# The Beacon

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May 2023

# House approves \$56.2B state budget

### By Jackie Lavender Bird

The House of Representatives has approved a \$56.2 billion state spending plan for fiscal 2024 that would increase Unrestricted General Government Aid by 1.6% over the current year and significantly increase Chapter 70 school aid, in part by doubling minimum new aid to \$60 per pupil.

The House's budget bill would also fully fund regional school transportation and make a sizable investment in rural school aid.

The vote came three days into budget debate, on April 26, after the chamber consolidated more than 1,500 budget amendments into seven categories.

The House bill would increase overall state expenditures by 7.1% over the current year, and is \$700 million higher than the budget plan filed by the governor on March 1 (known as House 1).

# Unrestricted General Government Aid

As proposed by the House Ways and Means Committee, the House budget links the percentage increase in UGGA to the consensus projection for the rate of growth in state tax collections for fiscal 2024, or 1.6%.

The <u>MMA has testified</u> that the proposed increase does not reflect the actual — and far higher — growth in state tax collections in recent years, nor the fiscal realities facing cities and towns in the current economic climate. The MMA will continue to advocate for larger increases as the budget process continues.

# Chapter 70

The House budget would increase Chapter 70 education aid by \$596 million over the current fiscal year, for a total of \$6.58 billion, which would continue to fund the Student Opportunity Act on the intended schedule. An additional



The House of Representatives has approved a \$56.2 billion state spending plan for fiscal 2024.

\$7.8 million line item in the House budget would raise the minimum new aid amount from \$30 per student to \$60, a recognition of the challenges faced by 119 minimum-aid-only school districts, which account for 37% of all districts. The MMA and education stakeholders will be looking to build on this progress, with a target of \$100 per student in minimum aid.

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# MMA advertises executive director position, outlines schedule

# By John Ouellette

On April 21, the MMA published the job advertisement, along with a brochure, for the next executive director of the association.

The MMA has retained <u>Mercer Group As</u>sociates to facilitate the executive search process and the transition.

In January, MMA Executive Director and CEO <u>Geoff Beckwith announced that he</u> <u>will be retiring</u> in September after leading the association for more than 31 years.

Applications for the MMA executive director and CEO position are due by May 19. The MMA's Search Committee expects to interview semi-finalist candidates in Boston on July 12. Interviews of finalist candidate(s) are anticipated to be conducted by the MMA Executive Committee in



Boston during the week of July 17. The goal is to have the new executive director and CEO start work by the end of August.

Interested candidates must submit by email a cover letter, resume, and at least five job-related references (with email and phone numbers) to Mercer Group Senior Associate Lisa Ward at lisaward912@ gmail.com.

**EXECUTIVE DIRECTOR** continued on 23

# 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

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**

# Much at stake as state and local leaders adopt their budgets

Budget-setting season is marching along on Beacon Hill and in communities throughout Massachusetts. This springtime ritual has major consequences for the 7 million people who live and work in our cities and towns.

Lawmakers and municipal leaders share the same important goal: passage of spending plans that wisely invest in critical services to support residents, families, and businesses. But the deliberations that are taking place right now are quite different at the state and local levels.

The state is expanding programs and contemplating a \$1.1 billion tax cut package. Cities and towns are struggling to simply maintain existing services, and many are being forced to scale back. In other words, the state is budgeting for growth, and cities and towns are budgeting for contraction.

That's because state tax revenues increased by 34% from fiscal 2020 to 2023, an average growth rate of 11.3% per year. On top of this, the Commonwealth is set to receive at least \$1 billion more from the so-called Millionaire's Tax adopted by the voters in November. During this same period, however, municipal property taxes and local receipts experienced average growth of just 3.7% per year. This disparity is clearly a problem, as the state's fiscal capacity has increased at triple the rate that commu-



**By Geoffrey** Beckwith

nities have experienced.

This is further compounded by inflation, which was 15.6% during this time period, with an average rate of more than 5%. In real terms, the state has experienced net revenue growth of 18.4% and local governments have endured a net loss of 4.5% in municipal revenue capacity.

Communities are in a weaker financial position through no fault of their own. This is simply a function of the dynamic nature of the state's revenue sources, which are directly tied to the economy, and the static nature of the property tax, which responds much more slowly to economic cycles and is capped by Proposition 2½.

Because costs are outstripping local capacity, municipalities are more reliant than ever on increases in state aid in order to deliver vital municipal and education services, ensure safe streets and neighborhoods, and maintain local roads and critical infrastructure.

These local services are fundamental to our state's economic success and competitiveness, which means that adequate funding of local aid is directly linked to our state's economic success and competitiveness.

The governor and the House have

DIRECTOR'S REPORT continued on 20

# eacon

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

# House and Senate Ch. 90 bills await reconciliation

# By Adrienne Núñez

With the Legislature focused on the state budget process, separate Chapter 90 bond bills passed by the House and Senate in March have yet to be reconciled.

A conference committee has not been created, so it appears likely that the two chambers are looking to reach a resolution through informal channels.

On March 23, the House passed a Chapter 90 bill that would authorize \$200 million for the local road and bridge program for fiscal 2024, while adding \$25 million authorizations for each of six multi-year transportation-related accounts:

- Municipal Pavement Program
- Municipal Small Bridge Program
- <u>Complete Streets Funding Program</u>
- Municipal grants for infrastructure focused on the enhancement of mass transit by bus
- Funding for the study, design, construction or improvements that increase access to mass transit and commuter rail stations
- Grants to municipalities and regional



Acton Town Manager John Mangiaratti discusses the importance of Chapter 90 funding to municipalities during the April 11 meeting of the Local Government Advisory Commission at the State House.

transit authorities to support fleet electrification

The Senate passed a very similar bill on March 30, funding Chapter 90 at \$200 million and adding \$150 million in transportation-related authorizations. Rather than authorizing \$25 million for the municipal pavement program, however, the Senate proposed a new \$25 million formula program that would be based on road miles and population density, favoring communities with low population density. The differences in the two bills will need to be addressed before the legislation can move forward.

Gov. Maura Healey got this year's Chapter 90 bond authorization process started on Jan. 19 when she filed a two-year bill totalling \$400 million, or \$200 million per year. The Legislature revised the bill to authorize bonding for only one year at \$200 million.

The <u>MMA and municipal</u> officials testified before the Joint Committee on

Transportation in March in support of the two-year authorization proposed by Healey, while requesting an increase to at least \$330 million per year, indexed to inflation. In <u>written testimony</u>, the MMA emphasized community needs and the impact of inflation on the <u>Chapter 90 program</u>, which has lost two-thirds of its purchasing power while being essentially level-funded over the past 11 years.

# Administration can move forward with new housing secretariat

# By Ali DiMatteo

The Healey-Driscoll administration can now move forward with its plans to divide the Executive Office of Housing and Economic Development into two separate offices, creating a new Office of Housing and Livable Communities and renaming the current office to the Office on Economic Development.

Gov. Maura Healey filed her plan as <u>legislation</u> on March 1, but under Article 87 of the Massachusetts Constitution, the proposal does not require affirmative action by the Legislature.

Article 87 gives the Legislature 60 days to vote on the plan before it is considered enacted. The Senate voted to approve the reorganization plan on April 13, but the House did not take it up by the April 30 deadline. The reorganization plan can now take effect 30 days later, on May 30. During the April 11 meeting of the Local Government Advisory Commission at the State House, Lt. Gov. Kim Driscoll noted that the idea of a new housing-focused secretariat had been "warmly received" by legislators.

"We're hopeful by the end of April we'll have this particular Cabinet secretary post available," Driscoll said. "We look to fill it in a quick manner so we can get moving on this work."

The Department of Hous-

ing and Community Development has not functioned as a separate entity since 1991, having been folded into other executive offices — transportation, environment and, most recently, economic development.



Lt. Gov. Kim Driscoll discusses plans for a new Executive Office of Housing and Livable Communities during the April 11 meeting of the Local Government Advisory Commission at the State House. Seated next to Driscoll is Jill Hai, MMA president and chair of the Lexington Select Board.

> Healey has identified housing as one of her top priorities, saying she is concerned that high housing prices and low inventory will affect the long-term economic competitiveness of the state.

# Gov. announces next phase of MVP climate program

# By Josie Ahlberg

Gov. Maura Healey and Energy and Environmental Affairs Secretary Rebecca Tepper have announced a relaunch of the Municipal Vulnerability Preparedness program's planning component, which they're calling MVP 2.0.

The April 19 announcement follows a year of thorough review, stakeholder input, and an informational webinar on the new program.

Created in 2017, the MVP program has provided more than \$100 million to cities and towns across Massachusetts to help them identify potential climate change impacts and existing and future vulnerabilities and strengths, and to develop, prioritize and implement key actions.

The Municipal Vulnerability Preparedness Planning 2.0 program will help municipalities continue to increase climate change resilience by building on existing planning grants to fill gaps with new methods, tools and resources.

One of the new tools, Guides for Equitable and Actionable Resilience, or GEAR, will be released in the coming weeks to better explain the intersection of



Gov. Maura Healey announces a new pilot program to support Massachusetts cities and towns in updating their climate change resiliency plans and putting projects into action during an April 19 press conference at Belle Isle Marsh in East Boston. (Photo courtesy Joshua Qualls/Governor's Press Office)

climate hazards and community systems and infrastructure within a community, while highlighting possible actions and solutions as well as MVP case studies.

Paired with the MVP 2.0 announcement came a commitment from Gov. Healey to provide \$100 million over the next five years for the MVP Program through the state's capital budget. This level of funding is comparable to the program's first five years of operation.

# **Application details**

Communities that have completed an MVP Planning Grant are eligible to apply for the MVP 2.0 pilot program. Of the 351 municipalities in Massachusetts, 349 have already completed or are in the process of completing an original MVP Planning Grant.

Municipalities applying for and implementing MVP Action Grants may participate in the MVP 2.0 pilot concurrently. <u>Action grant</u> <u>applications for fiscal 2024</u> <u>are open through May 4</u>.

Up to 30 communities (five in each region) will be awarded an MVP 2.0 grant to participate in the two-year pilot. The deadline to apply for the MVP 2.0 pilot program is May 19.

Visit the <u>MVP program website</u> for more information, including the link to the COMMBUYS website with the Request for Responses and required forms.

# Fiscal 2024 MVP Action Grant applications due May 4

Applications are due by 2 p.m. on May 4 for fiscal 2024 Municipal Vulnerability Preparedness Action Grants, which offer financial assistance to communities seeking to address climate change impacts such as extreme weather and heat, sea level rise, flooding of inland and coastal areas, and other impacts.

The <u>MVP program</u> provides support for Massachusetts cities and towns to complete climate vulnerability assessments, develop action-oriented climate resiliency plans, and implement priority climate adaptation actions. The program has helped municipalities improve climate resilience and attain sustainable infrastructure development goals.

More than \$100 million has been awarded since the program was launched in 2017, with participation from 341 municipalities, representing 97% of the Commonwealth. To date, 300 action grants have been funded.

Changes to the fiscal 2024 MVP applica-



Cities and towns have until May 4 to apply for Municipal Vulnerability Preparedness Action Grants for fiscal 2024.

tion process include expanded eligibility for the Commonwealth's political subdivisions and federally-recognized and state-acknowledged tribes. Additional adjustments include an increased focus on social resilience principles and a terminology change surrounding "climate vulnerable populations," now known as "priority populations."

The MVP team at the Executive Office of Energy and Environmental Affairs host-

ed an <u>informational webinar in March</u> to provide information on the application process and recent changes. (The <u>slides</u> <u>are also available</u>.)

Fiscal 2024 project proposals must be completed by June 30, 2024, or June 30, 2025.

Municipalities who have been designated as an MVP Community are eligible to apply.

The link to the COMMBUYS website hosting the Request for Responses and required forms can be accessed through the <u>program website</u>.

The MMA is a member and partner of the Massachusetts MVP Coalition, which was established to advocate for increased support for the MVP Program. For more information and stories on the MVP Program's impact across the state, visit the <u>Massachusetts MVP Coalition</u> website.

# Officials discuss challenges facing western Mass.

# By Meredith Gabrilska

Municipal officials from across the western part of the state gathered in Holyoke on April 1 to hear from state officials and legislators about rural priorities and opportunities for collaboration.

Sen. Joanne Comerford and Rep. Natalie Blais kicked off the Saturday meeting with an overview of the legislative priorities of the Rural Policy Advisory Commission, particularly in the categories of economic development, housing, transportation and municipal support. They also celebrated the Healey-Driscoll administration's creation of a <u>director of</u> <u>rural affairs</u> within the Executive Office of Economic Development.

Comerford and Blais addressed some of the unique challenges facing the western part of the state, including a need for reliable public transportation, inadequate funding for maintaining roadways, and a declining population paired with a disproportionately aging population, which affects economic growth, school enrollments and housing. "We need the grant programs from the state to match [the needs] we have here in western Mass.," Comerford said. "We have a 13,000-unit gap in affordable housing. ... We need workforce housing, we need housing for our elders, for people who can't afford rents and house prices.

"We want to encourage people to come and live here, and we need housing to do that."

Comerford and Blais discussed bills pending in the Legislature that would address concerns regarding the local aid account known

as PILOT, or payments in lieu of taxes for state-owned land, and the need for more funding and reform, as well as the need for a municipal building authority with a funding stream built in, which is of particular importance to smaller communities.



Sen. Jo Comerford (left) and Rep. Natalie Blais (right) provide an overview of the legislative priorities of the Rural Policy Advisory Commission during an April 1 MMA meeting for western Massachusetts officials in Holyoke.

Blais said the PILOT formula "disproportionately disadvantages rural communities who are holding a lot of this land."

Lt. Gov. Kim Driscoll, the keynote **RURAL AFFAIRS** continued on 14

# MMA hosts webinar on regulatory developments related to cannabis

# By Ali DiMatteo

The MMA held a virtual <u>briefing on April</u> <u>6</u> to discuss regulatory developments at the Cannabis Control Commission and how regulations being developed for three areas — host community agreements, municipal equity, and social consumption — will impact municipalities.

Panelists discussed key takeaways and concerns they hope regulators will consider when promulgating rules. They also answered questions from municipal officials.

Speakers included:

- Nicole Costanzo, senior attorney, KP Law
- Steve Ellis, town administrator, Montague
- Emily Hutchings, senior planner, Somerville
- Douglas Lapp, town administrator, Rockland
- Shaun Suhoski, town manager, Athol
- Aaron Vega, planning and economic development director, Holyoke

A comprehensive cannabis law enacted in August 2022 calls for the CCC to create additional regulations related to host community agreements, including community impact fees at license application and renewal. It also calls for the CCC to create new regulations to establish minimum standards for host communities to promote and encourage full participation in the cannabis industry by those who have been disproportionately harmed by the War on Drugs. The law also created a mechanism for municipalities to allow for on-site consumption of cannabis products, and requires the CCC to promulgate new regulations and guidance around social consumption establishments.

The briefing was conducted as a free Zoom webinar for MMA members.

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During an April 6 MMA virtual briefing, local officials discuss regulatory developments at the Cannabis Control Commission and how regulations being developed will affect municipalities. Speakers included (clockwise from top left) Rockland Town Administrator Douglas Lapp, Holyoke Planning and Economic Development Director Aaron Vega, and Athol Town Manager Shaun Suhoski.

> During April, three <u>CCC working groups</u> <u>were seeking public comments</u> on the areas where new and revised regulations are being developed.

• <u>View the webinar</u>

# Webinar covers public records, open meeting laws

# **By Lily Rancatore**

The MMA hosted a <u>webinar on April 25</u> to highlight the importance of government transparency and review developments related to the state's public records and open meeting laws.

Attorneys Lauren Goldberg and Janelle Austin of KP Law addressed the current state of each law, as well as practical considerations for municipalities following a <u>Massachusetts Supreme Judicial</u> <u>Court</u> decision in March regarding public comment at meetings of government bodies.

Goldberg began by discussing the types of meetings subject to the open meeting law, as well as rules that must be followed during a meeting, and common violations. She also offered practical approaches to avoid violations when using email and social media.

Austin added that activity on email, social media and Zoom accounts have public records implications and are subject to the open meeting law. It is essential, she said, to limit email use to scheduling and avoid conducting community business via email.

Regarding public participation, Goldberg emphasized that the open meeting law does not require municipalities to offer public comment periods during board and committee meetings, though some municipal charters and special acts do require them. Goldberg said municipalities can develop policies to regulate the process for public participation, but they cannot impose restrictions on the content.

Goldberg and Austin reviewed the recent SJC decision in Barron v. Kolenda ("Southborough"), where the court observed that "[a]lthough civility can and should be encouraged in political discourse, it cannot be required."

To the extent that public comment is permitted, the rights of individuals participating are protected by articles 16 and 19 of the Massachusetts Declaration of Rights. For these reasons, Goldberg and Austin said, municipalities should ensure that any regulation of public comment periods is limited to reasonable time, place and manner restrictions, rather than mandated civility, or other content-based restrictions.

Regarding public records and records requests, Austin said requests may be made in person or in writing, by mail or email. Providers must list specific exemptions and provide detailed explanation of the application of an exemption



During an April 25 MMA webinar, panelists discuss the importance of government transparency and review developments related to the state's public records and open meeting laws. Speakers included (clockwise from top left) Northbridge Town Manager Adam Gaudette, and KP Law attorneys Janelle Austin and Lauren Goldberg.

to the requested record. The municipal records access officer must respond to the request within 10 business days, excluding weekends and holidays.

Northbridge Town Manager Adam Gaudette moderated the question and answer session, where attendees asked about the implications of using private accounts or devices, publicizing board minutes and agendas, and responding to public comments.

• View the webinar and materials

# Second 'Reframing Recruitment' webinar focuses on interview process

# **By Lily Rancatore**

On April 19, the MMA held the second in a series of webinars for municipal officials showcasing timely hiring strategies to help communities succeed in a tight labor market.

<u>Reframing Recruitment: The Interview</u> <u>Process</u> shared tips for reviewing applications, building an interview panel, and selecting the best questions for prospective candidates.

The session was led by Jen Breaker, the assistant town manager and communications director in Danvers, and Caitlyn Julius, the assistant human resources director in Springfield, along with Michelle Pizzi O'Brien, the human resources director in Newton.

Julius opened the session by discussing how to transition from advertising vacancies (the topic of the <u>March 15</u> <u>webinar</u>) to selecting candidates. She detailed the city of Springfield's process, both for leveraging its application portal and for selecting supplemental questions and screening prospects.

Breaker and O'Brien said they both use a "Yes, No, Maybe," approach to reviewing applications, which allows hiring departments to quickly identify candidates that could be a good fit for the open position. Breaker said Danvers redacts all personal information from resumes to eliminate the potential for bias and ensure that candidates are being assessed based only on skills and experience.

O'Brien discussed how interviewing has evolved from a traditional panel interview style. She said municipalities must rethink how they can foster a positive experience for the candidate through every stage of the process. She suggested restructuring seating arrangements to make candidates feel welcomed, rather than interrogated.



During an April 19 MMA webinar, municipal officials discuss hiring strategies to help communities succeed in a tight labor market. Speakers included (clockwise from top left) Jen Breaker, assistant town manager and communications director in Danvers, Caitlyn Julius, assistant human resources director in Springfield, and Michelle Pizzi O'Brien, human resources director in Newton.

**RECRUITMENT** continued on 23

# Training offered for newly elected select board members

The Massachusetts Select Board Association will hold a free training for newly elected select board members on Friday, June 9, in Devens.

Key topics will include municipal finance and budgeting, sources of state funding, the open meeting and public records laws, and collaborative decision making.

A lunchtime discussion will provide an opportunity to hear from veteran select board members about their experiences, followed by a question and answer session.

The training will be targeted to newly elected members, but any select board

On April 19, an international coalition of cybersecurity agencies published "Cybersecurity Best Practices for Smart Cities."

"Smart cities" may create safer, more efficient and more resilient communities through technological innovation and data-driven decision making, but this opportunity also introduces potential vulnerabilities and weaknesses that — if exploited — could impact national security, economic security, public health and safety, and critical infrastructure operations, according to the U.S. Cybersecurity and Infrastructure Security Agency.

CISA recommends that organizations implement the best practices in the 13-page guide in alignment with their specific cybersecurity requirements to ensure the safe and secure operation

member is welcome to attend for a refresher and an opportunity to network with colleagues.

Registration and networking will begin at 8:30 a.m. The program will start at 9 a.m., and lunch will be served. The full agenda and registration will be available at www. mma.org in May.

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

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

information about Select Board Association events

The MMA is advising in-person meeting attendees to keep up with the latest COVID vaccines for which they are eligible. 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. These protocols are subject to change based on the latest public health data and guidance.

Contact: MMA Communications and Membership Director Candace Pierce at cpierce@mma.org

# **CISA, partners release 'Cybersecurity Best Practices for Smart Cities'**



of infrastructure systems, protection of citizen's private data. and security of sensitive government and business data.

As communities implement smart city technologies, the guidance provides recommendations to balance efficiency and innovation with cybersecurity, privacy protections, and national security.

The term "smart cities" refers to communities that:

 Integrate information and communications technologies, community-wide data, and intelligent solutions to digitally transform

infrastructure and optimize governance in response to citizens' needs; and

 Connect the operational technology managing physical infrastructure with networks and applications that collect and analyze data using information and communications technologies components, such as "internet of things" (IoT) devices, cloud computing, artificial intelligence (AI), and 5G.

Joining CISA in publishing the report are the U.S. National Security Agency, the U.S. Federal Bureau of Investigation, the <u>United Kingdom National Cyber</u> Security Centre, the Australian Cyber Security Centre, the Canadian Centre for Cyber Security, and the New Zealand National Cyber Security Centre.

# Municipal cybersecurity grant program accepting applications

The Municipal Cybersecurity Awareness **Grant Program** is accepting applications through July 15 for the Abbreviated 2 Training Track, which will run from September through December.

The Municipal Cybersecurity Awareness Grant Program is available to government agencies in Massachusetts, including cities and towns, public schools, libraries, water districts, public safety organizations, and planning commissions.

The program includes end-user training modules and threat simulations that help government organizations improve their overall cybersecurity posture.

The following are the minimum requirements:

- · Organizations shall have control over a network-specific domain.
- Grant signatory and designated local coordinator(s) must take part in the training.
- Applicants must agree to all deadlines associated with the program, including user information, safe listing, and phishing campaign tests.
- Applicants must review the weekly newsletter, which contains important

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information about the program throughout the training period.

 Applicants must make a commitment to oversee the program. Time requirements may fluctuate over the course of the program, depending on the activity for the week and the size of the organization.

The application period for the Year-Long and Abbreviated 1 Training Tracks is closed.

Click here for more information on the Municipal Cybersecurity Awareness Grant Program.

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# \$1.3B in loans, grants awarded for water projects

On April 10, the Healey-Driscoll administration announced that 185 projects across the Commonwealth are eligible to receive approximately \$1.3 billion in low-interest-rate loans and grants to fund construction, planning and asset management projects designed to improve water quality, upgrade or replace aging drinking water and wastewater infrastructure, and cut treatment plant energy use and costs.

The awards will use nearly \$173 million in additional funding from the federal Bipartisan Infrastructure Law, according to the administration.

"This year's unprecedented investments will go a long way toward improving the quality of life and implementing environmental safeguards that will last generations," said Gov. Maura Healey.

Lt. Gov. Kim Driscoll said State Revolving Fund assistance "is vital to helping communities construct and modernize critical water infrastructure and address the problems presented by emerging contaminants and lead."

State Treasurer Deborah Goldberg, chair of the Clean Water Trust, said the increase in grant funding plus low-interest loans through the trust "allows communities to finance cost-effective projects."

The State Revolving Fund, administered by the Massachusetts Clean Water Trust, finances projects implemented by cities and towns, regional water supply and wastewater treatment districts, and the Massachusetts Water Resources Authority.

The projects include <u>61 clean water</u> <u>construction projects</u> (Table 1) totaling approximately \$880 million, and <u>50 drink-</u> <u>ing water construction projects</u> (Table 1) totaling approximately \$381 million. An additional \$4 million will be offered by the trust as grants for 39 Asset Management Planning projects.

Communities offered SRF financing in this round must decide to move forward with the project by June 30 and secure local funding authority.

Energy and Environmental Affairs Secretary Rebecca Tepper said the SRF loan program helps water utilities to not only update their infrastructure, but also invest in innovative technologies that result in reduced energy consumption, resource conservation, production of renewable energy, and climate resiliency.

"As the climate crisis puts a strain on our water supply," she said, "it's critical that we replace old, inefficient treatment works with green, energy-efficient infrastructure."

In accordance with the Clean Energy Results Program under the direction of the Massachusetts Department of Environmental Protection, 35 of the water infrastructure projects receiving financing are for renewable energy, energy efficiency or green infrastructure initiatives. Energy use at wastewater and drinking water treatment facilities is a major contributor to overall energy consumption for many cities and towns, with communities statewide spending approximately \$150 million per year on electricity to treat 662 billion gallons of wastewater and drinking water, according to the MassDEP. About 30% of municipal energy use derives from water treatment.

Of the new projects, 64 are eligible to receive principal forgiveness, which is awarded to renewable energy projects and for projects in communities that meet the affordability criteria established by the Massachusetts Clean Water Trust. The affordability criteria factors in per capita income, unemployment rate and population trends.

The Commonwealth has offered to reduce the SRF borrowing rate from 2% to 1.5% for communities that support the <u>Housing</u> <u>Choice Initiative</u>. Twenty applicants have the Housing Choice designation: Acton, Andover, Barnstable, Billerica, Brockton, Everett, Franklin, Lawrence, Littleton, Lowell, Melrose, Nantucket, Plymouth, Quincy, Somerville, Stoughton, Sudbury, Taunton, Tyngsborough, and Worcester.

The SRF is composed of two programs that have provided more than \$8 billion to Massachusetts projects: the Clean Water Fund, first capitalized in 1989; and the Drinking Water Fund, which began operation in 1999. <u>Click here for more informa-</u> tion on the two SRF programs.

This year, the Clean Water SRF provides \$903 million in financing for clean water projects. Approximately \$878 million will finance 59 new construction projects, \$2 million will be allocated toward financing two previously approved multi-year projects, \$3 million has been allocated to the emergency set-aside account, \$5 million



Across the state, 185 water infrastructure projects are eligible for \$1.3 billion in loans and grants.

will be directed to the Community Septic Management Program to remediate failed septic systems in participating communities, and \$15 million has been set-aside to finance planning and PFAS design projects.

The Drinking Water SRF provides \$431 million in financing for drinking water projects. Approximately \$311 million will finance 39 new construction projects, approximately \$69 million will be allocated toward financing 11 previously approved multi-year projects, \$5 million will fund an emergency set-aside account, \$10 million has been set-aside to finance planning and PFAS design projects, and \$35 million has been set-aside to finance lead service line replacement projects.

An additional \$4 million will be offered by the trust as grants for 39 Asset Management Planning projects, with 27 communities qualifying with Clean Water projects and 12 communities qualifying with Drinking Water projects.

To be eligible for Clean Water or Drinking Water SRF loans, municipalities, wastewater districts and water suppliers filed applications with MassDEP last year demonstrating that proposed projects offer significant public health or water quality benefits, have local funding authorization, and demonstrate that there is a commitment on the borrower's part to file a timely loan application. The projects on the 2023 SRF list must now file loan applications and receive MassDEP approval to obtain funding.

The MassDEP announced that it will open the next SRF project solicitation for proposals to be considered for the 2023 intended use plan no later than June 5.

# Infrastructure workforce development grants available

### By Adrienne Núñez

The U.S. Department of Labor, in coordination with the U.S. Department of Transportation, has announced the availability of \$80 million in funding through the <u>Building Pathways to Infrastructure Jobs Grant Program</u>.

The program is intended to support the expansion of training opportunities for infrastructure-related jobs that are being created through Bipartisan Infrastructure Law investments.

State and local governments, community-based organizations, workforce boards, community colleges, and labor organizations can apply for funding to support training in a wide range of occupations associated with infrastructure.

Applications are due by July 7.

Grants are intended to help develop or scale workforce training programs in advanced manufacturing; information technology; and professional, scientific and technical service occupations that support renewable energy, transportation and broadband infrastructure sectors. These include occupations in the renewable energy and energy efficiency sectors; broadband and transmission expansion; advanced manufacturing, including biomanufacturing; and electrical, industrial and civil engineers and technicians who facilitate the design, construction, modernization and maintenance of the nation's infrastructure.

Professional, scientific and technical services occupations in construction, including civil engineering technicians, drafting and construction management and maintenance and mechanic occupations in rail and transit, are all included.

The program includes two grant categories:

- Development Track grants help to establish local and regional partnerships that will implement new sector-based training programs across infrastructure-related sectors.
- Scaling Track grants help to expand an existing local or regional training partnership model, with demonstrated success in a specific infrastructurerelated sector, to the state or national level.



Local governments have until July 7 to apply for infrastructure-related workforce development grants.

Grant awards will range from \$500,000 to \$5 million, depending on whether the training program is new or ready-toscale.

State and local transportation agencies can apply for grants to support training for their internal workforce. Partnerships with state workforce agencies, <u>workforce development boards</u>, community colleges or community-based organizations are encouraged.

The <u>notice of funding opportunity</u> is available on Grants.gov. •

# Safe Streets and Roads for All accepting applications

# By Adrienne Núñez

Back for its second year of awards, the U.S. Department of Transportation is accepting applications for the <u>Safe</u> <u>Streets and Roads for All (SS4A)</u> discretionary grant program.

Funded through the <u>Bipartisan Infra-</u> <u>structure Law</u>, the program will award approximately \$5 billion in grant funding to support regional, local, and tribal government efforts to prevent roadway deaths and serious injuries.

Applications are due on July 10, and awards are expected to be made by the end of the year.

There are two types of SS4A grants: Planning and Demonstration Grants, and Implementation Grants. Eligible projects in these two categories include planning, design, development or updating of a Comprehensive Safety Action Plan, as well as implementation



Applications for the Safe Streets and Roads for All grant program are due by July 10.

of Action Plan activities.

This year's Planning and Demonstration Grants are expected to range from \$100,000 to \$10 million. Implementation Grants are expected to range from \$2.5 million to \$25 million.

<u>Project examples and informational</u> <u>webinars</u> are available online. The <u>notice</u> <u>of funding opportunity</u> is available on Grants.gov, but the application process must be completed using the following Valid Eval links:

- <u>Planning and Demonstration</u> <u>Application</u>
- Implementation Application

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

Last year, through the first round of SS4A, the U.S. DOT awarded <u>\$800</u> million for more than 500 projects. Seventeen grants were awarded to Massa-chusetts entities, including a <u>\$460,000</u> grant to the Nantucket Planning and Economic Development Commission, working collaboratively with the Martha's Vineyard Commission and the Franklin Regional Council of Governments, to develop safety action plans.

# Webinar to offer practical guidelines for housing

director, Citizen's Housing and

 Jennifer Raitt, executive director, Northern Middlesex Council of

 Christine Madore, senior development manager, Massachusetts Housing

**Planning Association** 

A free MMA webinar on May 23 will discuss the "why" behind affordable housing and highlight the importance of building complete neighborhoods.

Housing experts will offer tools for responding to common questions and concerns raised about affordable housing. They will also provide practical resources to help communities move forward.

Appointed and elected municipal officials will also learn how to navigate difficult conversations and common disruptors to community developments.

Speakers include:

- Whitney Demitrius, director of fair housing engagement, Citizen's Housing and Planning Association
- Dana LeWinter, municipal engagement



Whitney Demitrius

Partnership

Governments

Dana LeWinter





Christine Madore

Jennifer Raitt

The 75-minute webinar will begin at noon. Online registration is available now.

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

# Third 'Reframing Recruitment' webinar is May 17

"What Happens After the Offer," the third session in the MMA's monthly "Reframing Recruitment" webinar series, will be held on May 17 at noon.

The free, hour-long webinar will provide strategies for making the most of the onboarding process and creating a process that works for your community. Panelists will discuss how different elements of the onboarding process can help strengthen organizational integration and highlight the municipality's unique employee benefits.

# Online registration is available now.

The "Reframing Recruitment" series showcases timely and successful municipal hiring strategies. The webinars are led by Jen Breaker, the assistant town manager and communications director in Danvers, and Caitlyn Julius, the assistant human resources director in Springfield. In May, they will be joined by Rachel Glisper,

president of GovHR.

Jen Breaker

Caitlyn Julius



**Rachel Glisper** 

Post-Recruitment," will be held on June 14. (Register here.)

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

# Grants awarded for municipal clean energy projects

On April 10, the Department of Energy Resources awarded 24 grants totaling \$344,736 to cities and towns across the Commonwealth to support clean energy projects.

The Municipal Energy Technical Assistance grants are used by municipalities, regional school districts, and water/ wastewater districts to aid in the management of projects or the performance of studies to support the development of energy projects.

"Each year, META grants provide the catalyst for local clean energy projects to move from concept to reality, and ultimately help communities invest in their economies," said Department of Energy Resources Commissioner Elizabeth Mahony. "DOER is pleased to offer META grants to these 24 communities to help them reduce energy use and long-term energy costs by implementing clean energy projects and solutions."

principal of Crossroads DEIB and vice

The final Reframing Recruitment webi-

nar, "Key Takeaways from Vacancy to

META grants fund the services of expert consultants and contractors to assist with a diverse array of local clean energy projects. Applicants were eligible to apply for grants of up to \$15,000.

• List of municipalities and agencies that received awards



The state awarded 24 grants to cities and towns last month for clean energy projects.

# MMHR to hold HR101 boot camp in Boylston on May 11

The Massachusetts Municipal Human Resources association will offer its annual HR101 boot camp as a full-day, in-person event on May 11 in Boylston.

The boot camp will cover core functions of the municipal HR office, including employee termination and/or separation, recent trends in labor law, municipal leave laws, and an HR101 roundtable with seasoned human resources professionals.

Featured speakers will include:

- Human resources consultant and former MMHR Chair Mary Beth Bernard and attorney Elizabeth Valerio of Valerio, Dominello & Hillman, who will discuss the path to termination or separation
- Attorney Nicholas Dominello of Valerio, Dominello & Hillman, who will discuss recent developments in labor law
- Alexandra Pichette, partner at Morgan, Brown & Joy, and Richard Gello, associate at Morgan, Brown & Joy, who will discuss employee leave laws, including the Americans with Disabilities Act, the Family and Medical Leave Act, and more

Additional sessions include "Top 5 Things Your HR Department Needs to Know" and an HR 101 roundtable discussion.



Mary Beth Bernard



Nicholas Dominello

Dominello

The boot camp is

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

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

The boot camp will be held at Cyprian Keyes Golf Club, 284 East Temple St., in Boylston.

The registration fee is \$100 for members and \$120 for nonmembers. A registration link is available at <u>www.mma.org</u>.

The MMA is advising in-person meeting attendees to keep up with the latest COVID vaccines for which they are eligible. 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.

# MunEnergy to hold webinar on summer energy costs

The MunEnergy program will hold a one-hour webinar on May 10 beginning at 11:30 a.m. to provide timely information about summer energy costs and sustainability opportunities for cities and towns.

Local officials will have the opportunity to learn about issues affecting energy costs as we head into the warm summer months. Participants will also hear about benefits of the MunEnergy program.

<u>Advance registration</u> is required in order to receive the link to attend.

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



For more information about the MMA's MunEnergy program, visit the program's webpage or contact MMA Deputy Executive Director Katie McCue at 617-426-7272, ext. 111, or kmccue@mma.org.



Elizabeth Valerio

Alexandra

Pichette

These protocols are subject to change based on the latest public health data and guidance.

Contact: MMA Education And Training Coordinator Lily Rancatore at lrancatore@ mma.org



# Secretary Hao meets with mayors, discusses housing needs

During a Massachusetts Mayors' Association meeting on April 26 in Fitchburg, Economic Development Secretary Yvonne Hao asks mayors to partner with the administration to help address the state's housing shortage, estimated at 200,000 units. She also discussed how housing and transportation issues are causing some college graduates and retirees to leave the state. "We've done a good job understanding the problems," she said. "Let's work together to fix them."

# AG reminds employers about laws for youth employment

With summer employment on the horizon, the office of Attorney General Andrea Campbell is reminding municipal officials of the laws relating to employment of workers under the age of 18.

The attorney general's office enforces laws relating to the <u>employment of</u> <u>workers under 18</u> and the payment of wages. The laws were written to protect young workers, who suffer injuries at much higher rates than adults and who need to balance work and education, according to Campbell's office.

Anyone responsible for employing or supervising minors should be familiar with the following legal requirements:

- Minors younger than 14 may not work except for a few exceptions, such as babysitting, working as a news carrier, working on farms, or working in entertainment (with a special <u>waiver</u>).
- Workers under the age of 18 need a new work permit for every job. The application for a work permit must be filled out by the parent or guardian, the minor, and the employer and submitted to the school district where the child lives or attends school. Minors who are ages 14 or 15 also need a physician's signature. (Click here for more information about work permits and to download an application.)
- Teens under age 18 may not do certain kinds of <u>dangerous work</u>. For a list of prohibited tasks for minors aged 14-15 and 16-17, visit the AG's website at <u>www.mass.gov/ago/youthemployment</u>.
- After 8 p.m., all workers under 18 must have the direct and immediate supervision of an adult supervisor who is located in the workplace and is



As summer approaches, the Attorney General's Office is asking municipalities to be mindful of labor laws applying to workers under age 18.

reasonably accessible to the minor.

• Massachusetts law controls how early and how late minors may work and how many hours they may work, <u>based</u> <u>on their age</u>. To determine the legal work hours, visit the AG's website at <u>www.mass.gov/ago/youthemployment</u>.

# Newly enhanced BioMap available to support local conservation efforts

The Massachusetts Division of Fisheries and Wildlife and The Nature Conservancy have enhanced an online resource, known as <u>BioMap</u>, that identifies critical lands and waters throughout Massachusetts most in need of conservation.

For more than 20 years, BioMap has been an important tool for proactive and high-impact conservation by state agencies, land trusts, municipalities, non-government organizations, academics, and other partners.

BioMap identifies the most critical habitats for rare species and the diversity and abundance of plants and wildlife. These resilient and intact ecosystems and landscapes are essential for both nature and people in the face of climate change.

BioMap's comprehensive synthesis of biodiversity identifies places that will stand the test of time and support ecosystem benefits such as clean air and drinking water, recreation opportunities, economic benefits, and public health and well-being.

# 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 di-

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The BioMap online resource identifies critical lands and waters throughout Massachusetts most in need of conservation.

The new BioMap adds local habitat data to complement statewide biodiversity information. The local habitats are specifically designed to support municipal decisions and funding, and they make BioMap relevant to many new communities. BioMap facilitates coordination and collaboration to achieve landscape-level conservation by galvanizing effective partnerships, resulting in greater collective success. Several grant programs offered by the Division of Conservation Services list Bio-Map in their criteria, including the Local Acquisitions for Natural Diversity (LAND) grant, and the Landscape Partnership Grant. These programs help communities obtain funding for land and water protection and build partnerships through shared conservation goals.

The BioMap hub includes web pages that explain the components of biodiversity, their importance, and how to access and apply the information.

BioMap now includes a Habitat Restoration Resource Center that provides recommendations and resources for stewardship actions to promote habitat resilience, restore ecological processes, and allow communities to adapt to climate change.

For more, visit <u>mass.gov/BioMap</u>. For questions or to request technical assistance, email natural.heritage@mass.gov.

rect 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.

# Federal, state agencies moving on emissions standards

### By Adrienne Núñez

Both federal and state agencies are moving quickly to tighten emissions standards for vehicles.

The U.S. Environmental Protection Agency recently announced proposed changes to emissions standards for <u>light- and medium-duty vehicles</u> and <u>heavy-duty vehicles</u> beginning in model year 2027, with progressively lower standards for each model year through 2032.

The EPA plans to hold virtual public hearings on light- and medium-duty vehicle standards on May 9 and 10, and on heavy-duty vehicle standards on May 2 and 3.

On March 30, the Massachusetts Department of Environmental Protection

amended the <u>Low-Emission Vehicle</u> <u>Program</u> to formally adopt the <u>Advanced</u> <u>Clean Cars II standards</u> developed by the California Air Resources Board.

The ACCII standards require automobile manufacturers to sell 100% zero-emission vehicles by model year 2035. The targets start with a 35% requirement in model year 2026 and gradually increase to 100%. Emissions standards for new gasoline-powered vehicles also become more stringent.

Adoption of the ACCII standards was required for compliance with the Massachusetts Clean Air Act and is intended to reduce emissions of toxic air pollutants and greenhouse gasses, improve air quality, and reduce the adverse impacts of climate change.



The U.S. Environmental Protection Agency is proposing changes to emissions standards for light- and medium-duty vehicles and heavyduty vehicles (including school buses) beginning in model year 2027.

# Administration names western Mass. director and deputy director



Kristen Elechko



deputy director. Elechko and Cook will serve as the primary liaisons for western Massachusetts residents to the governor's office. The Western Mass Office, located in the State Office Building in Springfield, was scheduled to open on May 1.

Gov. Maura Healey

has hired Kris-

ten Elechko of

Northampton as

and LaMar Cook

of Springfield as

director of her new

Western Mass Office

LaMar Cook

"Lt. Gov. [Kim] Driscoll and I are committed to leading an administration for all of Massachusetts, and that means making sure that the people of Franklin, Hampshire, Hampden and Berkshire counties have a direct line to my office," Healey said at a press event in Springfield on April 26. "Kristen and LaMar ... know the communities, they know the businesses, they know the needs and opportunities of the region."

Elechko and Cook will be responsible for collaborating with stakeholders, constituents and municipalities on issues concern-

ing the western Massachusetts region.

Elechko most recently served as regional director for U.S. Sen. Ed Markey, and has held interim leadership roles at Cancer Connection and the Womens' Fund of WMass Leadership Institute for Political and Public Impact, along with many years working in the outdoor industry.

Cook is co-founder of the Back to School Brighter Initiative, which provides children in Springfield with a fresh start to their academic year with free haircuts, backpacks and school supplies. He recently served as the director of Hotel UMass, and is a member of the Springfield Community Preservation Committee and a board member of the Massachusetts Lodging Association.

The Western Mass Office is located at 436 Dwight St., Suite 300, in Springfield. The phone number is 413-784-1200. ●



# **MMA explains rationale for UGGA increase**

During the April 11 meeting of the Local Government Advisory Commission at the State House, MMA Executive Director Geoff Beckwith (second from right) thanks Lt. Gov. Kim Driscoll (left) for the administration's proposed 2% increase for Unrestricted General Government Aid in its fiscal 2024 state budget plan. Beckwith also discussed the MMA's proposed revenue-sharing framework, which would use a three-year rolling average of state revenue growth to establish the local aid increase. For fiscal 2024, the proposed framework would increase UGGA by 6.13%. Seated to Beckwith's left is MMA President Jill Hai, the Select Board chair in Lexington, and to his right is MMA Vice President John McLaughlin, the Waltham City Council vice president.

# **MMA-Suffolk accepting applications for finance seminar**

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

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

The application for the fall 2023 session remains open through July 31. The application is available on the <u>MMA</u> website.

# Certificate in Local Government Leadership and Management

In September, in Barnstable and Danvers, the MMA and Suffolk University will launch the 21st and 22nd programs of the Certificate in Local Government Leadership and Management.

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

# **RURAL AFFAIRS**

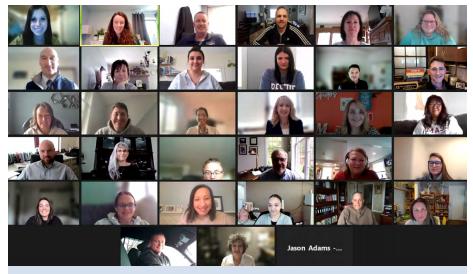
Continued from page 5

speaker for the event, discussed the administration's priorities and her deep understanding, as a longtime mayor and local official, of the issues facing local governments across the state. She used most of her time to solicit feedback and concerns from attendees.

She said the Healey-Driscoll administration understands that "one size fits all does not work" and creates inequities.

State Auditor Diana DiZoglio and Ben Tafoya, director of the auditor's Division of Local Mandates, discussed the auditor's priorities and recent studies on infrastructure updates, PILOT formula inequity, public safety staffing issues, and social service needs, as well as efforts to address inequities in the Chapter 90 formula while increasing the funding level.

"The challenges facing western Mass. are real," DiZoglio said. "There is a crucial need for investments right now."



Students from around the state gather online for their March 31 graduation from the spring 2023 MMA-Suffolk Municipal Finance Management Seminar. Twenty-eight students completed this 11th session of the seminar, for a total of 281 graduates since the program began in 2019.

25 Fridays from September through May. The application period for the Barnstable and Danvers programs has closed. The application period for the 2024 programs will open in January. For more information on any of the MMA-Suffolk programs, visit <u>mma.org/</u> <u>suffolk</u> or contact Katie McCue at 617-426-7272, ext. 111, or kmccue@mma. org, or Kate Evarts at 617-426-7272, ext. 172, or kevarts@mma.org. ●

Each of the speakers fielded questions and heard concerns from attendees. Formula-based funding inequities, broadband investment, regional school transportation, and public safety funding were common concerns.

The event closed with small group roundtable discussions about goals and priorities for the new director of rural affairs.

# Presentations

- <u>Building Blocks of a</u> <u>Massachusetts Rural</u> <u>Agenda</u>, by Sen. Joanne Comerford and Rep. Natalie Blais
- <u>Rural Rescue Policy</u> <u>Issues</u>, by the Office of the State Auditor ●



# AG Campbell addresses WEMO

Attorney General Andrea Campbell addresses the Women Elected Municipal Officials' spring symposium, which was held virtually on April 28. As the event's keynote speaker, Campbell encouraged female leaders to support one another and think creatively about civil service. She emphasized the need for unapologetic leadership and policies that protect marginalized groups. <u>Click here to view her WEMO keynote address</u>.

# **Online tool helps municipalities address light pollution**

# By Jennifer Kavanaugh

For communities seeking to reduce light pollution through new or updated lighting policies, the nonprofit DesignLights Consortium offers an online resource to help municipal leaders navigate the complexities of lighting design and regulation.

The Medford-based nonprofit recently launched "Responsible Light at Night for Local Governments," an <u>online tool</u> that includes information on outdoor lighting and the importance of protecting the night sky from overlighting, sample lighting ordinances, DLC performance criteria for dark sky-friendly lighting, and a list of products meeting those requirements, among other resources.

The DLC wants to help demystify lighting science for municipalities and emphasize the importance of keeping night skies dark, said Christina Halfpenny, the DLC's executive director.

"I think it's unfair to ask municipal leaders to become lighting designers," Halfpenny said.

To the extent that municipalities have to become involved in lighting design, however, whether it be for municipal lighting or the oversight of private development, she urges them to be thoughtful about how much light they actually need, and to "light for the purpose."

The DLC works with utilities, lighting designers, manufacturers, government entities and other stakeholders to create lighting criteria that keeps up with technological changes, and to improve energy efficiency, lighting quality, and people's experience of lighting.

Dark-sky advocates say that light pollution leads to increased energy consumption, disturbs plant and animal behavior, and negatively affects human health by disrupting people's sleep-wake patterns. In recent years, momentum has been building to protect the night sky from over-illumination.

In addition to the environmental and public health concerns, the DLC and others have been emphasizing the connection between lighting and social justice. Too often, they say, communities mistakenly equate aggressive lighting with safety and with crime prevention, and as a result, communities of color have faced a disproportionate burden of light pollution.

# Responsible Light at Night for Local Governments

Darkness is essential to all living things on Earth. People, plants, and animals all depend upon the natural rhythms of the day/night cycle to thrive. If not responsibly designed, outdoor light at night uses more energy than necessary, increases light pollution, creates discomfort for people, and negatively impacts wildlife and eccosystems. As lighting decision makers, it is critical that we create policies and make lighting choices that balance the importance of darkness with our society's need for quality illumination. Select a topic below to learn more.



A new online tool from the nonprofit DesignLights Consortium provides resources for addressing light pollution.

"If it's a public housing complex, or if it's a neighborhood that has a lot higher incidents of police action — if we just go in there unilaterally with a lot more light, brighter light — we really need to think about what it is we're trying to do with that light," Halfpenny said, "because there are unintended consequences of overlighting to the residents who live there."

She said a wide range of options exists for communities looking to reduce their lighting pollution, and some solutions can be as simple as making sure lights are shielded and are pointed down at the ground.

Halfpenny said her organization has been seeing an increase nationwide in municipalities addressing lighting issues through ordinances and code restrictions. The DLC website has a map and list of about three dozen Massachusetts communities with <u>outdoor lighting ordinances</u>.

The town of Hull, for example, has a zoning bylaw amendment scheduled for a Town Meeting vote on May 1. The bylaw, drafted with input from the DLC, would require developers of multifamily housing and commercial projects to submit a lighting plan, demonstrate that they're complying with certain lighting specifications, and prevent glare and light from projecting beyond the property.

Community Development and Planning Director Chris Dilorio said Hull hasn't had a formal process for handling lighting concerns and has been addressing issues on a project-by-project basis. He said officials have been noticing more issues with over-lighting over the past few years, particularly in the downtown area, with lighting from commercial projects spilling into neighboring properties and bringing glare onto streets.

The MMA also offers resources on lighting. In 2020, the MMA's Policy Committee on Energy and the Environment released its own <u>recommendation on</u> <u>municipal exterior lighting</u> <u>conversions</u> as part of the <u>MMA's Best Practices Series</u>. The recommendations involve shielding lighting fixtures, using an appro-

priate color temperature, and installing light-dimming features. ●



# LGAC discusses education funding

During the April 11 meeting of the Local Government Advisory Commission at the State House, Northfield Town Administrator Andrea Llamas emphasizes the need for additional per-student minimum new education aid. "Most of the towns around us are already approaching 70% of their budgets for education," she said, adding that communities and school districts are seeking an increase to \$100 per student.

# **Around the Commonwealth**

# New Bedford

# City takes multi-pronged approach to address housing needs

Armed with a new plan and federal funding, the city of New Bedford is tackling housing challenges from multiple angles, envisioning policies aimed at stimulating new development, repurposing vacant properties, promoting home ownership, and preventing homelessness.

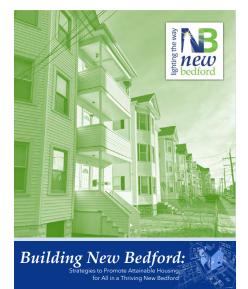
On March 29, the city released "Building New Bedford," a 32-page report detailing what the city has done, is doing, and plans to do to address its local housing shortage and affordability gap for residents, with a particular focus on increasing housing supply and lowering housing costs for residents by reducing costly development delays. The city also recently received millions in federal funding to help address another of the plan's central goals: reducing housing stability and homelessness.

Mayor Jon Mitchell and other city officials are also calling on neighboring communities to participate in the housing discussion, saying the city doesn't have the capacity to solve housing problems single-handedly for an entire region.

"As the urban center of its region, New Bedford is leading the way in helping to increase the supply of housing at every income level, and we are committed to working in concert with our suburbs to ensure that the burden is fairly shared across the region," Mitchell said. "The plan we just released spells out in detail how we in Greater New Bedford can make housing more attainable for everyone."

The plan, which took shape over the past several months, contains 22 measures divided into six categories: facilitating new housing production across income levels, making use of existing housing and space, promoting home ownership and independent living, updating the city's regulatory framework, establishing a regional housing approach, and addressing housing instability and homelessness.

Housing and Community Development Director Joshua Amaral said the plan calls for greater collaboration among city



New Bedford released its new housing plan on March 29.

departments and with public boards and committees to lessen barriers to development. Among other efforts, the city will pursue zoning changes to facilitate development and will aim to approve large projects within 90 days.

"We want to communicate to the development community that New Bedford is open for business," Amaral said.

Officials want to streamline the process for developers, but they are not willing to sacrifice quality of life for residents, or New Bedford's historic character, with its cobblestone streets and centuries-old buildings, Amaral said. Projects will still need to fit in with the surroundings, he said, and be responsive to the residents' concerns.

"It's a balance," Amaral said. "No two projects are the same, but I guess it's to say that we want to show that you can fast-track development, you can streamline things for developers and remove barriers to development, but also not totally open the floodgates to an unplanned community."

Besides trying to encourage new housing projects, the city will look to revive empty residential properties, get housing developed onto vacant lots, and sell unused city property and buildings that can be converted into housing.

New Bedford recently received more

than \$3.1 million from the federal HOME-American Rescue Plan Program to bolster housing stability and reduce homelessness. The city's use of the HOME-ARP money will include \$900,000 to develop affordable rental housing, \$700,000 for shelter beds, \$500,000 for rental assistance programs, and nearly \$600,000 for nonprofits providing supportive services and community housing development initiatives.

In early April, the city announced that the U.S. Department of Housing and Urban Development awarded more than \$2 million through its Continuum of Care program, which will go primarily toward supportive housing units to transition people out of shelters, Amaral said.

– Jennifer Kavanaugh

# **Beverly**

# Former school to be reused as affordable housing for seniors, artists

The city of Beverly held a ceremonial groundbreaking with state and local officials on March 6 at the site of a new housing project that will have 85 units for low-income seniors along with six live/work studio spaces for artists.

The 100-year-old Briscoe School, located near the downtown and closed since 2018, will be transformed into the Beverly Village for Living and the Arts.

The project was announced three years ago when the city sold the school property to Beacon Communities, a Boston real estate firm, and Harborlight Homes, a Beverly-based affordable housing nonprofit that has partnered with the city on other housing projects.

"We're excited this milestone has taken place, and Harborlight and Beacon are now building the new homes for Beverly seniors that have been long sought at Briscoe," said Beverly Mayor Michael Cahill at the event. "The ability for seniors to remain in Beverly, or to come to Beverly, and live in comfort and in high-quality affordable homes is something we work hard on and prioritize every day in this city."

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# **Around the Commonwealth**

# COMMONWEALTH

Continued from page 16



Beverly Mayor Michael Cahill (left) and Lt. Gov. Kim Driscoll talk during the groundbreaking ceremony for the Beverly Village for Living and the Arts on March 6. (Photo courtesy Joshua Qualls/Governor's Press Office)

Once it was determined that the building would be vacated, the city formed a team to review potential uses for the school, which had a lot of architectural and sentimental value to the city, according to Planning and Development Director Darlene Wynne.

"We knew we needed more housing for seniors, and [the school building] was suitable for one bedrooms and studios," Wynne said. "The classroom walls are so thick it became easy to convert for that use. ... We had priorities for historic preservation of the building and for preservation on site."

The \$55 million project, scheduled to be completed by September 2024, will receive funding from 17 different sources, including state and federal low-income housing tax credits, historic tax credit equity, MassHousing, subsidies from the state and city, and \$3 million from the American Rescue Plan Act. This project is the first in the state to use ARPA funding for affordable housing.

While much of the existing structure will be rehabilitated, Wynne said, some historical features will be preserved, including the theater. In addition to apartments and artist studios, the village will have amenities for residents such as fitness spaces, a library and computer learning center.

"This high need for senior housing is not unique to Beverly," Wynne said. "The population over 65 is growing more rapidly [than the general population], and those people are looking to leave single-family homes and downsize.

"We had done a housing needs analysis, and the need is everywhere but one need we identified was for independent living housing."

The building will feature a number of sustainable design elements, including electric vehicle charging stations, energy-efficient lighting and heating/cooling systems, and a stormwater mitigation system. The location is walkable to the MBTA commuter rail, a local bus system and the Council on Aging.

The city is engaged in a number of affordable housing projects, including a <u>Chapter 40R</u> "smart growth" development at Anchor Point, also in partnership with Harborlight, with 77 affordable apartments for families, 15 of which will be set aside for homeless families, as a part of Memorandum of Understanding entered by Beverly, Salem and Peabody to increase housing for homeless families and individuals.

"Identify your partners early on who can help champion a project and build support," Wynne said. "There is skepticism about creating new housing and the need for housing, and being able to demonstrate how big the need is is key."

– Meredith Gabrilska

# Winchendon

# Town transforming auto body property into park

As it converts one distressed property into a small waterfront park and sells another, the town of Winchendon is eyeing a better future for its downtown and the surrounding area.

Within the past two years, the town has acquired two deteriorating, tax-delinquent properties — an old auto body shop and an adjacent two-family home — with plans to sell the house and convert the auto body property into a park along the Millers River watershed. The sale of the home, combined with grant money, is expected to cover the park's estimated \$150,000 cost, said Town Manager Justin Sultzbach.



An auto body shop in Winchendon is being demolished for a park project. (Photo courtesy Winchendon resident Kyle Bradley)

By this summer, the Worcester County town along the New Hampshire border hopes to have a brand new park, a beautified gateway into downtown, a resolution to a tax problem, and a symbol suggesting that Winchendon's fortunes are on the rise, as grants and new business investments come into the community of just over 10,000 people.

"It's infrequent that you can find a project that's a win-win like that," Sultzbach said. "Ultimately, it's not going to cost the taxpayers a dime."

Sultzbach said the property owner didn't want the two properties anymore and owed Winchendon about \$100,000 in back taxes. So the property owner and the town came up with a potential solution: The owner would give Winchendon the properties in return for tax forgiveness.

Before bringing the deal to a special Town Meeting in the fall of 2021, the town conducted preliminary environmental testing to ensure that the "gift" wouldn't turn into an environmental headache. The town had been worried about rain that had been seeping through a damaged shed roof and onto old oil barrels, Sultzbach said, but the initial results on the site were encouraging.

"We didn't want to go to the citizens of Winchendon with a question mark in hand and ask them to take a leap of faith," Sultzbach said.

Town Meeting approved the deal and turned the property over to the Winchendon Redevelopment Authority. With the shop building now removed, the town is having additional environmental testing

**COMMONWEALTH** continued on 18

# **Around the Commonwealth**

### **COMMONWEALTH**

Continued from page 17

done. Officials said they hope to proceed with construction and landscaping, and aim to have the 100-by-100-foot park open this summer.

In April, the town was closing on the two-family house for \$120,000, Sultzbach said. To prevent the home from deteriorating further, officials included conditions requiring the new owner to upgrade the property within six months, with improvements including a new roof and new siding.

To finish the park, Sultzbach said, Winchendon is using grant money it acquired from the New York-based Robinson Broadhurst Foundation. The town is also defraying project costs by having its public works department pitch in, he said.

The \$150,000 estimated project cost will cover the park basics, including walkways, benches, trees and old-fashioned municipal lights. However, officials are also already envisioning a second phase — the installation of public art and plaques celebrating Winchendon's manufacturing past. The town is seeking additional grant funding to pay for those elements, Sultzbach said.

Kenneth LaBrack, chair of the redevelopment authority, said that the town's work on the two properties, and the resulting park, will reinvigorate that part of Winchendon and tie in with a similarly beautified park area nearby.

"We're eliminating two eyesores, and making Winchendon a lot better place to look at coming into town," LaBrack said.

The improvements reflect increased investments overall in the town, LaBrack said. Businesses including a cannabis grow facility and a brewery are coming into Winchendon, he said, and officials are looking forward to the June opening of a new amphitheater, built with a \$4 million gift from the Robinson Broadhurst Foundation.

"There's a lot of nice little things happening in town," LaBrack said, "and we're hoping the combination of these will start bringing in people, and hopefully they would spend some money in town." - Jennifer Kavanaugh

# Cummington

# Rural town establishes cultural district to mark arts heritage

On March 22, the rural town of Cummington received a Cultural District Designation from the Mass Cultural Council, the culmination of years of work.

The western Massachusetts town began the process in 2019, when a group of residents, with support from the Selectboard, formed the Cummington Ad-hoc Cultural District Planning Committee. Working alongside <u>Hilltown Community</u> <u>Development</u> to develop an application and work plan, the committee submitted an application in late 2021.

# The new Cummington Cultural Dis-

trict has three main goals: community cohesion, collaborative programming and marketing, and enhancing and improving space and buildings through art and culture.

"Our elementary school was closed and sits vacant, and we want to revitalize that space," said Cummington Selectboard Member June Lynds, the board's liaison to the committee. "But our Main Street is what is designated as the cultural district. Main Street is unique in a lot of ways. A lot of towns don't have a walkable main street."

Main Street, which has remained compact and walkable thanks to the rerouting of Route 9, features many of the town's cultural highlights. It also runs parallel to the Westfield River.

John Bye, co-chair of the Cummington Cultural District Committee, said the town has a long history of supporting the arts. It has been home to a number of renowned poets, including William Cullen Bryant and poets laureate Richard Wilbur and William J. Smith. Highlights of the town's cultural significance include the William Cullen Bryant Homestead, the Kingman Tavern Historical Museum, Cummington Community House, Old Parsonage, Cummington Village Church, and the legacy of the former Cumming-



The Community House, given to the town of Cummington in 1923 by Worcester Warner, currently houses the municipal offices.

ton Community of the Arts.

"Why would a little town with fewer than 900 people measure up as a cultural district? It's because of our history and what we've got, which is an extensive history with the work of and presence of artists of all sorts," Bye said.

The town also applied for and received a \$15,000 grant from the Mass Cultural Council, and the designation puts the town in a stronger position to seek other grants.

The local committee hosted a Full Circle pancake breakfast on April 29 to celebrate the town's achievement and to gather ideas from the community about putting the funding to use.

"What comes next will come from the folks who live here, not from us," Bye said.

The state established the Cultural District Designation in 2011 to drive economic growth, strengthen local character, and improve quality of life. Fifty-five communities across the state have received the designation.

"All along we were able to visualize the assets and imagine them as they might be," Bye said. "This designation will help us to achieve some of that imagination."

### – Meredith Gabrilska

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

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# Weather trends intensify need for building resiliency

#### **By Jennifer Ranz**

Recent weather-tracking analysis underscores a trend of rapidly intensifying storms throughout the United States, including storms with hurricane force winds and torrential rains. An <u>extensive</u> <u>study by the First Street Foundation</u> published in February finds that coastal areas up and down the East Coast and Gulf Coast will see major increases in economic losses due to hurricane winds over the next 30 years.

Across the U.S., approximately 3.5 million properties are currently in danger of experiencing Category 5 hurricane force winds, according to the First Street analysis, and that number is expected to increase to more than 5.6 million over the next three decades.

In Massachusetts, Plymouth and Essex counties are expected to see some of the highest increases in losses — 69% and 77%, respectively. The First Street report also indicated that winds will track further inland, meaning more than just coastal communities will be impacted.

Stephen Batchelder, vice president of Claims Operations and Risk Management at MIIA, said municipal weather-related



Over the next 30 years, intensifying storms are expected to cause more damage to communities along the East Coast, a new study finds.

losses often have multiple and overlapping elements, including water damage, wind damage, lightning, and convection — with freeze-ups due to extreme cold being the most consistent issue statewide. Over the past three years, three different "catastrophe"-designated storms impacted MIIA members, with property losses totaling more than \$18 million.

"Water in any form is the enemy to us, and we're seeing more frequent, more severe, tropical-type storms, in addition to the issues we see with winter storms and cold weather," Batchelder said. "This is definitely something we are facing from a building maintenance perspective — from flooding due to heavy rains to clogged drains on roofs to lightning strikes."

### **Mitigation strategies**

The increase in weather threats also increases the need for resiliency planning. One of the most effective steps municipalities can take, Batchelder said, is to include an experienced facilities professional in all building and preventative maintenance planning.

"Facilities professionals bring a valuable perspective on how to most efficiently maintain and update a municipal building," he said. "They have relevant insights into what it takes to effectively maintain a building over the long term."

In existing buildings, municipalities can boost resiliency by having a written mitigation policy in place ahead of storms, and an ongoing maintenance plan that is regularly updated and frequently implemented, according to Ken Wertz, executive director of the Massachusetts Facilities Administrators Association.

"Storm planning should be compre-

MIIA continued on 30

# **MIIA: Amusement rental risks are best avoided**

### **By Jennifer Ranz**

Amusements such as bounce houses, riding bulls and trampolines may seem like a good idea for increasing the fun factor at city or town events, but they also bring a high risk of injury. And because they aren't typically covered under general liability insurance, related financial losses are also a risk.

More than 18,000 bounce house injuries and more than 100,000 trampoline injuries are treated in emergency rooms each year, according to the U.S. Consumer Product Safety Commission. A study published last year in the <u>American Journal of Emergency</u> <u>Medicine</u> found nearly 28,000 reported mechanical bull injuries in emergency rooms over a 20-year period.

When renting bounce houses or other amusements, the vendor typically requires a contract obligating the renter to provide up to \$1 million in insurance coverage and to assume responsibility for any loss that arises from the rental event, according to Stephen Batchelder, vice president of Claims Operations and Risk Management at MIIA. When attempting to comply with this provision, municipal entities may expose themselves to a much higher liability exposure above the \$100,000 damage cap afforded under Chapter 258 of the Massachusetts General Laws, he said. In addition, many general liability coverage forms exclude this type of exposure, due to the high risk of injury.

"From a risk management perspective, these rentals can lead to injuries as well as contractual and coverage complexities," Batchelder said, "and so we recommend avoiding them."

For more information, contact your community's insurer or your MIIA account manager.

### **DIRECTOR'S REPORT**

Continued from page 2

offered their spending blueprints, which take a mostly status quo approach toward municipal and K-12 education accounts, funding the Student Opportunity Act, and investing in needed reimbursement programs.

We thank the House for funding year three of six of the landmark Student Opportunity Act, doubling Chapter 70 minimum aid to \$60 per pupil, funding the state's statutory requirement for charter school mitigation payments, as well as regional school transportation, and transportation for homeless students under McKinney-Vento. Rural school aid would receive a 45% increase over the current fiscal year, and Payments-in-Lieu-of-Taxes (PILOT) to cities and towns would hold communities harmless from recent property valuation changes. These are welcome investments that generally follow the contours of recent state budgets.

# Our state's prosperity depends on full and adequate revenue sharing

Yet the challenge remains that a mostly status quo state budget will see too many communities cut back on existing services or forgo necessary investments. This is a huge problem, because without strong localities and robust municipal services, the state's economy will suffer, and in the long run the Commonwealth will see a reversal in its fiscal fortune.

The state's prosperity depends on a full and adequate revenue sharing program for cities and towns. This brings us back to the issue of funding for discretionary local aid, officially known as Unrestricted General Government Aid.

For the past eight years, UGGA has followed a revenue sharing compact that increases aid each year by the same rate of growth as state revenues, providing predictable increases in unrestricted municipal aid, with a framework that is affordable for the Commonwealth because it uses a growth index that matches the state's revenue capacity.

During the past three fiscal years, however, as the state benefitted from record tax revenue collections, the method of calculating state revenue growth was flawed. UGGA increases were substantially lower than the actual revenue growth rate. This was a major reason why the Legislature doubled the initial UGGA increase from 2.7% to 5.4% in its fiscal 2023 state budget, a step that local leaders and the MMA applaud and deeply appreciate.

To avoid this problem in the fiscal 2024 budget cycle, the MMA is calling for the \$1.23 billion UGGA account to be increased using a stable measure of state revenue growth. Using a rolling threeyear average of state revenue growth would anchor the framework with real data, while evening out large swings and avoiding the flaws that have kept revenue sharing increases below the actual growth in the state's fiscal capacity.

Instead of the below-inflation 2% increase proposed by the governor, or the smaller 1.6% increase in the House budget, UGGA funding should be based on a more accurate calculation of the recent growth in state revenues. This would generate a 6% increase of \$75 million, allowing cities and towns to keep pace with inflation. This would approximate the increase that the Legislature initiated last year and move communities forward with UGGA funding that is much closer to the actual need.

While we all hope that the state's recent level of tax growth will continue, we understand that state leaders need to be cautious about the future. Our concern for local governments is that if the base of UGGA is not adjusted for fiscal 2024, and subsequent tax collections for future years are more modest, cities and towns will continue to lag far behind.

# Preserving the Lottery's mission to support cities and towns

As we discuss the need for a strong state-local fiscal partnership, the conversation also involves the largest revenue source that the state uses to fund local aid: the Massachusetts State Lottery. Over 50 years ago, the Lottery was established for the sole purpose of supporting cities and towns. According to the State Lottery Commission, in the most recently completed fiscal year (fiscal 2022) the Lottery generated \$1.105 billion in net proceeds to the state, supporting approximately 94.6% of the Commonwealth's annual appropriation for Unrestricted General Government Aid.

An outside section of the House budget would authorize an online Lottery (iLottery), and use those funds for early education and child care operational grants. We appreciate the interest in expanding Lottery operations to compete in a rapidly changing market. But due to the overwhelming needs of local government, it is vital that all Lottery revenues remain with cities and towns.

The MMA has been, and continues to be, actively engaged in conversations with the State Treasurer's Office about the expansion of the Lottery to an online platform. Authorizing iLottery products has been a subject of debate ever since the state expanded the gaming marketplace and escalated competition from online sports betting. Regardless of the outcome of this debate, we ask that all Lottery proceeds be used to fund local aid. This would preserve the Lottery's original purpose and maintain the Lottery as the Commonwealth's most important resource in funding Unrestricted General Government Aid.

The MMA is concerned that an expansion to online platforms would reduce revenue raised by the Lottery's traditional in-person products. Few states that have started an iLottery are comparable to the size and scope of the Massachusetts State Lottery, and data regarding the cannibalization of in-person games by online offerings is too new to offer a reliable guide. In a mature market such as Massachusetts, it is highly probable that a large portion of iLottery revenues would come at the expense of existing games.

For this reason, as this measure moves through the Legislative process, the MMA respectfully urges that online Lottery proceeds be exclusively used for the Lottery's intended focus, which is to support cities and towns. This is the Lottery's mission, and we ask the state to protect this vital revenue stream that accounts for the overwhelming amount of discretionary local aid that cities, towns and taxpayers rely on to fund essential municipal and school services and balance local budgets.



# LGAC gets state revenue update

During the April 11 meeting of the Local Government Advisory Commission at the State House, Administration and Finance Secretary Matthew Gorzkowicz (right), tells local leaders that state revenue collections are running \$230 million above updated fiscal 2023 benchmarks through the first three quarters of the fiscal year. He added that April is a big month for revenue collections, and said April numbers will be released in early May. Seated next to him is Quentin Palfrey, the state's director of federal funds and infrastructure.



# Councillors examine social media policies

Ann Marie Noonan, an attorney with Valerio, Dominello & Hillman, discusses social media guidelines during a statewide meeting of the Massachusetts Municipal Councillors' Association on April 27 in Worcester.

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# BUDGET

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## **Charter schools**

The House bill includes a total of \$230 million for charter school mitigation payments, which would cover 100% of the state's statutory obligation as outlined in the Student Opportunity Act.

# Special Education Circuit Breaker

The House budget includes \$506 million for the Special Education Circuit Breaker account, a \$65 million increase over fiscal 2023. The Student Opportunity Act expanded the circuit breaker by including out-of-district transportation, the cost of which is reflected in the House's increase.

The MMA and education stakeholders will continue to seek additional funding to address out-of-district special education tuition increases, which will increase by 14% in fiscal 2024.

# **Rural school aid**

The House budget includes \$10 million for rural school aid for eligible towns and regional school districts, representing a 45% increase over the current year. The rural schools grant program helps districts facing declining enrollments to identify ways to form regional school districts or regionalize certain school services to create efficiencies.

The MMA will continue to advocate for fulfilling the <u>recommendation last July</u> <u>of the Commission on the Fiscal Health</u> <u>of Rural School Districts</u> to fund this account at \$60 million.

# **School transportation**

The House budget would fully fund regional school transportation aid, bringing the account from \$82 million this year to \$107 million. The budget would also fully fund the transportation of homeless students under the federal McKinney-Vento program, bringing that account to \$28.6 million. The House budget does not have a line item for outof-district vocational transportation, which was funded at \$250,000 for fiscal 2023.

# PILOT

Matching the governor's proposal, the House bill would fund payments-in-lieuof-taxes (PILOT) for state-owned land, at \$51.5 million, a 14% increase over fiscal 2023. The increase is intended to ensure that no municipality would see a decrease in its PILOT payments due to recent valuation changes.

# **Electronic Lottery**

Through an outside section, the House bill would authorize an online Lottery (iLottery), with \$200 million of the resulting new revenue targeted to early education programs. The MMA continues to advocate for online Lottery proceeds to be solely used for the Lottery's intended purpose, which is funding the Commonwealth's revenue sharing through Unrestricted General Government Aid. This is consistent with the Lottery's mission and necessary to protect a vital revenue stream that accounts for the overwhelming amount of discretionary local aid that cities, towns and taxpayers rely on to fund essential municipal and school services and balance local budgets.

# **Emergency medical services**

In another policy matter, the House adopted a provision this week that would provide financial relief for emergency medical service providers for the transport of patients who are eligible for both Medicare and MassHealth.

When these patients need an ambulance, Medicare covers a portion of the cost, and MassHealth covers the remainder. This is known as a "MassHealth crossover" because the claim crosses over to MassHealth for the cost that Medicare doesn't cover. The proposed support would reimburse the 20% copay for ambulance patients who are primarily insured by Medicare.

The MMA advocated for this change in partnership with key stakeholders, including the Professional Fire Fighters of Massachusetts, the Fire Chiefs Association of Massachusetts, and the Massachusetts Ambulance Association.

# Next steps

The state budget process now moves to the Senate, where the Ways and Means Committee is expected to release its recommendation in mid-May. The House and Senate will then need to reconcile their two plans before sending a final bill to the governor for her consideration by the beginning of the fiscal year on July 1.

During the remainder of the budget process, the MMA will work to build on the progress in the House's proposal by advocating for a greater increase in Unrestricted General Government Aid, Chapter 70 minimum aid, special education relief, and protecting local aid with regards to iLottery proceeds.



# **Palfrey meets with LGAC**

During the April 11 meeting of the Local Government Advisory Commission at the State House, Quentin Palfrey, the state's new director of federal funds and infrastructure, tells municipal leaders that he's "really excited" to work with communities of all sizes. "I think this is a unique moment" in terms of availability of federal funds, he said. Palfrey will head an interagency task force to pursue federal funding for infrastructure, climate and economic development projects. Seated next to Palfrey is Sean Cronin, deputy commissioner at the Division of Local Services.

# **Decarbonizing Communities and Campuses event is May 3 in Worcester**

PowerOptions, in partnership with Northeast Energy Efficiency Partnerships, is presenting a hands-on, full-day event called <u>Decarbonizing Communities</u> <u>and Campuses</u> on May 3 at Holy Cross College in Worcester.

The event will provide case studies, pathways and tangible solutions in a collaborative, interactive format. Participants may network with colleagues and learn what has worked and where the challenges are while collectively problem-solving in segment-specific tracks led by industry experts and peers.

The event is appropriate for municipalities, schools, colleges and universities, hospitals, senior living facilities, YMCAs, housing authorities, and other nonprofits — no matter where they are in the sustainability planning process. A big part of the program will be a discussion of available funding opportunities.

Session leaders include Winchester Sustainability Director Ken Pruitt.

Decarbonization has become a priority

across every sector, creating new challenges and opportunities. From planning to implementation to stakeholder engagement, there are moving parts that must align for the successful achievement of sustainability goals. The Inflation Reduction Act offers funding to help with the transition, but navigating the plethora of grant and funding opportunities adds another layer of complexity.

General tickets are \$75 and member tickets are \$50. <u>Click here for more informa-</u> <u>tion and to register</u>.

# **EXECUTIVE DIRECTOR**

Continued from page 1

Founded in 1979, the Massachusetts Municipal Association is the statewide private, nonprofit, nonpartisan organization of cities and towns that brings municipal officials together to articulate a clear and united municipal message, develop and advocate for unified public policies, share information, and work together to increase the effectiveness of local government. The MMA is governed by a 36-member <u>Board of Directors</u> composed of municipal officials elected by their peers from across the state.

The executive director and CEO works with the Board of Directors to provide overall leadership to the organization, advancing strategic initiatives and programs to achieve the MMA's mission to improve the effectiveness of local government in Massachusetts. The executive director and CEO is responsible for management and oversight of the MMA's operations, finances, programs, services, and advocacy agenda, ensuring that the organization maintains the highest standards of integrity and professionalism.

For more information, contact Mercer Group associates Jim Miller at 612-581-9972, Ellis Hankins at 919-349-8988, or Lisa Ward at 706-983-9326.

<u>View job advertisement</u>

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# RECRUITMENT

Continued from page 6

Breaker and Julius discussed the importance of transparent communication during the interview process. Information about the location of the interview, parking instructions, the anticipated timeframe of the meeting, and who will



# **Officials lead discussion on happiness**

On April 13, Southborough Assistant Town Administrator Vanessa Hale (left) and East Bridgewater Town Administrator Charlie Seelig lead a discussion based on Robert Waldinger's book, "The Good Life: Lessons From the World's Longest Scientific Study of Happiness." The interactive discussion kicked off a joint meeting of the Massachusetts Municipal Management Association and Massachusetts Municipal Human Resources in Devens. participate should be shared with the candidate beforehand.

Each panelist shared her favorite "out of the box" questions to ask during an interview, which can help the hiring team better understand a candidate's personality and how best to support them in the workplace. They also clarified how to approach the process in a holistic way, leverage existing resources, and analyze what makes your community competitive.

During a 15-minute question and answer period, attendees asked about redacting information from resumes, interviewing internal hires, and prioritizing diversity throughout the process.

• View the April 19 webinar

The remaining Reframing Recruitment webinars are:

- <u>Reframing Recruitment: What</u> <u>Happens After the Offer</u> – May 17
- <u>Reframing Recruitment: Key</u> <u>Takeaways from Vacancy to Post-</u> <u>Recruitment</u> – June 14

# People



Brian Arrigo

**Brian Arrigo**, who served for more than seven years as Revere's mayor and had been serving as president of the Massachusetts Mayors' Association, became the new commissioner of the Department of Conservation and

Recreation on April 24.

Arrigo was first elected as mayor in 2015, and continued in the role until April 21. During Arrigo's tenure as mayor, the city produced Next Stop Revere, its first master plan in more than four decades, created a 311 constituent service, established a Substance Use Disorder Initiatives office to address opioid abuse, and brought in hundreds of millions of dollars in public and private investment. In January, he became president of the Mayors' Association, but stepped down when he assumed the state role.

Before becoming mayor, Arrigo served four years on the Revere City Council. Previously, he worked as the operating budget manager at the MBTA, as the director of operations for the Somerville Water and Sewer Department, as a budget director for the District of Columbia's City Council, and as deputy budget director and fiscal policy analyst for the Senate

Ways and Means

in 2006. He has a

three years, starting

bachelor's degree in

government from

Suffolk University.

**Revere City Council** 

President **Patrick** 

Keefe Jr. has now

become the city's

acting mayor.

Committee for



Patrick Keefe Jr.

Former Bedford Town Manager **Sarah Stanton** last month became the state's new undersecretary of economic strategies in the Executive Office of Housing and Economic Development.

On April 20, Economic Development Secretary **Yvonne Hao** announced that



Sarah Stanton

Stanton was joining her office to focus on the state's tourism and international trade sectors and to lead efforts on the Workforce Skills Cabinet and assist with coordination of federal funding opportunities, among other responsibilities.

Stanton had been serving as Bedford's manager since October 2018. She previously worked as budget director in Cambridge, finance director and city auditor in Salem, chief procurement officer in Woburn, special assistant to the town manager in Ipswich, and executive assistant in Haverhill. She is an adjunct professor of city planning, political science, and public administration graduate programs at Boston University, Merrimack College, and Northeastern University. She has a bachelor's degree in political science from Plymouth State University, and a master's degree in public administration from Northeastern University.

In Bedford, **Colleen Doyle**, the town's assistant town manager of human resources and administration, is now serving as interim town manager.

On April 18, Austin

Cyganiewicz

in Rutland.

became the new

Since July 2019,

Cyganiewicz had

been serving as

the director of

intergovernmental

affairs in Acton. He

town administrator



Austin Cyganiewicz

previously worked as a data analyst for ClearGov in Maynard. He had served on the Winchendon Board of Selectmen and on the Montachusett Regional Vocational Technical School District Committee in Fitchburg. He has a bachelor's degree in political science and government from Fitchburg State University and a master's degree in public administration from Clark University. In Rutland, Cyganiewicz fills the role that was held by **Ron San Angelo**, who left in spring 2022. **Gary Kellaher** had been serving as the interim town administrator.



Gordon "Buzzy" Barton

### **Gordon "Buzzy" Barton**, a Lynn city councillor and longtime public servant, died on April 5 at age 70.

A lifelong Lynn resident, Barton had served as an at-large councillor since 2012, and was the council's

vice president at the time of his death. He chaired the council's Public Safety Committee, and had served on the Lynn Retirement Board and on the Lynn Park Commission. A retired firefighter, he served on the city's fire department from 1976 to 2004, and was union president for four years. He was also a longtime high school basketball coach.

On April 25, **Nicole McClain** was sworn in to fill the remainder of Gordon's term, through 2023.

# 



William Macek, who served more than more than a quarter century on the Haverhill City Council and recently came out of retirement to work in the mayor's office, died on April 18 at age 71.

William Macek

Macek served on the council for 26 years before retiring in 2021. In January, Mayor **James Fiorentini** announced that Macek was returning to City Hall to serve as his deputy chief staff as part of an office reorganization. Professionally, Macek spent many years as a radio announcer, worked in real estate, and later became an attorney.

Former Newburyport Mayor **Byron Matthews** died on March 25 at age 94.

**PEOPLE** continued on 25

# People

### **PEOPLE** Continued from page 24



Byron Matthews

veteran of the U.S. Marine Corps, he became director of the North Shore Economic Council after his time in City Hall and was later recruited by Gov. **Edward King** to serve as what was then known as the secretary of communities and development.

As Newburyport's

Matthews led the

city from 1968 to

1978, according

to The Daily News

of Newburyport.

Before becoming

mayor, he served three terms on the

City Council. A

first full-time mayor,

Matthews also served as a member of the building committee for the Newburyport Public Library when it was renovated and expanded, and served a term on the Newburyport Redevelopment Authority. In 2011, the city dedicated a granite monument in his honor.

# Correction

A People item in the April issue of The Beacon incorrectly spelled the last name of Winchester Town Manager **Beth Rudolph** on first reference. We apologize for the error.

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.

# Galkowski Legacy Fund accepting applications

The Nancy Galkowski Legacy Fund, which supports professional development opportunities for anyone working in local government, especially those looking to further their municipal management career, is now accepting applications.

Past awards have included funding for training by the <u>ICMA</u>, <u>SHRM</u> and <u>GFOA</u>, the <u>MMA-Suffolk Municipal Finance Seminar</u>, and various independent trainings. Any professional development training or

# New select board members elected

The following are new select board members elected in annual town elections from April 1 through April 25.

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

Ashburnham: Abby Arpano Ashby: Douglas Leab Athol: Brian Dodge **Barre:** Mark Regienus **Belmont:** Elizabeth Dionne Blackstone: Daniel Patrick Keefe Canton: Christopher Albert, John McCourt Carver: Dan Ryan **Chelmsford:** Erin Drew **Dighton:** Nicole Mello Holbrook: Patricia Conway, Catherine Goldrick Kingston: Eric Crone Lakeville: Brian Alan Day Middleborough: Thomas White Millbury: Brian Sora Milton: Benjamin Zoll **Needham:** Catherine Dowd **Norwood:** Michael Saad Oak Bluffs: Dion Alley, Tom Hallahan Plainville: Maggie Clarke Raynham: Kenneth Collins Rockland: John Ellard **Royalston:** Shelby Bronnes Seekonk: Pamela Pozzi Somerset: Jamison Souza **Stoneham:** Timothy Waitkevitch Sturbridge: MaryLou Volpe **Swampscott:** Douglas Thompson Tewksbury: Patrick Holland Townsend: Joseph Shank

class will be considered, with the exception of college tuition and the MMA-Suffolk Certificate in Local Government Leadership and Management.

The <u>online application</u> form must be completed by May 26. The Legacy Fund Committee will consider applications and make awards.

Galkowski had a 35-year career in municipal management in Massachusetts and a Ware: Jack Cascio Wayland: Anne Brensley, William Whitney West Bridgewater: Jeffrey Ryan Westport: Manuel Soares Westwood: Joseph Previtera Wrentham: Michelle Rouse ●



# ATFC explores grant process

Jennifer Raitt, executive director of the Northern Middlesex Council of Government, discusses grant opportunities during the Association of Town Finance Committees' spring conference on April 29 in Stow. Raitt participated in "The ABCs of Grants" panel, which featured an overview of federal and state funding sources, and the municipal grant process.

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

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

# EMPLOYMENT **OPPORTUNITIES**

#### **Building Commissioner/Zoning Enforcement Officer Town of Westminster**

The town of Westminster is accepting applications for the position of Building Commissioner/Zoning Enforcement Officer. This is a full-time, 35 hour per week department head position with excellent benefits. Some responsibilities include, but are not limited to, planning, organizing and supervising inspection work to ensure compliance with life safety, structural, light, ventilation and other pertinent local and state regulations; oversee the issuance of required permits applicable to building construction; and review plans for zoning compliance. Serves as the Code and Zoning Enforcement Officer for the town. Must have a minimum of two years' experience as a certified building commissioner/inspector of buildings in a municipal setting. Required Certifications: Building commissioner/inspector of buildings by the Board of Building Regulations and Standards (BBRS) and Massachusetts Building Commissioner, per M.G.L. Ch. 123, S3. Strong commercial and zoning experience necessary for the success of the office and position; ability to work with the general public and staff in a courteous and tactful manner; and strong supervisory experience required. Must possess a valid Massachusetts driver's license. Salary Range: \$61,120-\$85,000 annually commensurate with education and experience. Full job description and application: www. westminster-ma.gov/human-resources. Deadline: Friday, May 19, with a proposed start date July 1. EOE

#### **Executive Assistant** Town of Chatham

Come join Team Chatham! Town of Chatham, Mass., seeks a highly skilled administrative professional to provide administrative support to the Select Board/ Town Manager's Office. Is this job the perfect fit for you? Find out by viewing www.chatham-ma.gov for more information regarding experience, education, skills and abilities required to be the top candidate. Position is 40 hours/week and includes evening meetings. Starting biweekly salary is \$2,385.60-\$2,505.60 (\$62,025.60-\$65,145.60). Position is eligible for a \$500 bonus upon hire and \$2,000 bonus upon successful completion of six-month probationary period. Please email cover letter and resume to jobs@ chatham-ma.gov. Position will remain open until filled. ADA/EO/AAE

#### **Commercial Assessor City of Cambridge**

The Commercial Assessor (hybrid eligible) is responsible for determining values for commercial, industrial and mixed use properties and supporting the values. Duties include field and office review and analysis of commercial sales, rents, income and expenses, including calculation of indicated capitalization rates, verification of financing terms and other factors to define arm's length transactions and validating market values. Candidates will have extensive knowledge of appraisal methods and techniques in assessment, valuation and mass appraisal valuation experience, including Massachusetts state statutes that govern the assessment of real estate. Provides analytical review of submitted data, reconstruction within tables and data entry of income and expenses in a workable format.

Prepares reports utilizing a variety of computer software programs including Microsoft Word, Excel, Access, SPSS, ArcView/GIS, and Vision (CAMA software). Utilize CAMA system valuation and serve as a member of the Board of Assessors. Bachelor's degree from an accredited college or university in finance, real estate, accounting, business administration, or a related field. Three years' experience in valuation, appraisal or assessment of income producing properties. Salary: \$105,467-\$130,571 annually, plus excellent benefits. Submit your resume and cover letter via email to: employment@cambridgema.gov by May 3. We are an AA/EEO employer.

#### Assistant Superintendent/Director of Finance and Operations **Billerica Public Schools**

Assistant Superintendent/Director, Finance and Operations (Note: title depends on license held by successful candidate). Qualifications: Degree in public school administration, business, finance, accounting, or related field, including advanced coursework. A minimum of four years of successful employment in one of the above fields, including at least two years in a supervisory role at a managerial level. Must be certified (or certifiable) by the Massachusetts Department of Elementary and Secondary Education as an Assistant Superintendent or Business Manager. A proven ability to relate and communicate with a variety of constituencies including, but not limited to: administrators, parents, school committee members, other school staff, and human service agencies. A proven ability to develop and administer diverse budgets. Demonstrated ability and experience with computers, in particular, databases, spreadsheets, and word processing. Reports to: Superintendent of Schools. Supervises directors and personnel in the Business Office, Payroll Office, Information Systems, Transportation, Nutrition Service, Buildings and Grounds, and Ice Rink. Job Goal: To administer the business affairs of the district in such a way as to provide the best possible educational and

other services with the financial resources available and derive maximum benefits from the prudent expenditure of every school dollar. Performance Responsibilities: Assist in the annual school budget preparation: compiles necessary statistical data; finalizes the documents to be used in the budget development/management; and submits periodic reports to personnel with budgetary responsibility while informing them of their expenditures and balances. Make provisions for the continuous improvement of the school district's business services. Organize and maintain effective and efficient modern office procedures. Assist in recruiting, screening, hiring, assigning, supervising and evaluating personnel in the offices under his/her jurisdiction. Responsible for audits made by local, state and federal representatives as well as internal audits made on all school records. Maintains accounting system and audits on all federal projects. Prepare specifications for and purchase supplies, materials and services. Solicits and tabulates bids to recommend purchases to the School Committee. Supervise all school payrolls. Plan and supervise with the Director of Facilities all maintenance of buildings, grounds and equipment. Schedules duties, supervises and evaluates the work of custodial and maintenance personnel. Work with the Massachusetts School Building Authority on all municipal school building projects from initial stage "Statement of Interest" through reimbursement submitted and final audits. Prepare transportation contracts and supervise their execution. Transacts all financial transportation matters involved and assists where needed. Administer the cafeteria services and the school lunch program with the Director of Nutrition Services. Assist Superintendent with collective bargaining process and contracts for custodians, clerks and cafeteria personnel. Handle all non-school use of school properties including, but not limited to: scheduling, rate setting, collecting and accounting of fees, after use inspection, and semiannual reports to the School Committee and

CLASSIFIEDS continued on 27

# **Classified advertising rates and information**

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

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

#### **Classified advertising rates**

Classified ad rates include publication in The

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

#### Member rates

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

#### Nonmember rates

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

**Beacon deadlines and publication dates** 

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

### June Beacon

Deadline: May 26 Publication: June 1

### Summer Beacon

Deadline: July 12 Publication: July 18

#### Placing an ad

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

#### For more information, call Amanda Brangwynne at the MMA at 617-426-7272.

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

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

# CLASSIFIEDS

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the Superintendent. Attends all School Committee meetings, town meetings and local and public meetings when requested by the Superintendent and works cooperatively with other town departments. Initiate and administer in-service training for all non-teaching personnel. Submit periodic reports as appropriate (at least annually) on business matters and maintenance of school facilities. Manage the district's insurance programs and files all claims. Prepare all end-of-year school reports and audits. Responsible for overseeing the successful and efficient design, implementation, management and integration of information systems, including computer technology, data communication, voice communication, Internet communication, network infrastructure, and electronic building security systems. Work closely with heads of departments to identify business and technology solutions which would improve the productivity, cost and efficiency within those departments. The Assistant Superintendent/Director, Finance and Operations may perform other duties and responsibilities as defined and requested by the Superintendent and/or the School Committee. Terms of Employment: Negotiable with salary established by the School Committee. Please apply on School Spring (www.schoolspring.com). Job ID# is 4223762.

#### Treasurer/Collector Town of West Brookfield

The Treasurer/Collector manages the town's cash and is responsible for the deposit, investments, and disbursement of town funds. The Treasurer/Collector is authorized to issue debt on behalf of the town upon approval of the Board of Selectmen and prepares for the sale of long-term bonds by working with the town's financial advisor, bond counsel, Town Administrator, and the Town Accountant. Establishes and maintains an efficient cash management system, including maintenance of the town's cashbook, and determines cash flow needs of the town by timing investments to ensure maximum yield for interest and planning when borrowing may need to occur. Is the custodian of all tax title accounts and prepares and maintains tax title deeds, prepares documents with assistance from the town tax title attorney for foreclosures. The Treasurer/Collector collects and enforces the collection of all committed taxes, betterments and other amounts as provided by law. Salary range is \$70,000 to \$85,000 commensurate with experience. Interested applicants may send their cover letter and resume to evonbleicken@wbrookfield.com.

#### **Grants Coordinator** Cambridge Public Schools

The Grants Coordinator leads the development and submission of grant proposals and budgets, working closely with program leaders throughout the district spanning a wide array of school and district functions. In a typical year, CPS receives approximately \$12 million in grant funding, primarily from federal and state grants administered through the Massachusetts Department of Elementary and Secondary Education (DESE). The Grants Coordinator is the district's key liaison with funders, including DESE and private foundations, and with the internal school and district leaders responsible for implementing grants to further the district's strategic priorities. The Grants Coordinator reports directly to the Chief Financial Officer and supports the management of CPS grants, including helping grant leads design programmatic and budget elements. <u>Learn more and apply here</u>.

#### City Treasurer/Collector City of Leominster

Responsible for planning, coordinating, and directing the policies and procedures of the office of City Treasurer and City Collector. Under limited supervision, the incumbent is responsible for the city's financial activities of cash investment and debt management; collection of taxes, accounts receivable and other revenues; payments of accounts payable and payroll in compliance with federal and state laws. General supervision is exercised over employees of the office of City Treasurer/Collector. Bachelor's degree in finance, accounting, business or public administration, or related field. Must have a minimum of five years of successful, full-time experience, with three years in municipal government as Treasurer or Assistant Treasurer preferred, or any equivalent combination of education and experience. The candidate must be bondable. Must possess the ability to communicate effectively, both verbally and in writing; must be able to maintain excellent working relationships with external financial organizations, as well as with coworkers and other city departments. Must possess the ability to demonstrate: Strong working knowledge of MS Office applications, databases, and payroll and management information systems. Experience with MUNIS is preferred. Thorough knowledge of local, state, and federal laws related to taxation and financial reporting. High level of attention to detail, excellent follow through, and persistence. Ability to prioritize and must possess excellent organizational skills, high energy, and initiative. Must be able to successfully demonstrate performance factors and duties listed above by completing a six month probationary period. Certified Massachusetts Municipal Treasurer/ Collector preferred and required within four years of appointment. Salary \$92,446-\$119,540. For application and full job description, please go to www. leominster-ma.gov. EOE/AA

# Classification and Compensation Project Manager

GovHR USA

GovHR USA (GovHR) is a recognized expert in municipal human resources consulting, including classification and compensation studies. GovHR has conducted several hundred classification and compensation studies in 17 states. We are seeking candidates who are passionate about serving local government and are skilled classification and compensation and/or analytical professionals for a Project Manager position. Compensation is up to \$125,000 DOQ; position is 100% remote with limited travel. Application process/more information: Apply at <u>www.GovHRjobs.com</u>. Position is open until filled. First review of candidates will be on May 5.

#### Senior Planner Project Manager City of Chelsea

The Senior Planner/Project Manager shall bring demonstrated practical experience in the community planning process and its component project management activities with a regard for neighborhood planning, environmental planning and project management, park and open space planning, streetscape and mobility infrastructure, and climate adaptation planning. As designated, will represent the Director of Planning and Development with local, state and federal agencies, and general citizenry and business community on matters related to planning, transportation, open space, environment, and infrastructure concerns of the city. <u>For full job</u> <u>description, click here</u>. The city of Chelsea is an equal opportunity employer.

#### Director of Operations Town of Brookline

Job title: Director of Operations. Reports to: Deputy Superintendent for Administration and Finance (DSA&F). Salary Range: \$130,000-\$150,000. Position overview: The Director of Operations is charged with overseeing the work of the operation teams in facilities and capital projects (liaison to town departments), custodial services, food services, and transportation services. The director is also responsible for the coordination and overall supervision of all schoolrelated capital projects that are under the operation of the Building Department and serves in a liaison role for the DSA&F and Superintendent. <u>Visit our website</u> <u>for more information or to apply</u>.

#### **Director of Public Works** Town of Hudson, New Hampshire

Hudson, N.H., is accepting resumes for the position of Director of Public Works. The Director is responsible for directing and supervising functions of the Public Works Department. A bachelor's degree in civil engineering or equivalent plus at least five years' experience in street and highway construction/ maintenance and at least two years of supervisory experience or any equivalent combination of education and experience. Valid driver's license required. Salary commensurate with experience plus benefits. Job description available upon request. Submit resume by May 8 to: Town Administrator, Town of Hudson, 12 School St., Hudson, NH 03051 or by email to smalizia@hudsonnh.gov. Hudson is an EOE.

### **Chief of Police**

**Town of Acton** 

The town of Acton is seeking a full-time benefited Chief of Police within the Police Department reporting to the Town Manager. The Acton Police Department protects 22,000 residents every day, including 6,000 children who attend our schools. They provide proactive patrols and community policing functions, as well as investigate crimes, arrest criminals, and handle false alarms and vehicle crashes. In addition, they deal with a significant number of social issues, including domestic abuse, homelessness, mental health problems, and medical responses. Pay rate: I-27; \$148,825.04-\$194,182.89/year. For more information, how to apply, and full job description, please visit actonma.gov/jobs.

#### **Principal Assessor** City of Easthampton

The city of Easthampton is seeking a qualified candidate for the position of Principal Assessor. The Principal Assessor position has both administrative and technical functions relating to the inspection and valuing of real and personal property, in accordance with state and local statutes and regulations and the policies of the Board of Assessors; all other related work, as required. Position Details: full-time, benefitted (34 hours per week, Monday to Thursday). Salary Range: \$62,000-\$78,000 (effective July 1).

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To see full position posting and apply, visit our city website at <u>www.easthamptonma.gov</u>.

#### **Director of Public Health** City of Easthampton

The city of Easthampton is seeking the right candidate for the position of Director of Public Health. This position is professional and has technical management and oversight of the city of Easthampton's Public Health Department. This person works to promote the city's public health programs; interprets, implements, and enforces public health laws and regulations; develops and implements preventive and environmental public health programming, including nursing services, inspectional services, emergency preparedness, and regulatory oversight of solid waste management. This position is full-time and benefitted. Four-day work schedule, Monday through Thursday, at 35 hours per week. Salary Range: \$69,500-\$88,000 effective July 1. Visit www.easthamptonma.gov to apply.

#### Finance Clerk (Part-Time) Town of Georgetown

The Finance Clerk provides administrative support to the Town Accountant to ensure accurate maintenance of financial records and accounting of funds; other related work, as required. Qualifications: Successful candidate will have a background in accounting, bookkeeping, or other related field; must possess knowledge of municipal accounting practices and procedures and demonstrate a strong understanding of the laws and regulations pertaining to Massachusetts and town government. Candidate must have an attention to detail and accuracy, and have the ability to become proficient with municipal financial software (MUNIS) and PRO PAY. Essential Duties and Responsibilities: Communicate with vendors, and consultants. Verify invoices; verify budget accounts for sufficient balance; run reports for warrants. Prepare monthly budget reports and verify accuracy of totals. Distribute reports to departments and provide information pertaining to balances and expenditures. Maintain vendor files; issue W-9 forms; process reports to generate 1099 forms. Reconcile revolving accounts. Perform similar or related work as required, directed, or as situation dictates. To Apply: Please submit resume and letter of interest to Town Administrator's Office, Georgetown Town Hall, 1 Library St., Georgetown, MA 01833 via email to mshultz@georgetownma.gov.

#### Town Accountant Town of Bernardston

The town of Bernardston invites you to apply for the position of Town Accountant. Recommended qualifications include bachelor's degree in accounting or any equivalent combination of education, training, experience and trade knowledge in a related field. A minimum of three to five years of experience, preferably in local government. Prior experience using Vadar accounting software is preferable. This is a parttime position, projected to be 16 hours a week. Salary will be based on qualifications. <u>More details are in</u> the job description, available on the town website.

#### Director of Finance Town of Yarmouth

The town of Yarmouth Finance Director is responsible for overall coordination and direction of all financial management and accounting operations of town government, under direction of the Town Administrator. Coordinates operation of the offices of Assessing, Collector/Treasurer, Clerks and Town Accountant. Supervises, trains, and evaluates the Town Accountant, Director of Assessing, Collector/ Treasurer, and Town Clerk, and supports Finance Division heads with supervision and evaluation of their direct reports. Bachelor's degree in accounting, finance or related field. Ten years' progressively responsible experience in accounting or financial management; experience in municipal accounting preferred; or any equivalent combination of education and experience. Please visit www.yarmouth. ma.us/jobs for more information and application instructions.

#### Inter-Departmental Administrative Assistant Town of Groton

The town of Groton is accepting applications for an Inter-Departmental Administrative Assistant. This position supports several different functions within the Land Use Department and the Town Manager's Office, as well as the Community Preservation Committee. This is a full-time, 40-hour position. The salary range for this position is \$25.52 to \$34.87 per hour. Responsibilities include, but are not limited to, answering questions and furnishing information to applicants/contractors, the general public and town employees concerning town policies, rules, and regulations; receiving and responding to complaints appropriately; making appropriate referrals as necessary. Acts as a contact for new commercial and residential projects throughout the town; assists the Land Use Director/Town Planner in coordinating permit applications from the time they are submitted until permits have been granted. Attends meetings and records minutes for both the Board of Health and Community Preservation Committee. Acquires and maintains an excellent working knowledge of the Community Preservation Act and the Groton Community Preservation Plan, and assists the public by providing information regarding them. In addition, this position will assist the Town Manager and work with the Executive Assistant to the Town Manager with tasks, as assigned, including, but not limited to, serving as a Passport Agent. Candidates must have excellent communication and interpersonal skills as well as the ability to work well under public scrutiny. Ability to multitask and work independently is essential. Working knowledge of administrative information technology, MS Office, PowerPoint, and bookkeeping techniques. General knowledge of the applicable provisions of the Massachusetts General Laws pertinent to the Land Use Department and Town Manager's Office. High school diploma with coursework in finance, business, accounting, or a related field, and three years of related experience; experience in a municipal setting desired; or any equivalent combination of education and experience. To apply, please complete a job application and submit to Melisa Doig, HR Director, Town Hall, 173 Main St., Groton, MA 01450 or by email to humanresources@ tgrotonma.gov. For questions, please call 978-448-1145. Job description is available by request.

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Applications can be found on the Groton town website, <u>www.grotonma.gov</u>. Application deadline is April 28. The town of Groton is an equal opportunity employer.

#### Assistant Library Director Town of Groton

The Groton Public Library is seeking qualified applicants for a full-time (40 hour) Assistant Library Director to assist the Library Director in the planning, organization, supervision, development, and administration of all library services, personnel, resources, and operations. The successful candidate must possess exceptional interpersonal and communications skills while also being highly organized and detail oriented. Must be positive, forward thinking, adaptable, professional, comfortable with general technology, and effective with people of all ages, backgrounds, and abilities. Must be able to manage and move multiple projects forward and support and direct the team while fostering a cooperative and collaborative work environment. Knowledge of public library reference, collections, standards, and services essential. Supervisory experience preferred. A master's degree in library science from an ALA-accredited school with three to five years of experience in professional library work is required. The schedule includes one evening a week, one Saturday every three weeks, and other evening/ weekend hours as required. Salary range \$71,380 to \$90,200, commensurate with experience. This is an annually renewed contract position with a full town benefits package. The full job description is available upon request. To apply, please send cover letter and resume to Human Resources Director, Town Hall, 173 Main St., Groton, MA 01450 or to humanresources@ grotonma.gov. Applications received by April 28 will be given first consideration. The town of Groton is an equal opportunity employer.

#### **Executive Director** Massachusetts Association of Public Purchasing Officials

The Massachusetts Association of Public Purchasing Officials (MAPPO) is seeking an Executive Director for this newly created leadership position. The Executive Director will have broad responsibility for all association administration, including financial management, support administration, administrative systems and procedures, purchasing and general office management. The Executive Director shall also perform business planning and analysis functions commensurate with the position. A full job description can be found at www.mappo.org under "job opportunities." The contracted, non-benefited, parttime position is appointed by the Executive Board and reports to the President of the association. MAPPO is a private professional organization composed of over 250 public employees whose duties include all procurement functions and responsibility for public contracting. The organization is dedicated to the education, professional development, and promotion of public procurement professionals across the Commonwealth. Compensation is anticipated to be up to \$45 per hour, depending on experience, and will be negotiated with a contract. Application deadline is May 12. To apply, please send a letter of interest and resume to mappopresident@gmail.com.

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#### Deputy Director of Public Works Town of Wells, Maine

The town of Wells is seeking a dynamic and collaborative management professional to serve as Deputy Director of the Public Works Department. The successful candidate will have effective leadership skills with the ability to direct and coordinate a variety of public works tasks, while creating a cohesive work environment that garners the confidence and respect of the employees and the community. They will also be results driven and committed to fostering a positive, harmonious work environment that promotes employee engagement and accountability. Excellent oral and written communication skills and proficiency in communicating with both internal and external stakeholders are essential aspects of this position. For a complete job description, please visit the town of Wells website. Applications: Qualified candidates are invited to submit a town of Wells application, cover letter, resume, and three professional references via email to: employment@wellstown.org or send via United States mail to: Town of Wells, HR Generalist, 208 Sanford Road, Wells, ME 04090. The position will remain open until filled, with review of applications beginning on April 18. The town of Wells offers a competitive salary and benefits package that includes health, vision, and dental insurance, retirement benefits, sick/vacation leave, and professional development. The town of Wells is committed to diversity in its workforce. We are an equal employment opportunity employer.

# 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.

#### **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 Paul DeRensis for all public law issues at 857-259-5200.

#### **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**

Marcum LLP (formerly Melanson) is a national Certified Public Accounting firm and has been a leader in the accounting and auditing profession for more than 60 years. Our assurance professionals, most of whom have been focused in the governmental arena throughout their entire careers, have an in-depth understanding of the complex economic and political environment in which these entities operate. Their knowledge and experience allow us to provide the highest level of professional service to our governmental clients. 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! info@ marcumllp.com

#### Executive Recruiting, Management and Governance Consulting Services

Community Paradigm Associates provides comprehensive professional services to public sector, private sector, and not-for-profit clients, including organizational and management studies, executive recruiting, operational analyses, personnel studies, compensation and classification plans, charter development, strategic planning, leadership training, and facilitation services. Community Paradigm Associates has a team of seasoned associates with expertise in all aspects of municipal government. For more information, contact Principal Bernard Lynch at 978-621-6733 or BLynch@CommunityParadigm.com; www.communityparadigm.com.

#### Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

GovHR USA/GovTempsUSA provides executive recruiting and interim staffing solutions, management and human resource consulting to local government and nonprofit clients across the country. Seasoned local government professionals provide five-star quality services including: Classification and Compensation Studies; Temporary and Outsourced staffing; Performance Evaluation System and Training. Visit our website at <u>www.GovHRusa.com</u> or contact us at 847-380-3240 or info@govhrusa.com to discuss how we may serve your organization. Post to our job board at <u>www.govhrjobs.com</u>.

#### **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 <u>www.k-plaw.com</u> or contact Lauren Goldberg, Esq., at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

#### 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.

#### 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 <u>www.themediationgroup.org</u>, 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,

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and close proximity to the Land Court enables us to provide prompt, cost-effective services. For additional information, please visit <u>www.k-plaw.com</u> or contact Lauren Goldberg, Esq. at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

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

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

#### Labor Counsel Services/Municipal Human Resources Specialists

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

#### Municipal Financial Management Services

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

#### **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.

# RFPs

#### Auditing Services Swansea Water District

The Swansea Water District is soliciting proposals from competent certified public accounting firms, licensed to practice in the Commonwealth of Massachusetts, for financial auditing services of its financial accounts and records in accordance with the specifications, a copy of which may be obtained at the Water District Office between the hours of 8 a.m. and 4 p.m., Monday through Friday, except holidays. The selected firm is expected to supply these services for the current fiscal year, with the option to increase the number based on appropriation. Click here to view the full RFP for Auditing Services, or visit

www.swanseawaterdistrict.com.

# MIIA

Continued from page 19

hensive, including everything from preparation to building staffing during the inclement weather — which can be challenging over a weekend — to cleanup," he said.

Not every town building is staffed by an experienced facilities professional libraries and senior centers, for example — so comprehensive planning and training are key.

Planning for new construction can be a complex issue, with state building code updates, changes in green building (stretch) requirements, and local building authority considerations. All of these must be balanced with the threat of intensified weather patterns. In some ways, <u>new and green building</u> <u>codes</u> will support efforts to boost weather resiliency, Wertz said. For example, according to code, new buildings must have hurricane bracing. And green building standards require a thicker wall envelope for greater thermal efficiency, which also supports overall building resiliency. Additionally, local planners may want to consider incorporating design elements that exceed code, such as a more robust roof structure.

Local officials, particularly building inspectors, need to stay current on all codes, Wertz said. For larger municipal projects, the design team also must be up to date, as they are required to provide affidavits confirming that designs and the project have met all code requirements. As a rule of thumb, having a five- to 10year (at minimum) capital improvement plan for large items is critical, he said.

Municipal insurers, including MIIA, can provide checklists and best practices for building inspections and maintenance planning. To help with building upgrades and safety improvements, MIIA members can apply for risk management awards as well as grants (through the MIIA Rewards program).

Jennifer Ranz is a freelance writer.

# Calendar

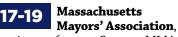
# MAY

# **3** Association of Town Finance Committees, board meeting,

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

- 9 Massachusetts Municipal Councillors' Association, board meeting, 8:45-9:45 a.m., hybrid (MMA office and Zoom). Contact: MMA Senior Member Services Coordinator Denise Baker
- 9 MMA Board of Directors, 10-11:15 a.m., hybrid (MMA office and Zoom). Followed by Local Government Advisory Commission (hybrid), 1-2 p.m., State House and Zoom. Contact: MMA Executive Director's office
- 9 Massachusetts Select Board Association, board meeting, 2:30-3:30 p.m., hybrid (MMA office and Zoom). Contact: MMA Communications and Membership Director Candace Pierce
- **MunEnergy**, webinar on summer energy costs, 11:30 a.m.-12:30 p.m. <u>Advance registration</u> required. Contact: MMA Deputy Executive Director Katie McCue at kmccue@mma.org
- **11** Massachusetts Municipal Human Resources, boot camp, 8:30 a.m.-3:30 p.m. Cyprian Keyes Golf Club, Boylston. Contact: MMA Education and Training Coordinator Lily Rancatore at Irancatore@mma.org
- **17 MMA webinar**, Reframing Recruitment, 12-1 p.m.

Contact: MMA Education and Training Coordinator Lily Rancatore at lrancatore@mma.org



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

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



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

Note: The MMA is advising in-person meeting attendees to keep up with the latest COVID vaccines for which they are eligible. We highly recommend that attendees 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. These protocols are subject to change based on the latest public health data and guidance.

# 18 Massachusetts Municipal Management Association,

webinar, Assessing Your Assessor: Questions Every CEO Should be Asking, 12-12:45 p.m. Contact: MMA Senior Member Services Coordinator Denise Baker

23 MMA webinar, Affordable Housing, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore at Irancatore@mma.org

# JUNE

9

**1-2** Massachusetts Municipal Management Association, spring conference, Ocean Edge Resort & Golf Club, Brewster. Contact: MMA Senior Member Services Coordinator Denise Baker

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

# Massachusetts Select Board

**Association**, newly elected training, Devens Common Center, Devens. Contact: MMA Communications and Membership Director Candace Pierce

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

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

## **13** Massachusetts Select Board Association, board meeting, 2:15-3:30 p.m., hybrid (MMA office and Zoom). Contact: MMA Communications and Membership Director Candace Pierce

14 **MMA webinar**, Reframing Recruitment, 12-1 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore at Irancatore@mma.org

15 Massachusetts Municipal Human Resources, Annual Meeting, Grand View Farm, Burlington. Contact: MMA Education and Training Coordinator Lily Rancatore at Irancatore@mma.org

22 Women Leading Government, meeting, Olde Scotland Links, Bridgewater. Contact: MMA Senior Member Services Coordinator Denise Baker

28 Massachusetts Mayors' Association, monthly meeting, 9:15 a.m.-1 p.m. Contact: MMA Communications and Membership Director Candace Pierce

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

# **MMA contacts**

Denise Baker can be reached at dbaker@mma.org Timmery Kuck can be reached at tkuck@mma.org Candace Pierce can be reached at cpierce@mma.org.