Hai* Select Board, Lexington

MMA Vice President and Councillors' Association President: John McLaughlin* Councillor, Waltham

Mayors' Association President: Brian Arrigo* Mayor, Revere

Mayors' Association First Vice President: Nicole LaChapelle* Mayor, Easthampton

Mayors' Association Second Vice President: Michelle Wu Mayor, Boston

Councillors' Association First Vice President: Lisa Blackmer* Councillor, North Adams

Councillors' Association Second Vice President: Sam Squailia Councillor, Fitchburg

Management Association President: Steve Bartha*

Town Manager, Danvers

Management Association First Vice President: Kristi Williams* Town Manager, Westborough

Management Association Second Vice President: John Mangiaratti Town Manager, Acton

Select Board Association President: Andrew Hogeland* Select Board, Williamstown

Select Board Association First Vice President: Debra Roberts* Select Board, Stoughton

Select Board Association Second Vice President: Peter Spellios Select Board, Swampscott

Finance Committees President: John Trickev*

Finance Committee, Pelham

Finance Committees First Vice President: Melinda Tarsi* Finance Committee, Mansfield

MMA Immediate Past President: Ruthanne Fuller* Mayor, Newton

MMA Executive Director: Geoff Beckwith* (ex-officio, non-voting)

Elected directors

Ted Bettencourt, Mayor, Peabody Denise Casey, Deputy Town Manager, North Andover

Stephen Cavey, Select Board Member, Stoughton

Lisa Feltner, Councillor, Watertown Andrew Flanagan, Town Manager, Andover

Claire Freda, Councillor, Leominster Scott Galvin, Mayor, Woburn

Christine Hoyt, Select Board Member, Adams

Andrea Llamas, Town Administrator, Northfield

Kevin Mizikar, Town Manager, Shrews-

Irwin Nesoff, Select Board Member, Hull Brad Riley, Councillor, Easthampton Moises Rodrigues, Councillor, Brockton Colleen Roy, Select Board Member, Grafton

Brendan Sweeney, Councillor, Beverly Kevin Sweet, Town Administrator, Wrentham

Linda Tyer, Mayor, Pittsfield Arthur Vigeant, Mayor, Marlborough

* Denotes Executive Committee member

MMA to host 'Managing Municipal Meetings' webinar on Feb. 7

Trevor McDaniel, Select Board

chair, Deerfield, and council chair

of the Franklin Regional Council of

Appointed and elected municipal officials may register online for a free MMA webinar on Feb. 7 that will review guidelines for effective public meeting facilitation.

Panelists will discuss how to prepare for municipal meetings, highlighting best practices for preparation, assembling an agenda, and managing time efficiently. Panelists will also share strategies for responding to unruly attendees in cases where a meeting becomes emotionally charged.

Speakers for "Managing Municipal Meetings" will include:

· Dottie Fulginiti, Select Board chair, Easton



Dottie Fulginiti

Governments



Trevor McDaniel



Christine Hoyt

County Select Board Association For more information, contact MMA Education and Training Coordinator Lily Rancatore at lrancatore@mma.

org.

· Christine Hoyt, Select Board member, Adams, and chair of the Berkshire

Community One Stop for Growth accepting EOIs

Community One Stop for Growth is currently accepting Expressions of Interest from potential applicants prior to submitting a full application.

Submission of an Expression of Interest is a highly recommended but optional step in the process to compete for funding through the Community One Stop program. Organizations may submit one EOI to seek input on a number of potential projects.

EOIs are reviewed by staff at all participating agencies, and feedback will be provided to help potential applicants strengthen prospective grant applications.

Applicants that submit an EOI by Feb. 3 may seek input on up to five project ideas, while those who submit EOIs after Feb. 3 may seek input on up to two projects.

The EOI period is open through March 17.

<u>Details about the EOI process</u>, including an EOI template, are available online.

The Executive Office of Housing and Economic Development is hosting a series of webinars for local officials about the One Stop program. The first one took place on Jan. 31. "One Stop Application Guidance" will be held on Feb. 2 (register), and "Prerecorded Technology Webinar" will be posted on Feb. 7.

Community One Stop, which was unveiled at the MMA Annual Meeting in January 2021, is a single application



Community One Stop for Growth is accepting Expressions of Interest from potential applicants through March 17.

portal and collaborative review process to help cities and towns compete for state grant funding for housing and economic development programs. Communities can be considered by multiple grant programs simultaneously, have access to guidance and partnership from state agencies, and are able to receive referrals to additional funding opportunities. The program also helps the state better understand the community development needs and goals in municipalities throughout the Commonwealth, which better informs funding opportunities and coordination.

Community One Stop uses a framework modeled on a Growth Development Continuum that represents the life cycle of a major community development project from initial visioning to final construction. The <u>Development Continuum</u> informs the application process and includes five categories, in two broad groups: Grants that help communities prepare for growth by supporting actions and preliminary steps

to guide and attract private investment; and grants meant to catalyze specific projects by supporting implementation of construction activities to leverage private, commercial, industrial and residential investments.

Twelve programs will be administered through the fiscal 2024 application process:

Executive Office of Housing and Economic Development

- MassWorks Infrastructure Program
- Urban Agenda Grant Program

Department of Housing and Community Development

- Housing Choice Grant Program
- Massachusetts Downtown Initiative
- Community Planning Grant Program
- <u>Rural and Small Town Development</u> <u>Fund</u>

MassDevelopment

- Brownfields Redevelopment Fund
- Site Readiness Program
- <u>Underutilized Properties Program</u>
- <u>Collaborative Workspace Program</u>
- Real Estate Services Technical Assistance
- Commonwealth Places Programs

The full application period for fiscal 2024 will open in May and close on June 2.

DOER issues draft guidance for new energy codes

By Josie Ahlberg

On Dec. 23, the Department of Energy Resources released <u>draft technical</u> <u>guidance</u> for both the commercial and residential sections of the stretch and specialized opt-in energy codes.

The "stretch code" is an above-code appendix to the state's base building energy code, designed to result in cost-effective construction that is more energy-efficient than what is built under the base code.

Since 2010, municipalities have had two options: the base energy code or the stretch code. In early 2022, the DOER offered draft language for a third option: the specialized code. Regulations for the

new Specialized Municipal Opt-in Code were released last fall.

The draft guidance from the DOER is intended to help with the implementation of the updated stretch energy code, which took effect on Jan. 1, 2023, and the new specialized opt-in code, which is now available for municipal adoption.

Compared to the stretch code, the specialized opt-in code has additional requirements for renewable energy generation and electric readiness, as well as some additional energy-efficiency measures.

The draft guidance explains how overlay energy codes work, identifies what's new for the 2023 code cycle, and details



New building codes encourage the use of electric heat pumps rather than burning fossil fuels.

information that will be crucial for implementing the new and updated codes.

For more information, visit the <u>DOER's</u> stretch energy code website.

MMA announces Town Report Contest winners

Barnstable, Southborough and Tisbury took the top prizes in their respective categories in the MMA's Annual Town Report Contest, the winners of which were recognized during the MMA Annual Meeting & Trade Show on Jan. 20.

The following nine communities received awards:

Category 1 (population more than 15,000)

1st place: Barnstable 2nd place: Arlington 3rd place: Burlington

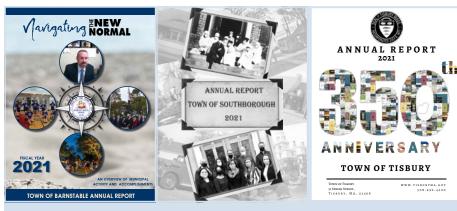
Category 2

(population between 5,000-15,000)

1st place: Southborough 2nd place: Maynard 3rd place: Littleton

Category 3 (population 5,000 and under)

1st place: Tisbury 2nd place: Brookfield 3rd place: Truro



Barnstable, Southborough and Tisbury (l-r) ranked first in their respective categories in the MMA's Annual Town Report Contest.

Serving as judge for the contest was John Petrin, a retired town manager and coordinator for the <u>MMA-Suffolk</u> <u>programs</u>.

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

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

DOER issues draft regulations for fossil fuel-free pilot program

By Josie Ahlberg

On Dec. 23, the Department of Energy Resources released <u>draft regulations</u> for the Municipal Fossil Fuel Free Building Construction and Renovation Demonstration Project.

The <u>climate law</u> signed last August allows up to 10 communities to apply to participate in a demonstration program that prohibits or restricts fossil fuel use in new building construction or major renovation projects. The pilot

program will allow the DOER to study the implementation of fossil fuel bans in municipalities and evaluate future best practices on decarbonization.

The law charged the DOER with promulgating regulations to establish the framework, requirements and timeline for the 10 cities and towns to participate in the program.

The draft regulations recognize 10 prioritized communities — Acton, Aquinnah, Arlington, Brookline, Cambridge, Concord, Lexington, Lincoln, Newton and



The Municipal Fossil Fuel Free Building Construction and Renovation Demonstration Project favors technology such as solar panels.

West Tisbury — which were first to file home rule petitions with the Legislature to formally apply for the program. The prioritized communities are required to confirm their participation by submitting a letter of intent to the department by Sept. 1. Any community that chooses to withdraw from the program must notify the department by letter no later than Sept. 1.

The DOER issued a proposed model rule, which provides a sample article, sample motion, and sample bylaw as recom-

mendations for municipalities.

The DOER will hold a virtual public hearing on the draft regulations and model rule on Feb. 8 at 2 p.m. (Click here to register for the Zoom session.) Written comments will be accepted at green. communities@mass.gov until 5 p.m. on Feb. 10.

The draft regulations, the model rule, and additional information are available on the Department of Energy Resources website.

ANNUAL MEETING

Continued from page 3

to housing. Presentation materials from the workshops are now <u>available on the MMA website</u>.

The Trade Show featured more than 200 exhibitors, including a number of environmental consulting, financial, energy and technology firms.

Before the official start of the conference, first-time attendees had an opportunity to hear from their seasoned counterparts to get tips on how to make the most of the high-energy event.

The Massachusetts Mayors' Association, Massachusetts Municipal Management Association, Massachusetts Select Board Association and Massachusetts Municipal Councillors' Association held their annual business meetings on Saturday, electing leadership and discussing timely topics.

The Closing Session on Saturday featured <u>Clarence Anthony</u>, <u>CEO</u> and <u>executive director of the National League of Cities</u>, and <u>Marc Ott</u>, <u>CEO</u> and <u>executive director of the International City/County Management Association</u>, engaging in a thought-provoking and personal fireside chat with MMA President Jill Hai about diversity, equity and inclusion initiatives in local government.

Anthony Everett, longtime host of the Channel 5's "Chronicle," entertained



Anthony Everett, host of the television show "Chronicle," speaks during the Friday dinner at the MMA Annual Meeting on Jan. 20.



Three Quincy employees — Deputy Planning Director Robert Stevens (left), Housing Programs Manager Sherry Zou (center), and Senior Planner Joana Pavli — visit the Trade Show during the MMA Annual Meeting.

local officials at the Friday dinner with stories from across his career reporting on interesting stories from communities around the state.

"Town or city hall is the first place we call when working on a story in a community," he said.

Referring to the entire state, he said, "No place else has what Massachusetts has in its rich history and geographic diversity."

This marked the fifth year that the Annual Meeting has had its own mobile app for attendees. The app features comprehensive information and interactive features, including the ability to access workshop materials, build a personal schedule of events, connect with fellow attendees and receive important notifications and updated information.

The event offered two popular new features this year: a Headshot Station, where municipal members could get a professional headshot taken for free, and a roundtable discussion on career advancement featuring some of the top municipal recruitment professionals in the state.



Attendees learned about a variety of municipal topics during the MMA Annual Meeting workshops.

Some return features included a "Why I Serve" activity in the entrance hall, where attendees could take a moment to share why they chose to enter public service.

Awards were announced to recognize the best <u>municipal websites</u>, <u>town reports</u>, and <u>innovative programs</u>.

Film crews from MassAccess captured the exciting speakers and live testimonials from attendees about the value of the event.

Various sessions will be available for viewing on the MMA website in the coming days.

"From moment one, you could feel the energy as we all celebrated being back together in person. This event picked up right where we left off."

– MMA Executive Director Geoff Beckwith

"From moment one, you could feel the energy as we all celebrated being back together in person," said MMA Executive Director Geoff Beckwith. "This event picked up right where we left off, with an incredible level of engagement among members, insightful and inspiring speakers, timely learning opportunities, and important conversations about municipal challenges and policy priorities.

"The energy and enthusiasm of our membership give us excellent momentum for the year ahead. I want to thank our terrific staff for their hard work to grow and continually improve this event, and I applaud our members for using the Annual Meeting to learn, network and continue their outstanding public service to the people of Massachusetts."

Next year's MMA Annual Meeting & Trade Show will be held on Jan. 19 and 20, 2024, again at the Hynes Convention Center in Boston. ●

1st Amendment audits covered in MMA webinar

By Lily Rancatore

During an MMA webinar on Jan. 10, attorney Lauren Goldberg offered advice to nearly 900 municipal officials on how to prepare for and handle "First Amendment audits."

Municipalities are increasingly subjected to self-annointed "auditors" who record their interactions with public officials and post the videos to social media, such as YouTube. "Auditors" see recording and posting these interactions with public officials and employees as a form of activism. Usually, Goldberg explained, the goal is to provoke employees into unlawfully detaining, refusing entry, or otherwise violating the constituent's First Amendment rights.

Goldberg, a managing attorney at KP Law, reviewed the legal issues surrounding these so-called audits. In Massachusetts, constituents are permitted to



Amherst Town Manager Paul Bockelman (left) and attorney Lauren Goldberg discuss "First Amendment audits" during an MMA webinar on Jan. 10.

record public officials in a public area of a public entity's building as they undertake official business.

To prepare, she said, public officials should review what is considered "public facing" in their municipality's office space. Employees should ensure they are prepared to safeguard private information, documents subject to attorney-client privilege, or documents subject

to the exemptions to the public records law.

Goldberg emphasized the importance of determining, in advance, who will respond during a First Amendment audit, given that some employees may be more comfortable with confrontation.

Goldberg gave an overview of de-escalation responses, such as staying calm and engaging in business as usual.

Following a First Amendment audit, she encouraged public officials to report the interaction to the appropriate executive authority so follow-up actions can be determined.

Amherst Town Manager Paul Bockelman moderated 30 minutes of questions and answers. Attendees had inquiries about recording minors, defining public areas, and protecting public records.

View the webinar

MMA webinar highlights DLS municipal finance resources

By Lily Rancatore

More than 500 members joined an MMA webinar on Jan. 25 to learn about the tools available from the Division of Local Services' robust website and YouTube channel.

Panelists from DLS showcased the wide array of interactive and on-demand materials, and discussed how to use the wealth of publicly available municipal finance data to identify fiscal trends and craft informed financial policies.

Sean Cronin, senior deputy commissioner of Local Services, opened the session with an overview of DLS resources for appointed and elected officials across the Commonwealth.

Kirsten Shirer, director of the Data Analytics and Resources Bureau, gave a strategic overview of the DLS website, including bureau-specific services, staff contacts, and postings of upcoming municipal events. She also showcased "most requested" content, including the Municipal Finance Training and Resource Center, which categorizes resources by topic, municipal role, and process. The Municipal Databank offers financial, demographic and economic

data for each of the state's cities and towns.

Director of Administration Dan Bertrand encouraged attendees to <u>subscribe</u> to <u>DLS Alerts</u> and highlighted <u>resources</u> for new municipal officials. He also discussed specific resources for different municipal roles, as well as <u>visual municipal finance tools</u>.

Financial Management Resource Bureau Chief Zack Blake highlighted municipal finance tools and templates by function, starting with the debt service calculator and the property tax calculator. Blake also highlighted the power of the financial forecasting template and community comparison report, which serve as a one-stop shop for local officials looking to benchmark different metrics.

Lisa Krzywicki, deputy director of the Data Analytics and Resources Bureau, discussed the division's Cherry Sheet estimates, which are continually updated as the state budget process unfolds. The Cherry Sheet web area highlights local aid trends over the past 13 years, including Chapter 70 (education), Unrestricted General Government Aid, student transportation, charter school tuition



Kirsten Shirer, director of the Data Analytics and Resources Bureau at the Division of Local Services, provides an overview of the DLS website during a Jan. 25 webinar hosted by the MMA.

reimbursements, and library aid.

MMA Senior Legislative Analyst Jackie Lavender Bird moderated a question and answer session, during which panelists offered real-time support and demonstrated how to use management tools and calculators on fiscal inquiries submitted by webinar attendees.

• View the webinar

MassDOT releases updated roadway safety plan

By Adrienne Núñez

The Massachusetts Department of Transportation has published an updated roadway safety plan to identify key needs and help direct funding to improvements that reduce fatalities and serious injuries on all public roads.

MassDOT developed the 2023 Strategic Highway Safety Plan for Massachusetts in cooperation with a range of federal, state, local, private and public sector safety stakeholders. The state safety plans are required by the federal Highway Safety Improvement Program and are updated every five years.

The data-driven, strategic plan includes key roadway safety data, identifies safety needs and goals, and suggests potential action areas. Over the course of several months, stakeholders considered more than 400 ideas in 14 areas and ultimately outlined six core initiatives:

- 1. Implement Speed Management to Realize Safer Speeds
- 2. Address Top-Risk Locations and Populations
- 3. Take an Active Role to Affect Change in Vehicle Design, Features and Use
- 4. Accelerate Research and Adoption of Technology
- 5. Double Down on What Works
- 6. Implement New Approaches to Public Education and Awareness

The plan reflects a desire to identify locations that are top risk for fatalities and injuries; recommendations to implement automated enforcement and expand targeted enforcement; and



The 2023 Strategic Highway Safety Plan is part of an effort to reduce fatalities and serious injuries on all public roads.

recommendations to increase transportation-focused maintenance and operations.

The plan indicates that the Commonwealth would identify locations and populations that are at the highest risk for fatal or serious injury crashes, so that projects there can be prioritized.

The plan recommends amending state law to allow for automated enforcement of traffic violations and using pilot programs to introduce and test such efforts.

The plan also recommends expanding the use of targeted enforcement and increased police presence. This could include impaired driving checkpoints and police presence at high-risk locations and work zones.

Improved maintenance and operations, such as roadway monitoring, snow removal, tree trimming, and maintained signage, are cited as playing a key role in safety.

Many of the proposed initiatives will require municipal involvement and additional resources or support for municipalities. The report calls for increased resources to be provided to municipalities, while also stating that the Commonwealth will partner with communities to help achieve the goals and initiatives outlined in the report.

The plan uses a holistic and comprehensive analysis and planning process, known as the Safe System Approach, to assess safety needs and identify strategies and countermeasures. The Safe System Approach designs a system with reinforcing layers of protection to prevent deaths and serious injuries.

The Safe Systems Approach focuses on five elements (safer people, vehicles, speeds and roads, as well as post-crash care) and assumes six principles: death and serious injury are unacceptable; humans make mistakes; humans are vulnerable; responsibility is shared; safety is proactive; and redundancy is crucial.

The approach incorporates input from stakeholders focused on these categories to then suggest behavior or practice changes that will make people and places safer. The Safe System Approach is used and endorsed by the U.S. Department of Transportation.

The MMA was a member of the Executive Leadership Committee and among the 270 people that engaged in the development of the safety plan.

The next step is the creation of an action plan to outline more specific steps to be taken by various departments and stakeholders.

The previous Strategic Highway Safety Plan was published in 2018. ●

Women Leading Government to hold Annual Conference March 2

Women Leading Government will hold its third Annual Conference on March 2 at Devens Conference Center.

The full-day event is designed for women in appointed positions in local government who are interested in advancing their careers and building their management and leadership skills.

The conference will begin with an opening panel discussion: "Women in Leadership."

Concurrent breakout sessions will be:

• "The Art of Delegation," focusing on a

skill that often requires practice and dedication

 "First-Time Managers," a panel discussion about what happens when you become a town manager or department head and what the transition is like

An afternoon workshop, "Polishing Your Public Persona," will focus on how you present yourself professionally, including guidance on making public presentations both in person and virtually, using software and online tools, and public

speaking.

The day will conclude with a networking session.

The cost is \$55, including lunch and a light breakfast.

Women Leading Government events are open to all staff in appointed positions in local government. <u>Online registration is now open</u>.

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

Climate change assessment highlights urgent impacts

By Josie Ahlberg

On Dec. 22, the Executive Office of Energy and Environmental Affairs released an assessment of how the Commonwealth will be affected by climate change and related hazards through the end of this century.

The "Massachusetts Climate Change Assessment" draws on the best available climate science to evaluate 37 climate impacts across the state, broken into five sectors: human, infrastructure, natural environment, governance, and economy.

The governance sector encompasses impacts to state and local government-owned facilities, government finances, and demand on government services. In this sector, the assessment identified the three most urgent im-

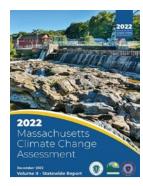
 Reduction in state and municipal revenues, including reduced property tax base due to coastal and inland

flood risk

- Increase in costs of responding to climate migration, including planning for abrupt changes in local populations
- Increase in demand for state and municipal government services. including emergency response, food assistance, and state-sponsored health

The assessment recognizes that smaller municipalities with a more limited tax base may be disproportionately burdened by growing demand for essential services as a result of climate change. The report finds that coastal communities alone could face an annual property tax revenue loss of more than \$100 million by 2090, with losses disproportionately affecting Environmental Justice communities.

The assessment will help to inform the first five-year update to the State Hazard Mitigation and Climate Adaptation Plan, which is due this coming fall. The



original plan, adopted in the fall of 2018. integrated hazard mitigation planning with climate change impacts and adaptation strategies. This first-ofits-kind state-

wide plan followed changes in precipitation, sea level rise, rising temperatures, and extreme weather. Accompanying climate change projections highlighted the importance of risk reduction and resilience across the state.

The process to update to the State Hazard Mitigation and Climate Adaptation Plan is underway. For more information, visit the Massachusetts Integrated State Hazard and Climate Adaptation Plan website.

BECKWITH

Continued from page 3

The news of Beckwith's impending retirement was much discussed at the MMA Annual Meeting & Trade Show, where he received accolades for his leadership from U.S. Sens. Elizabeth Warren and Ed Markey, Gov. Maura Healey, Lt. Gov. Kim Driscoll and many others.

In an interview, Newton Mayor Ruthanne Fuller, whose presidency of the MMA concluded during the Annual Meeting, said wisdom, judgment, integrity and experience are the words that come to mind when she thinks of

Beckwith.

"It's a mission and a calling, much more than a job," she said, praising Beckwith's focus on building consensus among leaders of 351 individual cities and towns, as well as building relationships and networks with legislative and state

"He lifted up and professionalized the work of cities and towns," she said. "He will leave with great respect and affection across the Commonwealth, and has set up the MMA to be in a position of strength and stability going forward." Lexington Select Board Chair Jill Hai,

who became president of the MMA on Jan. 21, added, "I think it's obviously going to be a huge challenge to fill Geoff's shoes. ... He's been an amazing leader."

She added that Beckwith will continue to lead the organization for the next eight months — "We are a steady ship" — while the MMA Board of Directors conducts a search for the next leader.

BUDGET

Continued from page 1

Jan. 3, the MMA sent a letter to the new administration underscoring the importance of UGGA and asking that they use the revenue estimate that was used in the fiscal 2023 budget law (\$39.575 billion) as the base from which to measure the growth relative to the forecast.

The MMA's recommended calculation shows that the consensus revenue forecast for fiscal 2024 is 2.1% above the base that state leaders originally used to enact fiscal

2023 spending levels last July.

Under state law, the three budget officials convene every year to establish a joint revenue forecast. The estimate must be announced by Jan. 15 in most years, but the deadline is Jan. 31 when there's a change in administrations. Part of the process is a public hearing — held this year on Jan. 24 — where budget writers hear testimony on the tax revenue outlook from the Department of Revenue, the Office of the State Treasurer, and independent, local economists.

At the hearing, fiscal experts and economists recognized that tax collections far exceeded benchmarks in fiscal 2021 and fiscal 2022, but they offered cautious outlooks for the economy and state revenues over the second half of fiscal 2023 and for fiscal 2024.

The Jan. 30 announcement marks a key initial step of the fiscal 2024 state budget process. Gov. Maura Healey is scheduled to file her first budget bill by March 1, and the House and Senate budget plans are customarily released and debated in April and May, respectively.

NEPPC report: Climate change likely to be costly

Rising temperatures related to climate change could increase average annual per capita municipal expenditures in Massachusetts by as much as 30% by the end of this century as compared to what they were over the past 30 years.

This is according to a <u>new report</u> by Bo Zhao, a senior economist with the <u>New England Public Policy Center</u> in the Federal Reserve Bank of Boston Research Department.

"These large increases could have a significant impact on the fiscal health of local governments and may be difficult or impossible to accommodate without significant increases in taxes and fees," Zhao writes in "The Effects of Weather on Massachusetts Municipal Expenditures: Implications of Climate Change for Local Governments in New England."

Zhao finds that a 1-degree Fahrenheit increase in average temperature results in a 3.2% increase in per capita municipal general-fund expenditures in Massachusetts on average. Among other effects, he writes, hotter or stormier weather can increase the costs of snow removal, road maintenance, and the heating and cooling of schools and other public buildings.

Zhao uses the relationship between weather and local spending in Massachusetts from the last three decades, along with average-temperature projections from the National Oceanic and Atmospheric Administration, as a basis for estimating the state's municipal expenditures for future decades.

According to the NOAA, if global emissions continue to grow at their current rate, the average temperature in Massachusetts is expected to rise from about

50 degrees Fahrenheit in 2020 to nearly 54 degrees Fahrenheit for 2050-2059 and to almost 58 degrees Fahrenheit for 2090-2099.

Based on those temperature increases and assuming the relationship between average temperatures and municipal expenditures remains the same as it was from 1990 through 2019, per capita local spending in Massachusetts could grow as much

as 15% for 2050-2059 and as much as 30% for 2090-2099 relative to the level of the past three decades. In terms of dollar amounts, the per capita increases could be as great as \$456 and \$924 (in 2019 dollars), respectively.

In a scenario where emissions are lower in the future, the NOAA projects that the average temperature in Massachusetts would reach about 54 degrees Fahrenheit for 2090-2099. Zhao finds that even in this scenario, municipal expenditures could increase by as much as 15% by the end of this century.

Account for climate change in planning

"This report recommends that municipalities account for climate change in their long-term municipal financial planning, since early policy actions are often more cost effective than later ones," Zhao writes. "Investing in improvements to the climate resilience of public infrastructure is important, and it is particularly urgent for New England, given how dated the

region's infrastructure systems are."

Zhao notes that the report's findings are applicable to the other five New England states as well, because the climate is generally the same across the region, and each state is projected to see similarly higher temperatures and more extreme storms in future decades. Also, each state has very limited county governments, if any, so municipal governments

provide nearly all local public services.

Zhao does present a caveat to his findings. He notes that the regression analysis is based on historical data, and that using that information to make projections assumes that the relationship between weather and local spending will remain the same over time. His research for the report's accompanying working paper, however, finds evidence that Massachusetts municipal spending has become less sensitive to temperature changes over the past 30 years. This could be because states and cities and towns in New England have been adapting to climate change by, for example, improving the heating and cooling systems of public buildings.

"Thus," he writes, "the fiscal projections based on the regression results should be treated as directional guidance rather than as precise forecasts."

The new report uses research and analysis from a Boston Fed working paper by Zhao titled "The Impact of Weather on Local Government Spending." ■



MMHR to discuss de-escalation techniques on March 9

The Massachusetts Municipal Human Resources association's first program meeting of the year will cover de-escalation strategies and managing employee conflicts. The free webinar will be held on March 9.

Jean Haertl, president and founder of Safety and Respect at Work, LLC, will lead a training session on de-escalation techniques covering the skills needed to diffuse tense situations in the workplace.

Michael Stuart and Katie Gilfeather from



Jean Haertl

AllOne Health will then discuss how HR directors and supervisors can effectively manage conflicts with and between employees. The session will include a discussion about how HR professionals can best take care of themselves when

dealing with difficult situations.

Stuart is the regional executive director for AllOne Health, and Gilfeather is an EAP professional and clinician.

Advance registration is required for the webinar, which will run from 10:30 a.m. to noon. An email with the registration link will be sent to all MMHR members in early February.

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

MMA presents municipal website awards

Reading, Mansfield, Weston and Avon won the MMA's annual <u>municipal</u> website awards, which were announced during the MMA Annual Meeting on Jan. 20.

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

Awards are given in four population categories:

Over 25,000: Reading — www.readingma.gov

12,000 to 25,000: Mansfield — www.mansfieldma.com

5,000 to 12,000: Weston —

www.weston.org

Under 5,000: Avon — www.avon-ma.gov

This year's contest judge was Brianna Sunryd, director of communications and civic innovation for the town of Amherst.

Municipal websites are evaluated using the following criteria:

- · Current and timely information
- Use of social media and tools for online community engagement (including an events calendar)
- Intuitive navigation tools and organization of material
- Ease of access to resources for residents, such as the ability to

apply for licenses and permits, pay bills, order documents and make suggestions

- Availability of public records
- Clear branding as the official municipal government site
- · Robust search function
- Mobile-responsive design
- Details about municipal departments
- Visual appeal and overall experience

Previous winners are not eligible to re-enter the content unless their website has undergone a significant redesign.

Feb. 21 webinar to cover benefits of resident engagement

On Feb. 21, the MMA will co-host a free webinar with Health Resources in Action to discuss best practices for engaging residents in municipal decision-making processes.

Communities can be transformed when constituents are meaningfully and authentically part of the decision-making process. These efforts can shift decision-making power and normalize collaborative government, thereby transforming who has the ability to drive change in communities.

Health Resources in Action also views resident engagement as an opportunity for local government officials to intentionally engage with and invest in diverse populations who historically have often been harmed by institutional decision-making processes.

In order to empower vulnerable populations and mitigate harm in social and physical environments, panelists will discuss how to coordinate purposeful engagement efforts and equitably engage community members. They will also share examples of effective resident

engagement initiatives across the Commonwealth.

Speakers will include experts who have worked to increase resident engagement in municipal decision-making, community advocates, and municipal officials.

Appointed and elected municipal officials are invited to <u>register for the webinar online</u>.

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

MSA to host Western and Rural Mass. Municipal Conference on April 1

The Massachusetts Select Board Association will host its third Western and Rural Massachusetts Municipal Conference on Saturday, April 1, in Holyoke.

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

Conference goals are to promote sustainable cross-governmental partnerships across western Massachusetts, to share strategies for addressing challenges facing rural communities in the

region, and to improve rural advocacy efforts.

The conference will open with a legislative panel focused on rural priorities, and will feature educational sessions about federal and state funding opportunities for rural communities and housing.

The conference will be held at the Delaney House, 3 Country Club Road in Holyoke. Registration and networking will begin at 8 a.m. The program will run from 8:30 a.m. to 12:30 p.m.

Boxed lunches will be available with the option to participate in a network-

ing lunch or take lunch to go after the conference.

More information, including details about speakers and a detailed agenda, will be made available in the coming weeks.

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

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

MMA group and affiliated organization officers for 2023

At their annual business meetings held during the MMA Annual Meeting & Trade Show in Boston on Jan. 21, member groups representing the state's mayors, councillors, town managers and administrators, and select board members elected their officers for 2023. Women Elected Municipal Officials named its 2023 Steering Committee at its annual Leadership Luncheon on Jan. 20. Other groups closely affiliated with the MMA selected their leadership in the summer or fall of 2022.

Massachusetts Mayors' Association



Brian Arrigo

President: Brian Arrigo, Revere First vice president: Nicole LaChapelle, Easthampton Second vice president: Michelle Wu, Boston District 1: Linda Tyer, Pittsfield District 2: Arthur Vigeant, Marlborough District 3: Ted Bettencourt,

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

Massachusetts Municipal Councillors' Association



John McLaughlin

President: John McLaughlin. Waltham First vice president: Lisa Blackmer, North Adams Second vice president: Sam Squailia, Fitchburg District 1: Brad Riley, Easthampton District 2: Claire Freda, Leominster

District 3: Brendan Sweeney, Beverly District 4: Mo Rodrigues, Brockton District 5: Lisa Feltner. Watertown

Massachusetts Municipal Management Association



Steve Bartha President: Steve Bartha, town manager, Danvers First vice president: Kristi Williams, town manager, Westborough Second vice president: John Mangiaratti, town manager, Acton Secretary/treasurer: Jim Boudreau,

town administrator, Scituate District 1: Andrea Llamas, town administrator, Northfield District 2: Andrew Flanagan, town manager, Andover District 3: Kevin Mizikar, town manager, Shrewsbury

District 4: Denise Casey, deputy town manager, North

Andover

District 5: Kevin Sweet, town administrator, Wrentham

At-large representatives:

Denise Dembkoski, town administrator, Stow Lisa Green, town administrator, Hanson Jamie Hellen, town administrator, Franklin Liz Sullivan, town administrator, Dennis

Massachusetts Select Board Association



Hogeland

President: Andrew Hogeland, Williamstown First vice president: Debra Roberts, Stoughton Second vice president: Peter Spellios,

Swampscott

Secretary: Jennifer Glass, Lincoln District 1: Christine Hoyt, Adams

District 2: Jill Hai, Lexington District 3: Steven Cavey, Stoughton District 4: Irwin Nesoff, Hull

District 5: Colleen Roy, Grafton

Association of Town Finance Committees



John Trickey

President: John Trickev, finance committee, Pelham First vice president: Melinda Tarsi, industrial and development committee, Mansfield Second vice president: Kevin Sullivan. finance committee, Hanson

Treasurer: Al Tosti, finance committee, Arlington

Directors: Jonathan Harris, Weston Mary McBride, Billerica Bernard Pigeon, Wareham Vacant Vacant

Small Town Administrators of Massachusetts

Joanne Faust, human resources director, Burlington

Amy Foley, human resources director, Concord

Michael Taylor, personnel director, Pittsfield

Michelle Pizzi, human resources director, Newton



Shaun Suhoski Chair: Shaun Suhoski, town manager, Athol Vice chair: Matt Streeter, town administrator, Granville Treasurer: Kelli Robbins, town administrator, Brookfield Secretary: Paul McLatchy III, town administrator. Ashfield

MMA Human Services Council



Laura Ducharme President: Laura Ducharme, community services coordinator, Vice president: Kristin Kennedy, health and community services director, Easton Secretary: Christine Shruhan, youth and family services director, Burlington Treasurer: June David-Fors, family

and youth services director, Northborough

Women Elected Municipal Officials



Beth

Casavant

member, Shrewsbury First vice chair: Roxann Wedegartner, mayor, Greenfield Second vice chair: Samantha

.....

Chair: Beth Casavant, select board

city councillor, Marlborough Directors: Yolanda Greaves, select board member, Ashland; Valerie

Gilman, city councillor, Gloucester

Massachusetts Municipal Human Resources Association



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

personnel director, Watertown Directors: Jen Breaker, assistant town manager

and communications director, Danvers Marie Buckner, human resources director, Sandwich Stephanie Duggan, human resources manager, Maynard

Greg Enos, town administrator, Avon

Mass Innovations

Three communities recognized with Innovation Awards

By Jennifer Kavanaugh

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

The awards went to projects that:

- · Reduced firefighters' exposure to PFAS
- Created a plan to reuse a former state hospital property
- Saved old-growth trees from invasive insects

The awards were announced on Jan. 20 during the 44th MMA Annual Meeting & Trade Show. This year's judge was Adam Chapdelaine, deputy director of the Boston Green Ribbon Commission and a former town manager in Arlington.

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

Foxborough limits firefighters' PFAS exposure

Amid concerns about PFAS health hazards for fire departments, the town of Foxborough has reduced exposure to the "forever chemicals" through an analysis of data and a regional partnership.

Working with the Southeastern Massachusetts Regional 911 District, Foxborough analyzed 911 call data to determine which incidents required the use of full turnout gear, which contains per- and polyfluoroalkyl substances, and limited the use of that gear to only the most hazardous calls. Based on historical data, the town believes the change could reduce firefighters' PFAS exposure by 60%.

"The big hope is that we reduce exposure, obviously, and improve the health and wellness of our workforce," said Foxborough Fire Chief Mike Kelleher.

PFAS was a known component of firefighting foam, but fire departments more recently discovered that firefighting gear also contained the chemicals, Kelleher said. The chemicals exist in the moisture barrier within the firefighters' full turnout gear, and the industry will likely need years to identify a practical replacement. In the meantime, firefighters are stuck wearing the gear while studies have



Using data analysis, Foxborough officials have reduced their firefighters' use of PFAS-embedded turnout gear. (Photo courtesy town of Foxborough)

shown links between PFAS and serious health problems. Kelleher said several of the town's retired firefighters have developed cancers consistent with those connected to PFAS.

In the meantime, fire departments have been trying to limit exposure, including storing equipment in a separate vehicle compartment when not using it. Firefighters still face exposure, however, when they are wearing the full gear but aren't using their self-contained breathing apparatus, which blocks toxins.

Foxborough found an answer within the regional 911 district, which provides services for Bristol County and the police and fire departments of Foxborough, Easton, Mansfield and Norton. As part of its protocols, the district had been using software to classify each emergency call with letters A through E — A being the least serious, and E being the most hazardous.

Studying the data, Kelleher noted that the lower-risk calls didn't require the use of full turnout gear. Last summer, he and 911 District Executive Director Robert Verdone analyzed previous calls and roughly 3,600 911 call types, and they found that the call classifications were extremely accurate and could support a new turnout gear policy.

In September, Kelleher issued an order limiting the use of full turnout gear to calls classified as C through E, for incidents such as structure fires, vehicle fires and natural gas odors. For calls labeled A and B — which could include downed wires or carbon monoxide false alarms

— firefighters could wear their station uniforms plus an emergency medical services coat or duty coat.

Foxborough Town Manager Bill Keegan said the change reflects the town's willingness to consider new approaches.

"When you think things through, and understand why things are done the way they are," Keegan said, "you can actually make very good changes in the best interests of the employees as well as the service itself."

Foxborough is the only community in the 911 district to have made the change so far. Because the town relied on the 911 District's existing software, training and protocols, the change hasn't added any costs. Officials said they hope other departments consider similar changes, but they acknowledged that other communities might not have the resources to do so. They credited their regional partnership for making this happen.

"When we implement things in the best interests of the community ... and we're able to adapt them almost seamlessly to protect the fire service, our partners here," Verdone said, "that's a win for us."

For more information, contact Rob Verdone at the Southeastern Massachusetts Regional 911 District at rverdone@semrecc.gov.

Planning, community engagement shape Medfield State Hospital redevelopment

With careful planning and extensive public outreach, the town of Medfield is transforming the former Medfield State Hospital property to help meet community needs for housing, open space and the arts.

Medfield bought 128 acres of the former hospital land from the state in 2014, and has embarked on a nearly decade-long process to reimagine and redevelop the property, which overlooks the Charles River. When its efforts are complete, Medfield expects to have 334 new apartments (25% of which will be deemed affordable), an arts and culture facility, and open space, while preserving historic buildings and netting an

■ MASS INNOVATIONS continued on 23

Mass Innovations

MASS INNOVATIONS

Continued from page 22

estimated \$700,000 annually in property tax revenue.

Working closely with the apartment developer, Medfield has sought to balance the opportunities and challenges that come with redeveloping a large property while protecting the town's character and values.

"Medfield State Hospital is such an integral part of the history of Medfield, having been built in 1896," said Town Administrator Kristine Trierweiler. "This public-private partnership allows us to honor that history, while also meeting so many of the goals in our town-wide master plan, such as protecting historic resources, providing a diversity of housing options, and protecting natural resources and open space."

Listed on the National Register of Historic Places, the hospital property originally occupied some 600 acres, but it had shrunk over the years, according to Town Planner Sarah Raposa. Eleven years after the hospital closed in 2003, Medfield Town Meeting voted to buy 128 of the remaining 241 acres for \$3.1 million. The state's remaining property has been reserved for parkland, open space, passive recreation and agricultural uses.

The Medfield State Hospital Master Planning Committee studied the property for several years and solicited resident input, ultimately releasing a master plan in 2018. Medfield identified three redevelopment goals: maintaining and enhancing the town's character and values, addressing housing needs, and



Signs advertise a June 2022 special Town Meeting about the Medfield State Hospital property. (Photo courtesy Sarah Raposa)

achieving reasonable economic and financial results for the town. In 2019, a special Town Meeting approved special zoning requirements to ensure that any redevelopment would adhere to the master plan.

In June 2022, a special Town Meeting approved the \$2 million sale of 45 acres to developer Trinity Acquisitions LLC, which proposed building 334 apartments and preserving historic buildings on the campus.

"I'm not going to lie to you, I shed a tear when that vote happened," Raposa said. "It was such a relief, because there was so much effort put into just the education and outreach. But it says that the community really cares about this property."

The permitting process will likely take place in the coming months, and the developer expects to start construction next year, Raposa said. Medfield kept part of the campus center, and has leased the chapel to a local nonprofit, the Cultural Alliance of Medfield, to create a cultural arts facility.

Medfield conducted extensive public outreach and engaged a diverse group of stakeholders to get the project to this point. In partnership with the developer, the efforts included an informational website, social media outreach and analytics, surveys, walking tours, open houses, dozens of meetings and workshops, programming on Medfield TV, and newsletters.

The project will put the property on the town's tax rolls for the first time, and the developer has agreed to pay \$1 million in mitigation for the schools. The development's affordable units are expected to put Medfield over the state's Chapter 40B threshold for affordable housing.

"This is the legacy of this generation to the next generation," Raposa said, "where we're not leaving them a problem but maybe we've buttoned up a couple of problems and solved a couple of town goals."

For more information, contact Town Planner Sarah Raposa at sraposa@medfield.net.

Stockbridge uses GPS mapping, local expertise to save oldgrowth trees

When the town of Stockbridge learned in 2021 that its beloved, centuries-old hemlock and ash trees faced death within the next few years, officials and residents sprung into action to save the oldest trees in the Ice Glen forest and preserve a piece of local and literary history.

With invasive insects threatening 300and 400-year-old trees in the townowned, 63-acre Ice Glen Forest, the town worked with tree experts, used GPS technology to map about 450 trees, amassed funding, and developed a plan within two months to protect the trees. The town has managed to save all of the ash trees it has treated, and many of its old hemlocks.

Ice Glen is one of the largest old-growth forests left in Massachusetts, according to Select Board Chair Patrick White. Due to its steep ravine, Ice Glen escaped the clear-cutting that took down older forests during the 19th century. The forest also holds literary and historical significance. Author Herman Mellville, who once lived nearby in Pittsfield in the mid-19th century, reminisced about "Icy Glen" in the novel "Moby-Dick," and had given another literary giant a tour of the woods.

"This is a big part of Berkshire history," White said. "These trees were there when the missionaries first met the Mohicans in 1734. These trees were there when Herman Melville was walking the forest with Nathaniel Hawthorne. And these trees are still here. And I think if we can save them from what is likely human impacts, then it's a worthwhile cause."

In early 2021, White invited two tree experts to tour the forest, after hearing about the migration of invasive insects. The rise in temperatures over the past couple of decades have caused the hemlock wooly adelgid and the black scale beetle to travel, he said. The trees also face other threats, including an ash borer.

After the experts examined the trees, they offered a sobering diagnosis: Stock-

■ MASS INNOVATIONS continued on 28

MIIA presents Risk Management and Wellness awards

By Stephen Batchelder and Courtney Hernandez

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

Risk Management

MIIA Risk Management recognized the following members for their commitment to safety and renewed emphasis on compliance with OSHA standards:

• Carver: With a strong focus on cross-departmental collaboration, the town of Carver has worked to identify potential risks and develop strategies to address them. Department heads collaborate and share ideas, leading to meaningful solutions. All town departments recently completed an active shooter drill, working together to maximize safety in the event of an emergency. Additionally, the town has contracted with a public relations firm to disseminate critical information to the public as part of its emergency response protocol.



Stanley Corcoran, MIIA's executive vice president, speaks during the MIIA Annual Business Meeting in Boston on Jan. 21.

• Milton: The town of Milton has worked consistently over the past few years to reduce property exposures. In addition to employing building preventative maintenance software and energy management programs for all its properties, the town regularly applies MIIA Risk Management Grant funds toward property maintenance. As part of these efforts, the town has purchased a thermal camera, moisture meters, and wireless temperature alarms to assist in routine building

inspections. Milton also participated in MIIA's Hartford Steam Boiler Sensor Program, leveraging sensor monitoring technology to help mitigate costs related to cold weather pipe breaks and water-related losses.

• Westminster: The town of Westminster has a well-developed and long-standing safety committee that meets quarterly without fail. Though many department head positions experienced turnover during the past few years, Westminster has not skipped a beat. The town's Safety Committee fosters continuity in risk mitigation efforts by routinely informing departments about emerging trends and how to maximize MIIA resources. From implementing inspection programs and incident/ accident investigation protocol to developing policies and implementing safety training, the town's efforts have resulted in an exemplary loss record year after year. Most recently, Westminster's fire chief developed a comprehensive vehicle backing-up

■ MIIA continued on 27

Rapid response and reporting are key for cyber incidents

By Jen Ranz

Municipalities across the country are seeing an increase in cyberattacks, in terms of both frequency and sophistication. Local governments and entities are frequently fending off malware attacks, phishing and email scams, and brute force assaults on individual user computers and IT systems. One Massachusetts school system was forced to shut down recently due to a ransomware attack.

A recent report from the International City/County Management Association finds that municipalities are disproportionately targeted because of the vast amount of personal data they manage, their limited budgets available

for cybersecurity, and the increased sophistication of today's cyberattackers.

When an incident occurs, quick action can help stop the damage and mitigate financial losses. Municipal leaders are advised to do the following immediately:

- 1. Engage external resources, including the municipal insurance carrier. Do not directly engage with ransom or cyber extortionists.
- 2. Consult legal counsel to ensure that any federal and state notification requirements are met.
- 3. Report the incident to appropriate law enforcement authorities, per legal counsel advisement.

In the event of a cyber incident, MIIA members should immediately contact MIIA's Cyber Risk team (Tom Chouinard and David Dowd) at 800-526-6442 or MIIAclaims@MMA.org. Local contact information, any supporting documents, and a description of events should all be included.

Municipalities and local public sector entities must stay vigilant and ensure that comprehensive cybersecurity plans are in place. MIIA provides a range of cybersecurity resources for members, including sample response plans, best practices, and preparedness grants.

Jen Ranz is a freelance writer.

MMA-Suffolk launch 2023 programs, hold webinars

By Katie McCue and Kate Evarts

The MMA and Suffolk University will hold an information session for their Municipal Fellowship Program on Feb. 9 at 3 p.m. To register for the Zoom session, visit www.mma.org/events.

The Municipal Fellowship Program was launched in 2021 by Suffolk University in partnership with the MMA to offer significant support to municipal managers and professionals to attend Suffolk's master's in public administration program at its Sawyer School of Business.

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

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

Certificate program

The MMA and Suffolk University will hold Zoom information sessions for upcoming Certificate in Local Government

Leadership and Management programs on March 8 at 10 a.m. and March 16 at 2 p.m.

The two sessions will cover the same information. To register, visit www.mma.org/events.

In September, the MMA and Suffolk University will launch the 21st and 22nd certificate programs in Danvers and in Barnstable.

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 MMA expects to hold the programs fully in-person.

The program application was posted on the MMA website on Feb. 1, and the deadline to apply is April 30.

Finance seminar

The MMA-Suffolk Municipal Finance Management Seminar will hold three programs in 2023.



Graduates of MMA-Suffolk programs connect during a reception held at the MMA Annual Meeting & Trade Show on Jan. 20.

The five-week program, held on Fridays, provides a deep dive into municipal finance.

The application period for the spring 2023 session has closed, and the application period for the fall 2023 session is open through July 31. The application is available on the MMA website.

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, or Kate Evarts at 617-426-7272, ext. 172, or kevarts@mma.org. ●

Housing Choice designation application opens

The Department of Housing and Community Development has opened the 2023 <u>Housing Choice Communities</u> <u>Designation application</u> period, with applications due by March 3 at 5 p.m.

The Housing Choice Initiative rewards municipalities that have produced certain rates or amounts of new housing units in the last five years and that adopted best practices related to housing production. Communities that achieve the Housing Choice Community designation have exclusive access to apply for the Housing Choice Grant Program and receive bonus points or other considerations to other participating Housing Choice programs.

The DHCD is highlighting a few notable changes this year:

• 40R or 40Y Starter Home District:

While 40Y regulations are still in the works, communities are advised to be aware of the program and its statute (M.G.L. Ch. 40Y).

- Mixed-Use or Cluster Development:
 Only mixed use that includes housing is eligible for this best practice.
- Local actions that support housing: The DHCD is clarifying examples to include surplus land and uses, such as reuse/redevelopment of housing.
- Chapter 40B pattern or approval: A new best practice has been added related to 40B and pattern of approvals.
- Subsidized Housing Inventory best practices: The DHCD has updated and clarified language for both best practices of 10% SHI threshold and 2.5% SHI increase as it pertains to the

Housing Appeals Committee.

- Locally adopted programs that support housing: The DHCD has removed the "Selected a housing best practice as part of a Community Compact" best practice and replaced it with a more specific and measurable best practice.
- Housing Plan Implementation: The Community Compact best practice has been replaced with one related to implementation of housing plan strategies other than those already listed in the best practices.

Questions regarding Housing Choice designation may be directed to Filipe.Zamborlini@mass.gov.

DIRECTOR'S REPORT

Continued from page 2

administrators.

Today, municipal governments are more professional, collaborative, efficient, skillful and qualified than at any time in our state's history. Most of that progress has occurred in the past three or four decades. And that progress has been driven by local leaders, not by dictates or mandates from above or outside. Change has been led from within, driven by the elected and appointed officials and volunteers who have dedicated themselves to their communities and the cause of hometown governance. Recognizing the growing complexities, the need to meet residents where they are, and the importance of looking to the future, our communities have scaled up their capacity and competencies, and empowered their employees to organize and implement modern approaches and best practices in the delivery of services.

Beyond the workforce, cities and towns have also embraced their role as laboratories to address national and global issues — especially when our national and international counterparts seem incapable of bold leadership. Our communities are addressing climate change, becoming Green Communities, applying for MVP funding, implementing stretch building codes, leading on recycling, plastics reduction, composting, and pressing for producer responsibility legislation. On racial equity, more and more communities are pivoting to DEI training, reviewing internal policies, and engaging in community dialogues on how to become more inclusive and equitable. This is hard work, yet our localities seem able to move ahead while other levels of government are stalemated.

At the local level, these conversations are more concrete, less polarized, and more relatable, and perhaps because of this, progress is more achievable.

If openness to change — having one foot in the future — is a dynamic that has enabled communities to adjust and move forward against stiff headwinds, the other dynamic contributing to municipal success has one foot firmly planted in the past — the steadfast tradition of service to neighbor and community.

A few paragraphs above I referred to "daytime" government. These are the people and systems who operate our departments during the daylight hours, the folks who are career professionals.

In Massachusetts (and the rest of New England), however, our "nighttime" governments are equal partners, driven by appointed and elected volunteers, who give their own time as a service to others.

Select Boards. Councils. Finance Committees. Representative Town Meeting Members. Library Boards. School Committees. Historical Commissions. Planning Boards. Zoning Boards. Recreation Committees. Housing Authorities. Registrars of Voters. Building Committees. Historical Commissions. Councils on Aging. Economic and Community Development Boards. Health Boards. DEI and Human Rights Committees. Arts and Culture Councils. And more.

Since the earliest days of municipal government in Massachusetts, centuries ago, hundreds of thousands (at least!) of residents have stepped up to give their time and talent to moving their community forward, no matter the challenge, no matter the issue.

These volunteers have planned and built thousands of town and city halls, schools, libraries, senior centers, police and fire stations, and public works garages. These volunteers have set policies for the use of our parks and forests, and all public facilities. These volunteers have shaped and approved budgets, tax increases, and the issuance of public debt, all to support services

and structures designed to provide their neighbors with a quality of life that offers safety, opportunity and happiness. These volunteers have shared information, compared notes, learned from each other, and embraced a common commitment to be ever better.

The big story is that nearly every person who gets involved in local government does so because they want to help build their community's future with positive intent. Some may be driven by what they want to keep. Others may be driven by what they want to change. Yet the common denominator is a desire to have a community that they love.

There may be more friction today because many issues can be polarizing, and forums for balanced dialogue are harder to find. Yet most of the time, our folks can find a path forward together. That's why it is so important that communities tackle the challenge of incivility, so that the people with positive intent remain active, engaged and involved, and feel supported.

The tradition of community service is woven into the tapestry of local government here in Massachusetts. The tightness of that weave, that blend of volunteer public service and evolution of professional administration, has made us resilient and strong, and enabled our communities to navigate through massive change, and thrive in a world that is more complex, immediate and difficult.

I don't know what the next 30 years will bring, but I do know that local leaders will continue to meet every challenge, because of our state's tradition of community- and volunteer-based governance, our locally driven commitment to professionalization and continuous improvement, and the abiding impulse to adjust and adapt to change.

That's the magic of local government that I've seen over the years.

Let us know about your local news

Every day across the Commonwealth, municipal leaders are figuring out ways to deliver services more efficiently, save taxpayers money, engage more citizens in the vital work of local government, and improve the effectiveness of the layer of government that has the most

direct impact on people's lives. The MMA wants to recognize and help spread the word about these local creative solutions

If your community has launched a new program or initiative, or has found a

unique solution to a common problem, please let us know by filling out our new <u>Local News Tips form</u> on the MMA website. ●

MIIA

Continued from page 24

policy for the department, working to ensure that Westminster won't become another member with losses in this area.

Windsor: The town of Windsor's commitment to risk management covers a wide range of initiatives. Most recently, Windsor focused its efforts on reducing exposure to smaller, more frequent (attritional) property losses. In particular, the town has budgeted for and implemented significant renovations to municipal property, including new roofs, upgrades to heating and electrical systems, and solar energy solutions. Windsor also employs a robust emergency management program, including a disaster shelter that serves the town and surrounding region. In the upcoming year, Windsor plans to work with MIIA Risk Management

to further implement Department of Labor Standards priorities.

Health and Wellness

MIIA recognized several member entities for their exemplary, ongoing commitment to promoting employee wellness. Each member used MIIA's Well Aware program, which incorporates both on-site and online educational programs focused on topics such as healthy eating, movement, sleep, injury prevention, and building coping skills.

The following awards were presented:

- Townsend: Excellence in Wellness Award
- Ralph Mahar Regional School District: Excellence in Wellness in a School District
- Southbridge: Most Progress in Wellness

Wellness Award honorees are supported internally by active employee wellness champions and wellness committee members who work closely with MIIA to plan customized programs suited to their community. All the honored entities have successfully encouraged participation and engagement from employees, helping to foster an overall culture of health and well-being.

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

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!





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MMA PRESIDENT

Continued from page 1

an overlapping transition period. She said her goal is to find a worthy successor to Beckwith.

"I think he's done an amazing job, and it's going to be a number one priority to make sure that we find someone who can carry on the caliber of work with the level of respect and cooperation and admiration that Geoff has earned for the organization," Hai said. "It's not a small task."

Hai said she enjoys working with the MMA staff and with the members who volunteer their time above their existing responsibilities. She said a key draw of the MMA is the chance to work with knowledgeable and energized people who are passionate about local government.

Hai was first elected to the Lexington Select Board in 2018, after serving on the town's Capital Expenditures Committee and as a Town Meeting member. She is also a volunteer member of the Norman Rockwell Museum's Board of Trustees.

Hai has also devoted herself to issues of diversity, equity and inclusion, both in her work in Lexington and at the MMA. She serves as a member of the MMA's recently appointed DEI Advisory Board, which was formed to develop a framework for the MMA's DEI work and programming to support cities and towns in their DEI

efforts.

Overall, Hai said that she wants to ensure that the MMA represents the interests of the entire state, and to make sure she's "hearing the voices of everybody who doesn't necessarily otherwise have a big enough voice to get heard."

Hai said her predecessor had set a good example for balancing the needs of different communities, and she said the MMA derives its strength from representing every town and every city in Massachusetts.

"It's really important to me that we focus on all of the issues that are relevant, whether it is a small town in the southwestern corner, whether it is a community on the Cape that's dealing with freshwater, whether it is the infrastructure issues, the road issues in smaller towns where they're just not getting the [state funding] formula to work to keep the roads going, the regional schools — all of these things that are not necessarily on the top of mind for people who aren't living those issues," Hai said. "And it's important to me that we as the MMA have this unique role to represent all of the towns and communities."

Hai sees the new administration and legislative session as offering opportunities to address some of the priorities that have been on the MMA's agenda for a long time, and she believes that communities collectively can "really move the needle" on issues including housing, transporta-

tion, infrastructure, economic recovery and development, and climate resilience.

As vice president, McLaughlin is ready to embrace the changes that 2023 brings.

"I am excited about engaging the new Healey-Driscoll administration in finding new ways to support our cities and towns," McLaughlin said.

Now in his fifth term on the Waltham City Council, McLaughlin is the council's vice president and has been active in the MMA since 2013. He has served on the MMA Policy Committee on Public Works, Transportation and Public Utilities, has participated as a panelist for training for newly elected councillors, and he facilitated the councillors' webinar on promoting civility and productivity in meetings, among other contributions.

McLaughlin said he looks forward to working with Hai to find a new MMA executive director, though he notes that Beckwith's departure is "bittersweet" for the organization.

"The MMA's mission is to improve the effectiveness of municipal government in the Commonwealth, and President Hai and I will continue to move the ball down the field with that goal in mind," McLaughlin said. "I see 2023 as a year full of challenges, but also enormous opportunities for both our organization and our efforts to support our municipalities."

MASS INNOVATIONS

Continued from page 23

bridge would lose many of its old-growth trees within the next two or three years if it didn't act.

"It turned out to be in much more dire condition than we realized," White said, "but not so much that we couldn't take action."

Officials authorized the use of reserve funds to cover the GPS mapping of 50 ash trees and almost 400 hemlocks for a formal diagnostic. Within 60 days, Stockbridge developed a treatment plan, which garnered more than 90% support at Town Meeting that spring, officials said.

"With passion from residents, and bringing in experts to identify the needs and solutions, we were able to move quickly," Canales said.



Stockbridge relied on tree experts and GPS mapping to help protect old-growth trees in the Ice Glen forest. (Photo courtesy Patrick White)

The plan involves treatment with pesticides. For the first round, White said, the town treated the trees with injections, to limit exposure with the ground, water and animals. For a second round of hemlock treatment, they sprayed the trunks because they were running out of time and couldn't wait for the slower-acting injections, he said.

Canales said the town has treated 173 hemlocks, along with the ash trees in that location. To fund the work, the town has appropriated \$140,000 from Town Meeting, and received a \$70,000 grant from the U.S. Department of Agriculture. It has spent about \$50,000 so far on the project, and has enough money in the bank for three or four more treatments, White said.

With the town administrator's office and the town's Agricultural and Forestry Commission now overseeing the project, Stockbridge is committed to an ongoing stewardship of the trees, monitoring them twice a year and treating them when necessary, White said.

For more information, contact Select Board Chair Patrick White at pwhite@stockbridge-ma.gov.

MassDEP offers waste ban guidance for municipalities

By Josie Ahlberg

The Massachusetts Department of Environmental Protection has developed a number of resources to help municipalities reduce solid waste and increase recycling and composting in light of recently implemented bans on mattress and textile disposal and a lowered limit on organic waste from commercial settings.

Resources include a <u>fact sheet</u> for municipal compliance, a <u>mattress ban</u> <u>guidance brief</u> for municipalities, and an <u>FAQ on the mattress and textile waste bans</u> (including how to find recycling vendors).

Municipalities and mattress recycling facilities that encounter mattresses that are contaminated to the point where they cannot be accepted for recycling are required to complete a contaminated mattress certification form to certify that the mattresses are unrecyclable and may be transported and accepted for disposal.

The mattress and textile ban, and the lowered limit on organic waste from



Resources are available to help municipalities reduce solid waste and increase recycling and composting.

commercial settings, took effect on Nov. 1.

Waste bans are one tool used by the state to reduce reliance on landfills and incinerators. Waste bans prohibit the disposal and transfer for disposal of certain toxic or recyclable items, such as glass and plastic containers, yard waste and tires. According to MassDEP, waste bans are intended to encourage reuse or recycling of certain waste materials, conserve disposal capacity, and reduce adverse environmental impacts from waste materials containing toxic sub-

stances

The state's 2030 Solid Waste Master Plan set goals for reducing solid waste disposal, including a long-term goal to achieve a 90% reduction in disposal by 2050.

RecyclingWorks, a free business assistance program run under contract to MassDEP, offers a collection of <u>waste</u> <u>ban compliance tips</u> for retailers, restaurants, manu-

facturers, colleges and universities, and property managers.

The MassDEP released an <u>update on</u> <u>waste ban enforcement actions from</u> <u>2022</u> (Excel file), and plans to post updated listings of enforcement actions every six months.

For more information, visit the <u>Mass</u>-DEP waste ban website. ●

BOND BILLS

Continued from page 9

administered through <u>Community One Stop for Growth</u>, MassWorks has funded more than 500 projects since its creation in 2011. The administration said its proposed authorization would enable hundreds of additional local projects to move forward.

The bond package proposes additional authorization for other Community One Stop for Growth programs as well, including \$34 million for the <u>Underutilized Properties Program</u>, which improves, rehabilitates and redevelops blighted, abandoned, vacant or underutilized properties, \$5 million for the <u>Rural and Small Town Development Fund</u>, which supports capital and community planning in low-population areas, and \$1 million for Community Planning Grants.

The legislation also proposes additional resources for a number of other high-demand community economic development programs that will need additional authorization over the next two years:

- \$104 million for the Clean Water Trust to finance communities' efforts to improve water infrastructure and improve local water quality
- \$52 million for programs supporting the Commonwealth's innovation economy, including the advanced manufacturing sector, purpose-driven research, technology development, and in emerging technologies such as artificial intelligence and machine learning, robotics, quantum information science, cybersecurity, communications, and digital health
- \$9.3 million for broadband infrastructure, particularly in central and western Massachusetts communities

The administration said its bill proposes funding that would put Massachusetts in a better position to compete for new, historic levels of federal grant opportunities. Proof of available matching funds are generally required as a condition of applying for a federal award, and showing the availability of dedicated funds for this purpose strengthens the state's

application to any such federal program.

The bill proposes \$200 million as a state match for competitive federal grant programs, such as the CHIPS and Science Act. Similarly, the bill includes \$40 million to enable the state to apply for federal broadband and digital equity initiatives. It also includes \$30 million to allow the Commonwealth to compete for community broadband dollars funded at the federal level through the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law).

 View the governor's filing letter for the <u>bond bill</u> and <u>Chapter 90 bill</u> ●

People



Kristen Las



Jodi Ross

Kristen Las became the new town manager in Westford on Feb. 1, taking over as longtime manager Jodi Ross retired from the role.

Las had been the assistant town manager in Shrewsbury since October 2015, after serving there as the town planner and economic development coordinator for five years. She was also a lecturer at Clark University for five years, and worked for six years as a

senior planner for Beals and Thomas Inc. in Southborough. She has a bachelor's degree in geography from Penn State, and a master's degree in community development and planning from Clark University.

Ross, the town manager in Westford since 2008, officially retired on Jan. 3, but stayed through the month of January as acting town manager to help with the transition. She previously served as the town administrator in Bolton from 2004 to 2008, and the assistant town coordinator in Westborough from 1992 to 2004. She received a 30-year service award from the International City/County Management Association last year.

Ross said she will be spending time in Florida while she works on getting a couple of children's books published and finishes a novel. She also hopes to pursue hobbies including building dollhouses, birding, cooking and photography.

James Lehan won a special election to the Norfolk Select Board on Jan. 28, filling a seat left vacant when Carolyn Van Tine moved out of town. The term expires in 2025.

Mary Thornton joined MIIA on Jan. 23 as a senior staff accountant.



Mary Thornton

Previously, Thornton led onboarding efforts for accounting software at Buildium in Boston, and was the accounting department manager at GO Management in Cambridge. She

has also worked as a self-employed bookkeeper and accounting professional for various property management offices. She has a bachelor's degree in English from the University of Connecticut, and in 2019 she took an MBA course on effective collaboration at Suffolk University.



George Varughese

for eight years.

George Varughese

ioined MIIA on Jan. 23 as a senior accountant. He had been working with MIIA as a consultant since last May, and previously worked as a senior staff accountant with a digital identity security company



Thomas Birmingham

Former Senate President **Thomas** Birmingham, co-author of the landmark Education Reform Act of 1993, died on Jan. 20 at age 73.

First elected to the Senate in 1990, Birmingham became

Senate president in 1996 and served until he left office in 2003. As Senate president, he blocked efforts to ban gay marriage and helped negotiate a deal to build a new stadium in Foxborough and keep the New England Patriots in Massachusetts.

Before becoming Senate president, as Senate chair of the Joint Committee on Education, he co-authored, with House Co-Chair Mark Roosevelt, a law widely seen as transforming education

in the state, with commitments for increased funding and accountability for Massachusetts schools. The Education Reform Act also paved the way for charter schools.

Education played a major role in the life of the Boston-born and Chelsearaised Birmingham, who received his undergraduate and law degrees from Harvard University and studied at Oxford University as a Rhodes Scholar.

Birmingham was a labor attorney before entering politics. He ran unsuccessfully for governor in 2002, and, after leaving office, he worked as senior counsel at a Boston law firm, was executive director of the nonprofit Citizen Schools, and spent almost a decade as a distinguished senior fellow at the Pioneer Institute. Toward the end of his life, he and his family split their time between Chelsea and New York City.



Alice Wolf

Alice Wolf. a former Cambridge mayor, state representative and longtime public servant, died on Jan. 26 at age 89.

Wolf started her career in public service in 1974 on the Cambridge School Committee,

where she served for eight years. Starting in 1984, she spent a decade on the City Council, and her fellow councillors chose her to serve as mayor from 1990 to 1992. Starting in 1997, she served 16 years in the House of Representatives.

Having fled the Nazis in Austria with her family when she was a child, Wolf dedicated her public service to protecting society's most vulnerable residents, and, among other efforts, was known for her advocacy on behalf of the LGBTQ community.

Paul Talbot, who had spent decades managing cities and towns, died on Jan. 20 at age 89.

Talbot served as city manager in Gloucester from 1968 to 1976, before the city changed to a mayor-council form

■ PEOPLE continued on 31

People

PEOPLE

Continued from page 30



Paul Talbot

of government. He then served for three years as the town administrator in South Windsor, Connecticut. In 1979, he became the town administrator in Billerica, where he served until his first retirement from public service

in 1991. He came out of retirement in 1997 to be administrator of the Cape Ann Transit Authority, serving until 2018, when he retired once again, at the age of 85

A veteran of the U.S. Army's 82nd Airborne Division, Talbot received his bachelor's degree from the University of Maine and a master's degree in public administration from the University of Pennsylvania's Wharton School.



Clodovaldo Concepcion

Clodovaldo Concepcion, a
former Springfield
city councillor, died
on Jan. 7 at age 90.

Concepcion had served on the council from 2010 through 2015, representing Ward 5. Born in Cuba, he emigrated to the

United States and served in the U.S. Air Force before settling in Springfield. He was a labor organizer and a community activist whose efforts to get a community center renovated and reopened eventually led to the center being renamed in his honor. He also served as president of Springfield's Sixteen Acres Civic Association.

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.

Auburn Town Manager Julie Jacobson retires

After several decades working in local government and using her experience to help others in the profession, Julie Jacobson retired as Auburn's town manager on Jan. 31 after 12 years in the role.

Previously, she served for many years in the city of Worcester, over two separate periods. She first worked in several economic development roles, including economic development director, in the city's Office of Planning and Community Development, from 1985 to 2001, and returned in 2004 to serve for more than six years as assistant city manager. In between, she held several roles at the Worcester Regional Chamber of Commerce.

Jacobson has also been deeply engaged with the work of the MMA. She served for several years on the MMA Board of Directors and on its Executive Committee; for two years as president of the Massachusetts Municipal Management Association (after serving as the second and first vice president); as chair and co-chair of the Women Leading Government Committee; as a member of the MMA Policy Committee on Municipal and Regional Administration and the Policy Committee on Energy and the Environment; and as a member of the Management Association's Form of Government Committee. She also served as the MMA appointee to the Massachusetts Cannabis Advisory Board.

Jacobson has received numerous honors for her work, including the 30-year service award from the International City/County Management Association. In 2019, she was a finalist for the Leadership Trailblazer Award, presented annually by the League of Women in Government and the National Research Center to recognize accomplished local government leaders who support and inspire other women.



Julie Jacobson, who retired as Auburn's town manager on Jan. 31, was honored by fellow women officials at the Nov. 3 meeting of Women Leading Government in Oxford.

In retirement, Jacobson said she hopes to spend time with friends and family, travel, and stay involved in local government in some capacity. She said she hopes to continue mentoring people in the profession, and to continue being a member of the Women Leading Government Committee.

Last May, the Select Board appointed Edward Kazanovicz, a long-time Auburn employee, as the town manager after Jacobson's departure. Kazanovicz had been serving as the assistant town manager and chief financial officer.



Edward Kazanovicz

Kazanovicz has worked in Auburn since 1995 and has almost four decades of municipal finance and administrative experience. He previously served for 11 years as the assistant city auditor in Lowell. He has a bachelor's

degree in business management from Worcester State College.

EMPLOYMENT OPPORTUNITIES

Housing and Land Use - Senior Planner Northern Middlesex Council of Governments

The Northern Middlesex Council of Governments (NMCOG), a regional planning agency based in Lowell, Mass., seeks candidates for the position of Senior Housing and Land Use Planner. The ideal candidate has a passion for housing and will perform a wide variety of technical planning tasks necessary to primarily advance the creation and preservation of housing throughout the Greater Lowell region. We are seeking candidates with research and project management skills, knowledge of housing policies and programs, and experience working on local and regional housing and land use planning. Through direct technical assistance work with our member communities, the position advances community-wide housing plans, zoning amendments and initiatives, development processes, regionalization programs, and other housing and land-use related projects. The planner will also help advance NMCOG's broader housing goals by developing, recommending, or commenting on state and federal policies. The position is open until filled and applications will be reviewed on a rolling basis. Interested candidates should submit a cover letter and resume to Jennifer Raitt, jraitt@ nmcog.org. Candidates selected to interview will be asked to submit a sample of relevant writing or work product. Candidates must have legal authorization to work in the United States and a valid driver's license, and/or the ability to arrange transportation to meetings in different parts of the region. NMCOG participates in E-Verify, which is a federal program that helps us to determine work eligibility in the United States. NMCOG offers excellent Massachusetts state employee benefits and a flexible, hybrid work environment. NMCOG is an equal opportunity and affirmative action employer. Visit www.nmcog.org/ employment-opportunities for full details.

Arts, Culture, and Events Coordinator City of Gloucester

The city of Gloucester seeks a creative, dynamic, and enterprising individual to join Gloucester's Community Development team. The individual works to integrate arts, culture, and creativity into city projects, plans, programs and policies. This person will liaise with representatives from the city's two Cultural Districts, serve as the city's liaison to local arts and culture organizations, and enhance the city's creative placemaking efforts. This is a part-time position with an annual salary of \$25,000. A complete job description can be found at www.gloucester-ma.gov/DocumentCenter/View/9040/Arts-Culture-Event-Coordinator-JD-2023-01-06-1. Qualified candidates should submit resumes and applications no later than Feb. 7 to jobs@gloucester-ma.gov. AA/EOE

Chief Water Treatment Operator Town of Duxbury

Duxbury is seeking qualified candidates for (full-time/benefits eligible) Chief Water Treatment Operator. Duties include primary operator of public water supply; operates/maintains green sand filter plant, pumping stations, and treatment facilities; reads/interprets flow and pH meters, pressure and water level gauges; and maintains records required by state regulations, i.e., daily pumpage, chemical dosage, well levels. High school diploma and considerable,

demonstrable knowledge and skill of practices, methods, procedures regarding public water/sewer distribution/treatment systems. Must possess a required/equivalent combination of education, training, experience, knowledge, skills, and abilities to perform essential functions of position. Open until filled. View job description and apply: townofduxburyjobs.easyapply.co. EEOE

Collector of Taxes/Assistant Treasurer (\$3,000 Sign on Bonus)

Town of Truro

The town of Truro is seeking a Collector of Taxes/Assistant Treasurer to provide skilled administrative and clerical work and to be responsible for maintaining and improving upon the efficiency/effectiveness of all areas under their direction and control. This position is ideal for candidates with municipal finance backgrounds seeking employment in a cooperative and friendly environment with progressively responsible experience and advancement opportunities. Salary Range: \$69,575-\$90,780, 40 hours/week, nonunion. Plus \$3,000 sign on bonus. Deadline: Submit applications by 4 p.m. Friday, Feb. 3 via jobs@truroma.gov. Position open until filled. Application form and job description are available at www.truro-ma.gov/jobs. Truro is an EOE.

Assistant Treasurer Town of Rockland

The town of Rockland is seeking team oriented and highly motivated candidates for Assistant Treasurer. The Assistant Treasurer, under the direction of the elected Town Treasurer, is responsible for the day-to-day responsibilities in the office including, but not limited to, processing weekly payroll through Harpers Payroll, billing, reconciliation and maintaining payroll records. Must have excellent customer service, multitasking, problem solving and time management skills. Full-time, salaried position with excellent benefits, including BCBSMA health insurance with the town contribution of 79% of the premium

and 50% of the dental premium. Work extended hours two Tuesday nights/month Sept.-June and Fridays off in July and Aug. AFSCME Clerical Union, Grade 5, starting hourly rate \$22.53/hour, 35 hrs/week. Increases to \$24.56/hour on July 1. Full job description and application can be found online at rockland-ma.gov. Letter of interest, resume and application should be emailed to scallahan@rockland-ma.gov.

Town Planner Town of Rockland

Would you like to be the town of Rockland's first Town Planner? The town of Rockland is excited to seek an experienced Town Planner who is responsible for performing professional and administrative work for the town's Planning Department, including the town's Planning and Zoning Boards. Work involves implementation of comprehensive plans; assessing proposals for land use and development; determining compliance with zoning ordinances, and applicable state and federal laws; attending Planning and Zoning Board meetings in an advisory capacity; assisting with long range planning projects; acquiring and administering grants; and recommending policies, standards, criteria, and zoning bylaw changes. Education and Experience: Bachelor's degree in urban planning or relative field required, master's degree desirable, and minimum three years' experience in the land use planning, preferably in local government, of which at least three years were in an administrative or supervisory position; or any equivalent combination of education and experience. Annual salary is \$70,000-\$80,000/DOQ. Excellent benefits: town share 79% of BCBS premium and 50% of dental premium. Full job description found online at rockland-ma.gov. Please send a letter of interest, resume and application to Human Resources, scallahan@rockland-ma.gov.

■ CLASSIFIEDS continued on 33

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.

March Beacon

Deadline: February 23 Publication: March 1

April Beacon

Deadline: March 27 Publication: March 31

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

Continued from page 32

Housing and Community Preservation Coordinator City of Chelsea

The housing coordinator will assist with various facets of housing and community preservation. The purpose of this position is to perform responsible professional and administrative work in support of the city's Affordable Housing Trust Fund and the Community Preservation Committee. The Housing Coordinator directly coordinates the implementation of programs. Position coordinates efforts to responsively meet professional, administrative and technical needs, and is responsible for the effective and timely completion of assigned responsibilities. This position is funded through the Community Preservation Committee and Affordable Housing Trust Fund. Click on the link below for a complete job description: www.chelseama.gov/job_detail_T14_R52.php.EEO

Deputy Treasurer/Collector Town of Burlington

Burlington is seeking a Deputy Treasurer/Collector, who will join the team responsible for the financial management of the town and assist the Treasurer/Collector in managing interactions among the Treasurer/Collector's Office, Accounting, DPW, and other town departments as they relate to activities of the Treasury/Collection function. This individual will coordinate all services for the department, including customer service operations, office administrative and bookkeeping functions, payroll, purchasing and support for assigned special projects. Pay range starts at \$74,943 with a max rate of \$102,986. Starting rate is competitive and dependent upon experience, and includes comprehensive and generous benefits. Apply at burlington.catsone.com/careers.

Senior Center Director Town of Milford

The town of Milford is seeking qualified applicants for a full-time Senior Center Director. This position is responsible for identifying community and individual needs of the older adult population in Milford, along with developing and scheduling programs to meet these needs, maintaining and evaluating current programs, directing efforts of the Senior Center staff to ensure that department objectives are met, preparing and managing the Council on Aging (COA) budget and maintaining communications with town departments and other groups involved with the older adult population, so as to foster the overall goal of achieving an atmosphere of "Senior Wellness." Employee is required to perform all similar or related duties and is responsible for the supervision of both part-time employees and numerous volunteers. College graduate with a bachelor's degree in a relevant field of human services or gerontology; minimum of five years of progressively responsible experience in group adult programs with supervisory experience strongly preferred or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. CORI certification is required as a condition of employment; must possess a Class D Motor Vehicle Driver's License. This is a salaried position of 35 hours per week, paid on a weekly basis; starting salary is a Grade 9, Step 1, \$71,448, with a range from \$71,448 to \$96,454 per

year. Please visit www.milfordma.gov/personnel-board/pages/personnel-article-2-job-descriptions
to view the complete job description. Interested applicants should email resumes to humannesources@ townofmilford.com or mail to: Milford Town Hall, 52 Main St., Milford, MA 01757. Please mark the envelope Attention: Human Resources; remember to provide a current email address with your correspondence. Deadline for submission is Feb. 8. The town of Milford is an EO/AA employer.

Principal Clerk - Department of Planning and Economic Development

Town of Easton

The town of Easton is accepting applications for a qualified individual to fill the position of full-time Principal Clerk for the Department of Planning & Economic Development, 35 hours per week. Position Purpose: the purpose of this position is to provide skilled secretarial, clerical/administrative and record keeping work in supporting the activities and operations of the Planning & Economic Development Department; all other related work as required. This is a union position with excellent benefits including municipal pension system. Step 1 is \$27.808 per hour; anticipated hiring range is \$27.808-\$30.397 per hour (\$50,611-\$55,323 if annualized) depending on qualifications. A full job description including minimum qualifications and required employment application can be found at: www.easton.ma.us/ easton_residents/employment_opportunities. php. Interested applicants should submit a cover letter indicating the position(s) being applied for, resume and required employment application to Human Resources Coordinator Mary Southworth via email at jobs@easton.ma.us (preferred) or by mail at the Easton Town Offices, 136 Elm St., Easton, MA 02356. The position will remain open until filled. The town of Easton is an Equal Opportunity Employer and encourages diverse and talented candidates to apply.

Senior Project Surveyor Town of Dennis

The town of Dennis seeks a dynamic individual for the position of Senior Project Surveyor. The Senior Project Surveyor is responsible for the managing and coordinating of all phases of surveying and mapping projects including title research and town map preparation. Employee is required to perform all similar or related duties. The employee works under the general supervision of the Town Engineer. Duties include, but not limited to: Conducts land surveys of streets, highways, properties and details of construction projects, performing required research of deeds, boundary evidence etc. prior to conducting surveys. Assists in design, coordination and supervision of town engineering projects. Provides survey expertise to all town departments as requested. Updates and maintains town plans, maps, including assessor's maps, zoning maps, street maps and cemetery maps. Provides input for plans to be recorded at the Registry of Deeds and the Land Court. Associate's degree in civil engineering with three to five years related work experience with a focus on municipal public works; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. This position requires a valid motor operator's license. Salary: DOE/ DOQ. This position will remain open until interviews begin. To apply for this position, visit our website www.town.dennis.ma.us and click on "Employment

Opportunities" complete online application and attach cover letter and resume. The town of Dennis seeks a workforce that reflects the diversity of its community. AA/EEO

Reference/Community Services Librarian

Town of Billerica

Facilitates access to library materials in all available formats and provides expert guidance to patrons of all ages requesting information or on-the-spot assistance with technology. Proposes, plans, and oversees the library's community outreach programs, including developing programming for underserved populations within the community. Delivers programming to the Council on Aging and off-site residential locations; attends community events and gatherings. Assists with marketing communications for adult services and programs. Wage: \$974.52 per week to \$1331.27 per week. The 37.5 hour work week includes one evening, every other Saturday and one Sunday per month. Please visit www.town.billerica.ma.us/ for detailed description, qualifications, and application process.

Public Information Officer (Part-Time) Town of Billerica

Primary responsibility is to provide public information, town-wide news, event announcements, and operational program materials of general community interest via social media and traditional news outlets. The work requires conceptualizing, developing, and implementing media, marketing programs, and various special projects that positively represent the town's operations, departments, and businesses. Candidate will maintain and improve the efficiency and effectiveness of all areas under his/her direction and control. Thorough knowledge of town operations and the exercise of judgment and initiative in completing tasks, particularly in situations not clearly defined by precedent or procedures are required. Visit our website for the application process.

Support Coordinator City of Chelsea

The Support Coordinator provides administrative support to the Community Recreation Managers and also leads the Program Assistants in the organization and maintenance of the daily operations, and record keeping. Provides leadership and support in assuring standards and requirements of the program are met. Work is varied and fast moving. Supervision includes weekly meetings with the R&CA Director to monitor programs' compliance with established policies and procedures. The Coordinator is required to work a flexible schedule, which includes midday schedule starts, nights, and rotating weekend days. This is driven by the calendar and seasonal events that will vary. www.chelseama.gov/job_detail_T14_R49_php. EEO

Local Building Inspector Town of Acton

The town of Acton is seeking a full-time Local Building Inspector who will report to the Building Commissioner in the Building Department. Acton is a vibrant community with approximately 1,400 building permits issued per year. Qualified applicants must have the following: a valid driver's license; high school diploma or equivalency; minimum of five years' experience in supervision of building construction or

■ CLASSIFIEDS continued on 34

CLASSIFIEDS

Continued from page 33

design, or at least two years of an associate's degree in a field related to building construction or design, or any combination of education and experience. For a full job description and more information, please visit actonma.gov/jobs.

Interim Town Manager Town of Southbridge

The town of Southbridge is seeking an experienced, knowledgeable, and strong leader with excellent financial acumen, as well as strong budgeting, economic development, and communication skills to serve as its next Interim Town Manager. Candidates should have a proven record of leadership, be proactive and a strategic thinker, instill confidence and trust that contribute to a positive work environment, and be able to build collaborative relationships with appointed/elected officials, business owners, residents, and employees. The Interim Town Manager is responsible for the provision of administrative and supervisory work overseeing the services provided by all of the town's departments, commissions, boards, and offices under the jurisdiction and policies of the Town Council. The Interim Town Manager will serve as a resource for the council and is recognized as the department or functional area's authority in interpreting the town charter, determining how it should be applied, and implementing the policies chosen by the council. Annual salary: \$135K+/based on experience. To Apply: Forward a town of Southbridge employment application, resume, and cover letter to the Town of Southbridge, Human Resources, 41 Elm St., Southbridge, MA 01550, fax 508-764-5425, or via email to hr@southbridgemass. org. The town of Southbridge is an equal opportunity employer.

Membership Clerk Haverhill Retirement System

Contact and set appointments to meet with new members for completing membership forms and counsel all new members regarding enrollment requirements and advise them on any buybacks and/ or transfers. Manage the membership database and process refunds, transfers out, and accounts payable. Perform general receptionist duties and assist in the daily office operations of the Haverhill Retirement System. This position requires the handling of confidential information. Salary is \$704.57/week to \$1,019.53/week, per union contract (steps). Visit the retirement link www.cityofhaverhill.com/ departments/haverhill_retirement_system/index. php for comprehensive details on the position. The Haverhill Retirement System is an equal opportunity/ affirmative action employer.

Facilities Crew Leader Town of Acton

The town of Acton is seeking a Facilities Crew Leader. This is a full-time benefited position and will be within our Facilities Division. Qualified candidates must have a high school diploma, or equivalent, with at least five years of work experience in building maintenance, with three of those years in supervisory experience. General knowledge of the principles and practices involved in facilities (ex. operations, HVAC, plumbing, electrical, and other miscellaneous building repairs) and the materials, methods, and techniques

of maintenance. For more information and full job description, please visit actonma.gov/jobs. Any interested applicants can send a cover letter and resume to jobs@actonma.gov.

Assistant Director of Recreation Town of Billerica

Assists in developing, organizing, publicizing, coordinating, and supervising community recreation programming, sports leagues, enrichment programs, inclusion programs, and special events. Develop and manage adaptive programs for people with disabilities, including hiring, training, and supervising of staff. Manages Micozzi Beach, including overseeing and coordinating the opening of the beach house and prepares beach area for the season, works with vendor to ensure proper treatments and testing of beach water, selecting and hiring lifeguards, ensuring proper training, and setting beach hours for the season based on staffing. Updates and maintains accurate and detailed databases. Prepares and submits programmatic, administrative, and statistical reports in compliance with established guidelines and required timelines. Prepares and distributes promotional materials for department activities. Serves as a point of contact for the general public, answering inquiries, handling minor complaints. Assists the Director with financial management of the department, including tracking purchase orders, payments, invoices payroll, and departmental budget planning. Assists with the recruitment and hiring of staff, including processing new hire files and relevant forms, and training new employees. Develops and writes grant requests for services and programs. Monitor grant monies received and submit reports. Salary: \$72,514-\$85,678, depending on experience, qualifications, certifications and education. 37.5 hour work week. Apply to hr@ town.billerica.ma.us.

Public Services Director City of Newburyport

Newburyport seeks an experienced municipal public works/services professional to lead a team of employees engaged in providing critical services for the residents, businesses, and visitors of our historic seaside community. Strong finance, management, public works (roadway, drainage, parks, water, wastewater), and human resources experience is a must. To learn more about the city, the position, and the application process, please see the position profile on the Collins Center for Public Management website at www.umb.edu/cpm.

Town Manager Town of Falmouth

The town of Falmouth (permanent population: 32,517; seasonal: more than 105,000), a complex, dynamic, and diverse community is seeking qualified applicants for the position of Town Manager to serve as Chief Administrative Officer. The successful candidate will have excellent leadership qualities; exceptional oral and written communication skills: and an understanding of, or ability to become adept in, municipal finances, budgets, procurement, Massachusetts general laws, personnel management, and planning. Candidates should possess a master's degree, preferably in public or business administration, granted by an accredited degree-granting college or university. Professional experience shall include at least three years of prior full-time compensated executive service in public or business administration. Alternatively, five years or more of such professional

experience and a bachelor's degree in an appropriate discipline shall qualify any applicant. Seven years or more of prior full-time compensated service in public or business administration shall also qualify any applicant. A candidate will be especially fit by education, training, or previous experience in public administration to perform the powers and duties of the office. The candidate should be a communicator, always seeking first to understand, forward-thinking and innovative, with a strong commitment and motivation to work collaboratively with local boards, town department heads, employees, and citizens (permanent, seasonal and commercial). The Town Manager plays a crucial role in the town's overall planning, management, organization, stability, and growth of the community. The Town Manager must be able to, and have a proven track record in, developing strong and productive working relationships with the various constituencies in the communities and/ or organizations in which they have worked. The Town Manager works under the direction of a fivemember Select Board. The duties are outlined in the Falmouth Home Rule Town Charter which can be found on the town's website: www.falmouthma.gov. The town anticipates negotiating an annual salary of more than \$200,000 with the right candidate. Current salary range is \$180,000 to \$210,000. Final salary negotiable commensurate with qualifications. An attractive benefits package, including health and retirement plans, is part of the Town Manager's total compensation. Preliminary interviews are targeted for March of 2023. All replies will be kept confidential until finalists are identified. Please send a cover letter and resume (electronic submissions preferred, mark subject line Falmouth Town Manager). A Position Profile Brochure can be found on www. grouxwhiteconsulting.com or by emailing: Richard J White, Groux-White Consulting, LLC, 1 Pelham Road, Lexington, Massachusetts 02421; rickwhite58@ verizon net

Director of Public HealthCity of Gloucester

The city of Gloucester has an exciting opportunity for a qualified and motivated person to lead its Health Department as its Director of Public Health. You will be overseeing programs ranging from substance abuse prevention, healthy living and aging, vaccination programs, and enforcing the regulatory responsibilities of local public health. The position of the Director of Public Health offers the right candidate the opportunity to lead a team of progressive public health professionals and engage community partners in programs that improve the health and wellbeing of residents. Full-time position; salary range: \$89,154-\$112,012. www.gloucester-ma.gov/ DocumentCenter/View/7632/Director-of-Public-Health. Submit resume and application to: jobs@ gloucester-ma.gov. AA/EOE

Laborer

Upper Blackstone Clean Water

Upper Blackstone Clean Water is accepting applications for a Laborer. 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; and washing windows, walls, and woodwork. Performs grounds maintenance; cuts grass,

■ CLASSIFIEDS continued on 35

CLASSIFIEDS

Continued from page 34

weeds and brush; trims bushes and trees; rakes grass, leaves and trash; and 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. This is a full-time position. Upper Blackstone offers a competitive benefits package including medical, dental, vision, and 403(b) retirement plan. Employees are part of the Mass. State Retirement System. Send cover letter and resume to: Human Resources Manager, hr@ubcleanwater.org.

Industrial Electrician Upper Blackstone Clean Water

Upper Blackstone Clean Water is a Mass. Grade 7 Wastewater Treatment Plant in Millbury, Mass. currently accepting resumes for an Industrial Electrician. Skilled and committed to the inspection, maintenance repair and rebuilding of instrumentation, electronic operating and control systems, industrial electrical systems, and equipment of modern wastewater facilities. 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 information to the Electrical Systems Manager. Assures security of tools and 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 electrical 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. Must have a valid driver's license. Five years of industrial experience in electrical maintenance. Upper Blackstone offers a competitive benefits package including medical, dental, vision, and 403(b) retirement plan. Employees are part of the Mass. State Retirement System. Send cover letter and resume to: Human Resources Manager, hr@ ubcleanwater.org.

Supervising Public Health Nurse Town of Burlington

Nurses directly influence the health and wellbeing of people every day. In this exciting role, the Supervising Public Health Nurse works directly with the community to promote and protect the health of our citizens. Burlington is home to Lahey Hospital and numerous medical and biotech facilities. The Supervising Nurse will have these resources along with the backing of a strong Board of Health to positively impact Burlington's 26,377 residents across 10,625 households. We would love to consider your application to join our progressive Board of Health! Learn more about this opportunity and apply at burlington.catsone.com/careers.

Maintenance Mechanic/Plumber Everett Housing Authority

The Everett Housing Authority seeks qualified applicants with a minimum of four years experience in all areas of building maintenance. Qualified applicants must have strong mechanical ability and knowledge of plumbing, heating, HVAC and basic electrical systems. A Massachusetts Plumber's License is required. Applicants must also have a valid Massachusetts driver's license and access to reliable transportation. The wage rate for this position is \$36.29/hr., with an excellent benefits package. Submit resume and cover letter to SKergo.eha@comcast.net or Stephen Kergo Executive Director, Everett Housing Authority, 393 Ferry St., Everett, MA 02149. Everett Housing Authority is an affirmative action/equal opportunity employer.

Health Agent Town of Dennis

The town of Dennis seeks a dynamic individual for the position of full-time Health Agent (35 hrs./wk.). The Health Agent is responsible for the inspection of all food establishments, housing, motel, and pool inspections in accordance with local and state regulations. Employee is required to perform all similar or related duties. The Health Agent works under the general supervision of the Health Director; the employee is familiar with the work routine and uses initiative in carrying out recurring assignments independently. High school degree or equivalent and one to three years' related work experience; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. This position requires a valid motor operator's license. Salary: DOE/DOQ. This position will remain open until interviews begin. To apply for this position, visit our website <u>www.town.dennis.ma.us</u> and click on "Employment Opportunities." Complete online application and attach cover letter and resume. The town of Dennis seeks a workforce that reflects the diversity of its community. AA/EEO

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.

Life Insurance Solutions

Looking for life insurance solutions for your town or city employees? We know that providing peace of mind for your municipality's residents is important – and so is providing peace of mind for your staff, too. At Boston Mutual Life, with more than 131 years in

the insurance industry and 70-plus years providing insurance options for Massachusetts municipalities, we're familiar with you and your employees' insurance needs for life insurance, accident coverage, and more. We know that now more than ever, getting effective coverage at reasonable rates is a major factor for many employees when deciding which benefits to choose. Contact us to start finding the right solutions for your employees, or to learn more about your existing policy if your town or city is already insured with us. Our team, including our new Director of Client Relations, Nicole Girard, are here to help. Visit bostonmutual. com/solutions-massachusetts-municipal-market to connect with us today!

Creative, Cost-Effective Municipal Services

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.

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

■ CLASSIFIEDS continued on 36

CLASSIFIEDS

Continued from page 35

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 as 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.

Town Counsel Services

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

General Consultant, Recruiting and Special Studies

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

Town Counsel/Legal Services

Brooks & DeRensis, P.C., is available to provide services to government entities at the state, county, city, town or regional district level. Legal services available

include procurement law, contracts, eminent domain, labor relations and civil rights. Contact Jack Dolan for labor, employment, civil rights and retirement matters or Paul DeRensis for all other public law issues at 857-259-5200.

Organizational Development and Conflict Resolution

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

Town Counsel Services

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

Tax Title Legal Services

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

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

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

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Financial Management Services

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

Human Resources Consulting

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

Executive Recruitment and Municipal Management

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

Calendar

FEBRUARY

Massachusetts Municipal Councillors' Association,

board meeting, via Zoom. Contact: MMA Senior Member Services Coordinator Denise Baker

- MMA Board of Directors, 10-11:15 a.m., via Zoom, Contact: MMA Executive Director's office
- **Massachusetts Select Board Association**, board meeting, 2:15-3:30 p.m., via Zoom. Contact: **MMA Senior Member Services** Coordinator Isabelle Jenkins
- **Association of Town Finance** Committees, board meeting, 4-5:15 p.m., via Zoom. Contact: MMA Senior Member Services Coordinator Denise Baker
- Massachusetts Mayors' **Association**, monthly meeting, 10-11:15 a.m., 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 Municipal Human Resources, webinar, 10:30 a.m.-12:30 p.m. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins

MMA contacts

Denise Baker can be reached at dbaker@mma.org Isabelle Jenkins can be reached at iienkins@mma.org Timmery Kuck can be reached at tkuck@mma.org Daniel Yi can be reached at dvi@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.

- **Massachusetts Select Board Association**, webinar, noon-1 p.m. Contact: MMA Senior Member Services Coordinator Isabelle Jenkins
- Massachusetts Mayors' **Association**, monthly meeting, 9:15 a.m.-1 p.m. Contact: MMA Communications and Membership Director Candace Pierce
- **Massachusetts Municipal** Management Association,

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

APRIL

- **Massachusetts Select Board** Association, Western and Rural Mass. Conference, 8:30 a.m.-12:30 p.m., The Delaney House, Holyoke. Contact: MMA Senior Member Services Coordinator Isabelle **Jenkins**
- **Association of Town Finance** 5 Committees, board meeting, 4-5 p.m., virtual. Contact: MMA Senior Member Services Coordinator Denise Baker
- **Massachusetts Municipal** 11 Councillors' Association, board meeting, 8:45-9:45 a.m., hybrid (MMA office and Zoom). Contact: MMA Senior Member Services

Coordinator Denise Baker

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

Online registration is available for most of these events.

- 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 Municipal **Management Association** and Massachusetts Municipal Human Resources, joint meeting, Devens Common Center, Devens. Contact: MMA Senior Member Services Coordinator Denise Baker and MMA Senior Member Services Coordinator Isabelle Jenkins
- Massachusetts Mayors' **Association**, monthly meeting, 9:15 a.m.-1 p.m. Contact: MMA Communications and Membership Director Candace Pierce
- 29 **Finance Committees**, Spring Conference, Pompositticut Community Center, Stow. Contact: MMA Senior Member Services Coordinator Denise Baker

Association of Town

MAY

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

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