Vol. 50, No. 6

A Publication of the Massachusetts Municipal Association | www.mma.org

June 2023

Senate OK's budget, conference next

By Jackie Lavender Bird

The fiscal 2024 state budget process will move to a House-Senate conference committee after the Senate on May 25 passed a \$55.9 billion spending plan.

The Senate bill would increase discretionary local aid by 3.2%, provide \$60 per student in minimum new Chapter 70 aid, and increase the Rural School Aid account.

The Senate plan is very similar to the recommendation released by the Senate Ways and Means Committee on May 9. The Senate adopted the budget committee's recommendations to strengthen the state program to help fund school building projects and to make a supplemental appropriation of \$100 million for local road and bridge maintenance.

During three days of deliberations, the Senate considered more than 1,000 proposed amendments. One amendment added to the Senate budget bill would direct the transfer of \$30 mil-

lion to the Massachusetts Community Preservation Trust Fund before the fiscal 2023 surplus is sent to the state's stabilization fund. The transfer would provide much-needed stability for the fund, which provides distributions to the 195 communities that have adopted the CPA.

The Legislature is expected to appoint a conference committee to work out the differences between the budget bill passed by the Senate and the one approved by the House on April 27, before sending a final compromise bill to the governor.

Key local accounts

The Senate budget would increase Unrestricted General Government Aid by \$39.3 million (3.2%), which is *twice* the projected rate of state revenue growth for fiscal 2024 (the "consensus revenue forecast").

The Senate budget would increase Chapter 70 education aid by \$603 mil-

lion over the current year, for a total of \$6.59 billion. This funding level would continue to fund the Student Opportunity Act on the intended schedule.

In recognition of the challenges faced by 119 school districts that receive only minimum new aid, the Senate bill — like the House version — would double the per-pupil minimum aid amount to \$60 per student. (The <u>budget filed by the governor</u> on March 1 had proposed \$30.)

The \$100 million in additional funding for local roads and bridges in the Senate bill would be funded by the voter-approved surtax on annual incomes over \$1 million (known as the Fair Share Amendment). Half of the \$100 million appropriation would be allocated using the Chapter 90 formula, and half would be allocated using a formula based on road miles.

The Senate would also use \$100 million

■ **BUDGET** continued on 22

Inside

rural affairs director3
MMA testifies in support
of wage equity4
MMA webinars to examine
SJC's civility ruling5
More grants available for housing production7
Around the Commonwealth 16
People24
Classifieds27
Calendar 32

Edward Augustus named as new housing secretary

Gov. Maura Healey and Lt. Gov. Kim Driscoll have named former Worcester City Manager Edward Augustus to serve as the state's first housing secretary in more than 30 years.

Augustus, who helped to create thousands of new housing units at all income levels during his tenure in Worcester, will lead the administration's new Executive Office of Housing and Livable Communities beginning on June 1.

In a May 15 announcement, Healey said Augustus will "drive an ambitious, collaborative strategy to increase housing production and lower costs across the state."

"He left Worcester a stronger city than it was a decade ago," she said, and he "is intimately familiar with local govern-



Edward Augustus, now the secretary of Housing and Livable Communities, speaks during a May 18 event in Lowell. Standing, left, is Gov. Maura Healey. (Photo courtesy Joshua Qualls/Governor's Press Office)

ment and knows what it takes to collaborate with municipalities to move our state forward on our housing goals."

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

Linda Tyer, Interim MMaA President Mayor, Pittsfield

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

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

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

Executive Director's Report

Unchecked, AI will disrupt government and communities

Much has been made of the dramatic advance of artificial intelligence technology during the past few months, spurred on by the remarkable proficiency of ChatGPT, the AI chatbot that can create sophisticated human-like essays and conversations based on simple prompts. Media coverage has been growing ever since ChatGPT was

released last November, primarily focused on the worry that the technology is scaling faster than our understanding of how it will impact our lives.

The idea that AI poses a threat to humanity may seem excessive, yet it is beyond disturbing to read that the very people who are leading the most advanced AI technology companies have banded together to form a new coalition, The Center for AI Safety. These executives and scientists issued a public statement that AI could pose a threat to humankind equal to nuclear war and deadly pandemics.

"Mitigating the risk of extinction from AI should be a global priority alongside [these] other societal-scale risks," they

Increasingly, technology leaders are asking that governments regulate AI capabilities and uses, which is an admission that the marketplace will not regulate itself, that the drive to compete and the impulse to innovate will trump caution



By Geoffrey Beckwith

and reason.

AI offers great promise — as long as it is used to address deeply complicated and multifarious challenges. This will not come without great cost and disruption, of course, as AI may very well replace or reduce the human role in a wide range of specialized professions, including finance and account-

ing, economics, actuarial analysis, insurance underwriting, architecture and engineering design, life sciences and biotechnology, medical diagnostics and research, and so much more.

Compared to computers and sophisticated machine technology, humans have little ability to understand complex interrelated systems, especially when time delays and multiple disciplines are introduced. AI could be put to great use to inform human decision-makers and provide insights to help people understand relationships, causations and possibilities.

But machines and software programs are not ethical. They are not compassionate. They do not feel. They do not care how they achieve their purpose, or what their purpose is. Without guardrails, people and nations with bad intent will use AI to make it nearly impossible to discern truth from lies. AI could be used to manipulate social media to

■ DIRECTOR'S REPORT continued on 20

ieBeacon

June 2023 | Volume 50, Number 6 Copyright © 2023, Massachusetts Municipal Association

Manager of **Publications & Digital** Communications John Quellette

Associate Editor Jennifer Kavanaugh

Specialist Meredith Gabrilska

Communications & Membership Director Candace Pierce

Publisher Geoffrey Beckwith

Design Digital Communications Full Circle Design

Massachusetts Municipal Association

Massachusetts Interlocal Insurance Association 3 Center Plaza, Suite 610, Boston, MA 02108 617-426-7272 • www.mma.org

Twitter and Facebook: @massmunicipal

TheBeacon (ISSN 0199-235X) is published monthly, except for a combined July-August issue, by the Massachusetts Municipal Association, 3 Center Plaza, Suite 610, Boston, MA 02108. The MMA is composed of the Massachusetts Select Board Association, the Massachusetts Mayors' Association, the Massachusetts Municipal Management Association, the Massachusetts Municipal Councillors' Association, and the Association of Town Finance Committees.

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

Sen. Anne Gobi named as director of rural affairs

Gov. Maura Healey and Lt. Gov. Kim Driscoll announced today that Sen. Anne Gobi will join the administration as the new director of rural affairs in the Executive Office of Economic Develop-

In a new role created by the administration, Gobi will serve as a dedicated advocate cultivating economic development in rural communities. In a statement, Healey said Gobi will ensure that the needs of rural and regional economies are incorporated into the state's economic development plan and will be responsible for coordinating with secretariats and state agencies to ensure that state government "is attuned to the unique needs of these towns."

"Sen. Gobi's fierce advocacy of rural equity, agricultural and small businesses, and conservation initiatives makes her the ideal candidate to help our rural towns across the state succeed," Healey said.

Driscoll said Gobi brings "deep knowledge of the challenges that rural and small-town economies face."

Economic Development Secretary Yvonne Hao said the state's rural and small towns have an important role to play in the state's economy.

"Sen. Gobi has the knowledge, experience, and passion required to connect with the needs of rural towns and plug these municipalities into our state's



Anne Gobi will become the state's new director of rural affairs on June 5.

many economic development resources," Hao said.

Gobi said she is "thrilled to take on this important role, and grateful to the Healey-Driscoll administration for elevating our rural communities."

Gobi will start on June 5 as a member of the Executive Office of Economic Development's economic foundations team, led by Undersecretary Ashley Stolba.

She will be tasked with conducting a review of all state grant opportunities, including the Community One Stop for Growth, to ensure that barriers for rural and small towns are mitigated, and will host dedicated office hours for rural towns to receive technical assistance to identify and explore grant opportunities. She will also serve as a member of the Rural Policy Commission, which advocates for the vitality of rural communities as well as legislative and policy solutions that address rural needs.

Gobi was first elected to the Legislature in 2001 as a representative and became a senator in 2014, representing 22 communities in Worcester and Hampshire counties, several of which are rural.

She is the Senate chair of the Agriculture Committee, vice chair of the Higher Education Committee, and co-chair of the Legislature's Commission on 21st Century Farming. She also serves on the Joint Committee on Veterans and Federal Affairs and the East-West Rail Commission, and co-chairs the Rural Caucus, Food Systems Caucus, Regional Transit Authority Caucus, Municipal Light Caucus, and Regional Schools Caucus. Gobi co-founded the Sportsmen's Caucus, which convenes supporters of fishing, hunting and other outdoor activities.

Prior to being elected to the Legislature, she taught at Leicester High School, had her own law office, and worked with victims of domestic violence at Central Mass Legal Assistance. A lifelong Spencer resident, Gobi graduated from Worcester State University and the Massachusetts School of Law.

On March 1, Gov. Healey filed legislation to split the Executive Office of Housing and Economic Development into a new Executive Office of Housing and Livable Communities headed by a cabinet-level secretary and an Executive Office of Economic Development. The reorganization plan took effect on June

NLC report: SLFRF funds not affected by debt ceiling agreement

By John Ouellette

As the U.S. Congress and the president work to lift the federal debt ceiling, the National League of Cities is reporting that State and Local Fiscal Recovery Funds under the American Rescue Plan Act are not at risk of rescission by the federal government.

The NLC said some local leaders have expressed concerns that SLFRF funds could be clawed back, but this is not the case.

"Any SLFRF funds, even if they have not been spent, are safe, based on NLC discussions with the Treasury Department and Congressional staffers, as well as Office of Management and Budget documents and Congressional Budget Office analysis," wrote Michael Gleeson, the legislative director of finance, administration and

intergovernmental relations at the NLC, in a recent report.

A bill reflecting an agreement struck late last week between House Speaker Kevin McCarthy and President Joe Biden to suspend the nation's borrowing limit through January 2025 is expected to be taken up by Congress this week, before the federal government would hit the debt ceiling on June 5. In addition to suspending the limit, the agreement would restrain the growth of federal non-defense discretionary spending over the next two years.

Gleeson said negotiators were considering rescinding ARPA funds that have not yet been obligated by multiple federal agencies, including the Federal Emergency Management Agency and the Federal Communications Commission. But since

the Treasury Department has already sent all SLFRF funds to local governments, those funds are already considered obligated for federal budgeting purposes, even if they have not been spent by municipali-

The obligation of the funds by the federal government is separate from the process of municipalities obligating the funds they have already received, Gleeson said. The debt ceiling agreement does not have any impact on the ARPA deadlines for spending local SLFRF funds.

Because the federal government runs budget deficits, it must borrow money to pay its bills. The debt ceiling caps the amount of money that the government is authorized to borrow to fulfill its financial obligations.

MMA testifies in support of wage equity push

By Dave Koffman

The MMA testified on May 9 in support of a group of bills intended to close gender and racial wage gaps in the Commonwealth.

H. 1849 and its companion bill, S. 1191, would require employers in Massachusetts to disclose wage or salary ranges when hiring for a position — something that is already a widely used practice across local government.

H. 1940 and S. 1181 would require all Equal Employment Opportunity Commission reports to be collected by the Office of the Secretary of the Commonwealth and aggregated by the state's Executive Office of Labor and Workforce Development.

Like many employers, cities and towns are subject to certain federal reporting requirements, and municipalities with 100 or more employees must file reports with the U.S. Equal Employment Opportunity Commission. These biennial filings

(EEO-4 reports) cover workforce demographic data, including data by race, ethnicity, sex, job category, and salary band.

H. 1940 and S. 1181 would create a process for the state to compile and analyze the aggregated EEOC report data. The legislation also aims to avoid any administrative burden on local officials by simply requiring the submission of any existing EEOC report to the secretary of state.

MMA President Jill Hai of the Lexington Select Board and MMA Executive Director Geoff Beckwith testified on behalf of the organization at a May 9 hearing of the Joint Committee on Labor and Workforce Development. They highlighted the leadership being demonstrated by local officials on wage equity issues and the importance of moving these bills through the legisla-



MMA President Jill Hai, right, a Lexington Select Board member, and MMA Executive Director Geoff Beckwith testify during a May 9 hearing of the Joint Committee on Labor and Workforce Development at the State House.

tive process and into law this session.

The MMA was joined at the hearing by a large coalition of advocates, business leaders, local athletes, and government officials pushing for Massachusetts to be a national leader in addressing wage gaps.

The Joint Committee on Labor and Workforce Development is expected to issue a favorable report on the bills in the coming months.

Economic Development Planning Council begins work on 4-year plan

Gov. Maura Healey, Lt. Gov. Kim Driscoll and Economic Development Secretary Yvonne Hao kicked off the state's economic development planning process on May 5 with the first meeting of the Economic Development Planning Council at the State House.

Composed of leaders from a diversity of backgrounds and regions, the 29-member council will hold a series of engagement sessions across the state this spring and summer to gather public input about the state's economic development needs and opportunities. The council will then craft a strategic plan to guide Massachusetts economic development policy over the next four years. The goal is to submit a plan to the Legislature and the governor by the end of this year.

State law (M.G.L. Ch. 6A, Sec. 16G) requires a new economic development plan to be formulated and signed by the governor within the first year of a new administration. The plan sets long-term goals and measurable benchmarks and defines major economic development initiatives and programs.

"We have assembled this council of leaders from across the business community and representing every region of our state to



Economic Development Secretary Yvonne Hao discusses the state's economic development planning process during a meeting of the Local Government Advisory Commission at the State House on May 9.

advise us on how to harness our tremendous human talent and assets to create opportunity across the state," Healey said.

Driscoll said the council "draws from a diversity of perspectives and backgrounds — from small business owners to global sector leaders hailing from Western Massachusetts to the Cape — to ensure that all voices are included in this process to envision a future economy for all."

Hao said she looks forward to working with the council "to define the areas of opportunity and growth for our state economy."

Representing municipalities on the council is Newton Mayor Ruthanne Fuller, im-

mediate past president of the MMA, and Montague Town Administrator Steven Ellis. (See full list of members.)

Regional Engagement Sessions were held in the Pioneer Valley on May 19 and in the southeast region on May 25. Upcoming sessions include the following:

- June 5, 1-3 p.m.: Northeast Regional Session, North Shore Community College, Lynn
- June 12, 11:30 a.m.-1:30 p.m.: Greater Boston Regional Session at Roxbury Community College
- June 13, noon-2 p.m.: Merrimack Valley Regional Session at Northern Essex Community College
- June 20, 1-3 p.m.: Cape Cod Regional Session at Chatham Community Center

Sessions in MetroWest, Central Massachusetts, and Berkshires regions are to be announced.

Once the economic development plan is completed, the council will submit it to the Legislature, and the Joint Committee on Economic Development and Emerging Technologies will hold a public hearing prior to final approval by the governor. The final, approved plan will be published in writing and online by Dec. 31, 2023.

MMA webinar offers practical guidance for housing

By Lily Rancatore

The MMA hosted a webinar on May 23 that explored the "why" behind affordable housing and emphasized the importance of building complete neighborhoods.

Jennifer Raitt, executive director of the Northern Middlesex Council of Governments, began by reviewing the municipal housing interface. She said housing is the basis for social equity, economic development and resiliency, and community well-being, which is why it's imperative to create a conducive environment for housing development and growth.

Raitt said municipal officials have opportunities to promote fair housing and keep constituents engaged in development efforts. She encouraged attendees to understand local housing policies, including comprehensive planning, zoning regulations, and permitting processes.

Dana LeWinter, municipal engagement director at the Citizen's Housing and Planning Association, said "neighborhood defenders" are people who attend public meetings and advocate for developments in less affluent communities, which can have the effect of causing gentrification and displacement. She said individuals who could benefit from new housing are often absent from public forums due to barriers like jurisdiction, sense of efficacy, and time constraints.

Whitney Demitrius, director of fair hous-



Whitney Demitrius, director of fair housing engagement at the Citizen's Housing and Planning Association, discusses how to bolster support for affordable housing production in Massachusetts communities during a May 23 webinar hosted by the MMA.

ing engagement at the Citizen's Housing and Planning Association, discussed how to bolster support for affordable housing production in communities across the Commonwealth. She said increasing municipal engagement in housing initiatives can support the efforts in a community, build a culture that welcomes housing developments, and foster a collective responsibility among stakeholders.

Christine Madore, senior development manager for the Massachusetts Housing Partnership, said "complete neighborhoods" prioritize walkability, proximity to transit, and mixed-use neighborhoods, thereby building social capital, prolonging autonomy, and addressing inequities in public health risks and economic opportunity. The number of amenity- and mobility-rich neighborhoods in the U.S. are limited, however, despite increasing demand from people of all ages in all stages of life, Madore said.

LeWinter discussed opposition that municipal officials may encounter when promoting affordable housing initiatives. When confronted with these narratives, she urges local leaders to be proactive and offer solutions to address constituent concerns.

Panelists concluded by sharing tools for responding to common concerns raised about affordable housing. Demitrius emphasized the "art of the pivot," which can help municipal officials make people feel heard while prioritizing the future-focused vision the community is working toward.

• View the webinar

Webinar resources

- A Practical Guide to Affordable Housing: Separating Fact from Fiction, Citizen's Housing and Planning Association
- · The Municipal Interface with Housing, Northern Middlesex Council of Governments
- · Complete Neighborhoods, Massachusetts Housing Partnership
- 14 Affordable Housing Myths and What to Say in Response, Jewish Alliance for Law & Social Action

MMA to host webinars in June on SJC ruling in Southborough case

Two free MMA webinars in June will cover the implications of a recent Supreme Judicial Court ruling that a public comment policy, or "civility restraint," violates free speech rights.

On June 5, attorney John Davis of Pierce Davis & Perritano and attorney Regina Ryan of Discrimination and Harassment Solutions will give an overview of Barron v. Kolenda from a legal and operational perspective and provide an update on MIIA's code of conduct policy. Sandwich Town Manager George "Bud" Dunham will offer the municipal perspective.

On June 12, Katie Gilfeather, an employee assistance program clinician with AllOne Health, will share practical tips for de-escalating public anger. She will discuss how to maintain composure



George Dunham



John Davis

and use constructive language, how to respond rather than react, and how the timing of communication makes a difference. Gilfeather will also discuss how one's psychology can get in the way and provide tools to navigate challenging situations.

Registration is open for these webinars:

• June 5: Regulating Comments at Public





Regina Ryan

Meetings: The Legal and Operational Perspective

• June 12: Regulating Comments at Public Meetings: De-Escalation Strategies for Uncivilized Discourse

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

EOHED adds to leadership team, creates new pillars

By John Ouellette

Economic Development Secretary Yvonne Hao has appointed new undersecretaries and realigned her office to better focus on key sectors of the economy and ensure continued economic support for all communities and residents.

Hao said her office is now structured under three pillars of economic development:

- Economic Foundations, focused on regional, rural and small business growth, as well as infrastructure, seaport and military installation support
- Economic Strategies, focused on tourism and international trade, new federal opportunities in areas such as life sciences, advanced manufacturing, and clean energy, and the crosssecretariat Workforce Skills Cabinet
- Consumer Affairs and Business Regulation, which will be more fully integrated into the office's overall economic development strategy

Ashley Stolba, who had served as undersecretary of Community Development since 2021, was named undersecretary of Economic Foundations. She will continue to lead the community development team by managing the Community One Stop for Growth, serving as vice-chair of the Seaport Economic Council, overseeing work to close the digital divide, and maintaining the state's







Layla D'Emilia

military installations. She will also now oversee areas such as regional businesses, assisted by the Massachusetts Office of Business Development; small, micro and immigrant-led businesses; and the new Director of Rural Affairs. She will serve as the secretariat's climate officer and will work with quasi-government agencies such as MassDevelopment and the Massachusetts Growth Capital Corporation.

Sarah Stanton, the new undersecretary of Economic Strategies, will oversee new growth initiatives that build upon the work of the Economic Development Foundations team. She will be responsible for the state's tourism and international trade sectors through the Massachusetts Office of Travel and Tourism and the Massachusetts Office of International Trade and Investment. She will also lead the office's efforts on the cross-secretariat Workforce Skills Cabinet and help coordinate federal opportunities like CHIPS and Science Act funding, ARPA-H, and climate-tech investment. She will work closely with



Sarah Stanton

quasi-government partners the Massachusetts Technology Collaborative, Massachusetts Life Sciences Center, and MassVentures. Stanton previously held a number of roles in local government, including

town manager in Bedford, budget director in Cambridge, and finance director in Salem.

Layla D'Emilia has been promoted to undersecretary of the Office of Consumer Affairs and Business Regulation, where she will oversee five regulatory agencies: the divisions of Banks, Insurance, Occupational Licensure, Telecommunications and Cable, and Standards. D'Emilia previously served as commissioner of the Division of Occupational Licensure.

The leadership team appointments were announced on April 20.

The Executive Office of Housing and Economic Development will soon be renamed the Executive Office of Economic Development as Gov. Maura Healey creates a new Executive Office of Housing and Livable Communities that will be charged with expanding the work now done by the Department of Housing and Community Development.

Training for newly elected select board members is June 9

On June 9, the Massachusetts Select Board Association will hold a free training session for newly elected select board members to help them have a successful start in their new role.

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

A panel of veteran select board members will also speak about their experiences, followed by a question and answer session

The training will be targeted to newly elected members, but any select board member is welcome to attend for a re-

fresher and an opportunity to network with colleagues.

Key topics of the daylong event include municipal finance and budgeting, sources of state funding, the open meeting and public records laws, and collaborative decision making. 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 are available at www.mma.org.

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.

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

Additional grants available for housing production

At the Local Government Advisory Commission meeting with local officials from across the state on May 9, Lt. Gov. Kim Driscoll announced the availability of additional funding for municipalities to support community planning and engagement efforts geared toward increasing the production of housing.

Approximately \$1.5 million in Community Compact funds will be distributed competitively to eligible projects through the Community Planning Grant Program in the 2023 Community One Stop for Growth process.

All Massachusetts municipalities are eligible for consideration. Applications will be evaluated by the Division of Local Services in collaboration with the Department of Housing and Community Development.

Grants made with the additional funds will likely be between \$25,000 and \$100,000, with \$100,000 as the maximum. Funding is subject to appropriations in the Department of Revenue's operating and capital budgets.

Grant funds may be expended on professional services and related costs for the completion of a housing planning project related to housing production. Projects that will be eligible include the following:



Lt. Gov. Kim Driscoll announces additional funding for municipalities to support community planning and engagement efforts geared toward increased housing production during the May 9 meeting of the Local Government Advisory Commission at the State House.

- · Housing production plan
- Feasibility study for municipally owned property for future housing use
- · Housing-focused neighborhood plan
- Housing-focused downtown plan
- Housing-focused mixed-use corridor plan
- Zoning review and revision to encourage additional housing
- Zoning to comply with Section 3A of Chapter 40A (MBTA Communities)
- Inclusionary zoning to add affordability requirements

- Simple majority zoning amendment
- Implementation of a Housing Choice best practice
- Economic feasibility analysis for compliance with Section 3A of Chapter 40A
- Establishment or expansion of a 40R smart growth overlay district
- Outreach and education about housing needs

Grants made with the additional funds are expected to be awarded in early June. Successful applicants must execute a contract with the Department of Revenue no later than June 30. Funded projects must be completed by June 30, 2025. The funds are available on a reimbursement basis.

Application can be made through the Community One Stop for Growth (www.mass.gov/onestop), which is open through June 2.

For more information, contact Chris Kluchman, deputy director of the DH-CD's Community Services Division, at chris.kluchman@mass.gov.

IRA offers 'direct pay' option to municipalities for clean energy projects

By Adrienne Núñez

In addition to grant opportunities, the federal Inflation Reduction Act includes several tax credits and rebates to incentivize clean energy projects.

The IRA includes a provision that, in lieu of tax credits, makes a direct payment option available to non-taxable entities investing in and producing clean energy. Municipalities, along with entities such as water and school districts, will have access to a direct payment option applicable to tax years 2023 through 2032.

"Direct pay" will make municipal clean energy projects more affordable for local governments. Additional details of the implementation of direct payments have yet to be determined by the U.S. Department of the Treasury.

Direct pay will be available through the following Production Tax Credit and

Investment Tax Credit programs:

- Renewable Electricity Production Tax Credit
- Energy Investment Tax Credit
- Carbon Capture and Sequestration Tax Credit
- Advanced Energy Project Credit
- Nuclear Power Production Tax Credit
- Clean Electricity Investment Tax Credit
- · Clean Hydrogen Production Tax Credit
- Commercial Clean Vehicle Credit
- Advanced Manufacturing Production Tax Credit
- Alternative Fuel Refueling Property Credit
- Clean Electricity Production Tax Credit
- · Clean Fuel Production Credit

Enacted last summer, the Inflation Reduction Act is intended to provide funding and incentives to expand clean energy production, transform rural power production, reduce greenhouse gas emissions, create jobs, and spur economic growth. Many of its tax credits and rebates are aimed at individuals and households to transform their energy use and consumption — from home energy efficiency improvements to rooftop solar and electric vehicles.

For more information about the law, see the White House's IRA Guidebook and the Internal Revenue Service's IRA webpage. U.S. Sen. Ed Markey's office has published an Inflation Reduction Act Implementation Guide that highlights grant and rebate opportunities, opportunities for Environmental Justice Communities, and links to resources.

MMA hosts 3rd 'Reframing Recruitment' webinar

By Lily Rancatore

On May 17, the MMA hosted the third in a series of webinars for municipal officials that showcase <u>timely hiring strategies</u> to help communities navigate different stages of the recruitment process.

"What Happens After the Offer" emphasized how to optimize the onboarding process and strengthen organizational integration. It also highlighted a municipality's unique employee benefits.

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 Rachel Glisper, principal of Crossroads DEIB and vice president of GovHR.

Glisper discussed the difference between orientation and onboarding. Orientation, she said, is the initial welcome given by an employer, while onboarding is a comprehensive process that helps a new employee learn the responsibilities of his or her position. When onboarding and orientation are handled properly, with attention given to the new hire's needs, both processes can be enormously beneficial to long-term employee retention.

Julius said orientation begins with meeting an employee during the interview stage, which is the first opportunity to make impressions. She said it's important

to consider what your orientation and onboarding process say about your municipality.

Each new employee is unique and will have individual needs, Glisper said, but it's essential to build a process that contains some "rinse and repeat" elements to avoid reinventing the wheel with each new hire. Breaker shared a color-coding method used for paperwork in Danvers, which helps employees quickly determine tasks that need to be prioritized before their first day of employment or within their first 30 days.

Julius discussed tools and methods for streamlining and "right-sizing" the onboarding process for your community. One suggestion was to turn paperwork into fillable PDFs, and to send policies and paperwork to new employees before their start date to speed up the process. Julius emphasized the importance of familiarizing new hires with their work environment by facilitating meetings about benefits and retirement, sharing frequently used contact lists, and conducting a tour.

Breaker discussed how to build an equitable and sustainable onboarding process across the organization, and Glisper added the importance of fostering psychological safety throughout the process. New hires must feel safe and secure to engage in the learning process by asking questions, giving and receiving feedback, experimenting,



A May 17 MMA webinar discussed strategies to help communities navigate different stages of the recruitment process. Speakers included (clockwise from top left) Jen Breaker, assistant town manager and communications director in Danvers; Rachel Glisper, principal of Crossroads DEIB and vice president of GovHR; and Caitlyn Julius, assistant human resources director in Springfield.

and making mistakes.

During a 15-minute question and answer period, attendees asked about adapting the process for seasonal employees, best practices for communities with limited staff, and the role of mentoring when onboarding new hires.

The final Reframing Recruitment webinar, "Key Takeaways from Vacancy to Post-Recruitment" will be held on June 14.

• <u>View the May 17 Reframing Recruitment</u> <u>webinar</u>

Final 'Reframing Recruitment' webinar is June 14

"Key Takeaways from Vacancy to Post-Recruitment," the fourth and final webinar of the MMA's monthly "Reframing Recruitment" series, will be held on June 14 beginning at 1 p.m.



Kristina Ordung

The free, hour-long session will feature guest speakers from previous Reframing Recruitment webinars and workshops on innovative hiring strategies, vacancies and advertising, interviewing, and onboarding. Panelists will highlight key takeaways from the series and offer an extended opportunity for interactive questions and answers.

Online registration is now available.



Michelle Pizzi O'Brien



Rachel Glisper

The "Reframing Recruitment" series was designed to showcase timely and successful municipal hiring strategies. The webinars have been led by Jen Breaker, the assistant town manager and communications director in Danvers, and Caitlyn Julius, the assistant human resources director in Springfield.

All guest speakers will return for the

June 14 webinar. They are:

- Lisa Cammarata, human resources director, Salem
- Kristina Ordung, human resources director, Shrewsbury
- Michelle Pizzi O'Brien, human resources director, Newton
- Rachel Glisper, principal of Crossroads DEIB, GovHR vice president

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

Previous webinars in the series:

- "Reframing Recruitment: What Happens After the Offer," May 17
- "Reframing Recruitment: The Interview Process," April 19
- "Reframing Recruitment: Setting the Table Vacancies and Advertising," March 15

EPA grants available for habitat restoration

By Adrienne Núñez

The U.S. Environmental Protection Agency Region 1 is accepting applications for grants to fund climate resilient infrastructure that promotes nature-based solutions, habitat restoration, and restoration of ecosystems degraded by poor stormwater and development practices.

Projects may involve both planning and/ or implementation, though planning must have a commitment to an implementation outcome.

Region 1 is seeking to fund up to six projects, with \$2.3 million in total funding anticipated. Grants can range from \$400,000 to \$600,000 and may last up to five years, with no matching funds required.

The goal is to support projects that work toward the <u>Southeast New England</u> <u>Program Strategic Plan</u> goals of healthy waters, thriving habitats, and resilient communities.

The strategic plan lays out the three broad goals — a resilient ecosystem of safe and healthy waters, thriving

watersheds and natural lands, and sustainable communities — and suggests five priority actions: increasing local capacity; increasing available restoration/protection solutions; ensuring diverse representation; demonstrating ways to address common challenges; and increasing local buy-in by working with community leaders.

Grants can be used to address any of the three goals using any of the five priority actions. Proposals must address at least one of the following topics: stormwater infrastructure and roadway runoff, salt marshes, riparian areas, floodplain and inland wetlands, habitat connectivity and aquatic organism passage, urban area resilience and habitat restoration, monitoring of implemented projects, and municipal and tribal planning.

The EPA especially seeks projects that provide multiple benefits (e.g., public access to habitat restoration sites, habitat restoration in protected floodplain areas, stormwater improvements that address flooding and improve water quality/restore habitat).



The Southeast New England Program, administered by the U.S. Environmental Protection Agency, focuses on protecting the region's ecosystems.

The SNEP grants are available to state, local, and tribal governments; institutions of higher education; nonprofit institutions and organizations; and interstate agencies. Private businesses, federal agencies, and individuals are not eligible to apply, but may work in partnership with eligible applicants on these projects.

Details about grant application requirements and topic areas <u>are available</u> <u>online</u>. Applications must be submitted through Grants.gov by June 30.

Management Association, DLS discuss role of assessors

By Denise Baker

The local assessing function was the topic of a <u>Massachusetts Municipal</u> <u>Management Association webinar</u> on May 18 led by Chris Wilcock, chief of the Bureau of Local Assessment at the Division of Local Services.

"Questions Every CEO Should Be Asking Their Assessing Department" addressed property valuations and how to measure one's community against a peer community, as well as property assessment trends at the county and state level.

The webinar reviewed the role of assessors in municipal finance, what they are typically working on throughout the year, and when their busy times are. Wilcock said there are about 1,500 assessing professionals in Massachusetts who evaluate 2.5 million parcels with a total value of \$1.65 trillion.

Wilcock, a former chief assessor for the city of Melrose, also showcased the resources available at the <u>Bureau of Local</u> Assessment's website.

• View the webinar



Chris Wilcock, chief of the Bureau of Local Assessment at the Division of Local Services, discusses municipal assessment during a May 18 webinar.

Sustainable materials recovery program grant applications due

By Josie Ahlberg

The Massachusetts Department of Environmental Protection has opened the application period for a new round of Sustainable Materials Recovery Program grants.

The program provides grants to municipalities and other regional entities for recycling, composting, reuse, program development and enforcement activities

to increase waste diversion and reduce the disposal of solid waste.

Funding is available for:

- · Recycling Dividends Program
- Regional small scale initiatives
- Food waste carts
- Mattress recycling containers
- Pay-As-You-Throw programs

- Universal waste sheds (for fluorescent lamps, batteries, mercury-containing devices)
- Establishing permanent household hazardous waste facilities

Cities, towns and regional authorities are eligible to apply for the program, and grant applications are due by June 14.

■ **SUSTAINABLE** continued on 12

FHA seeks applications for transportation grants

By Adrienne Núñez

The Federal Highway Administration has opened the application period for a new discretionary grant program called PROTECT (Promoting Resilient Operations for Transformative, Efficient and Cost-Saving Transportation). Up to \$848 million is available.

Established through the Bipartisan Infrastructure Law, the PROTECT program is intended to help make surface transportation more resilient to natural hazards, including climate change, sea level rise, flooding, extreme weather events, and other natural disasters, through support of planning activities, resilience improvements, community resilience and evacuation routes, and at-risk coastal infrastructure.

The program offers competitive funding in four areas:

• Planning Grants: To include resilience planning, predesign, design, or the development of data tools to simulate transportation disruption scenarios, including vulnerability assessments; technical capacity building to facilitate the ability of the eligible entity to assess the vulnerabilities of its surface transportation assets and community response strategies under current conditions and a range of potential future conditions; or evacuation planning and preparation

Not less than 25% of available grant funding will be available for rural areas that are outside an urbanized area with a population of more than 200,000.

Resilience Improvement Grants:

To improve the ability of an existing surface transportation asset to withstand one or more elements of a weather event or natural disaster, or to increase the resilience of surface transportation infrastructure from the impacts of changing conditions, such as sea level rise, flooding, wildfires, extreme weather events, and other natural disasters

- Community Resilience and Evacuation Route Grants: To strengthen and protect evacuation routes that are essential for providing and supporting evacuations caused by emergency events
- At-Risk Coastal Infrastructure Grants: To strengthen, stabilize, harden, elevate, relocate or otherwise enhance the resilience of highway and non-rail infrastructure, including bridges, roads, pedestrian walkways,

and bicycle lanes, and associated infrastructure, such as culverts and tide gates to protect highways that are subject to, or face increased long-term future risks of, a weather event, a natural disaster, or changing conditions, including coastal flooding, coastal erosion, wave action, storm surge, or sea level rise, in order to improve transportation and public safety and to reduce costs by avoiding larger future maintenance or rebuilding costs

State, local and tribal governments are eligible to apply, as well as metropolitan planning organizations, special purpose districts with a transportation function, and multi-jurisdictional groups of entities including federal land management agencies in collaboration with states or groups of states.

Not less than 25% of available grant funding will be available for rural areas that are outside an urbanized area with a population of more than 200,000.

Applications are due by Aug. 18 via Grants.gov. An <u>informational webinar</u> and the <u>notice of funding opportunity</u> are available online.
Inquiries may be sent to PROTECTdiscretionary@dot.gov.

Grants available to reduce wildlife-vehicle collisions, connect habitats

Bv Adrienne Núñez

A new, federal Wildlife Crossings Pilot Program will provide up to \$112 million in competitive grant funding for projects intended to reduce the number of wildlife-vehicle collisions and improve habitat connectivity for terrestrial and aquatic species.

Program goals — to save lives, prevent serious injuries, and protect motorists and wildlife — will be the primary criteria during application review.

Funded by the Bipartisan Infrastructure Law and administered by the Federal Highway Administration, the Wildlife Crossings Pilot Program will accept applications from state departments



Federal grants are available for projects intended to reduce the number of wildlifevehicle collisions.

of transportation, metropolitan planning organizations, local governments, regional transit authorities, special purpose districts, tribal governments, federal land management agencies, and groups of eligible applicants. The Highway Administration anticipates awarding between 15 and 20 grants ranging from \$200,000 to \$20 million, though there are no established maximum or minimum award limits. At least 60% of projects funded will be located in rural areas. All locations not designated as an FHWA Adjusted Urban Area are considered rural.

Grants must be submitted by Aug. 1 through Grants.gov.

Additional information, including webinar recordings, are available on the <u>grant information page</u>. The <u>notice of funding opportunity is available online</u>. Questions may be sent to wildlifecrossings@dot.gov.

Federal, state clean bus programs accepting applications

By Adrienne Núñez

The U.S. Environmental Protection Agency is accepting applications for the second year of <u>Clean School Bus</u> program grants, while the Massachusetts Clean Energy Center is accepting interest forms for the Accelerating Clean Transportation School Bus Advisory Services Program.

The EPA anticipates awarding approximately \$400 million in competitive grant funding through the Clean School Bus program's second year of grants, with \$27 million available to EPA Region 1 (New England). Funded through the Bipartisan Infrastructure Law, the Clean School Bus program is intended to reduce harmful emissions through the replacement of existing school buses with low- and zero-emission buses. Half of the available funding is dedicated to zero-emission buses, and half is dedicated to clean buses.

Grant funding may be used to replace existing internal-combustion engine school buses with electric, propane or compressed natural gas buses, as well as the purchase of electric vehicle supply equipment infrastructure and installations.

State and local governmental entities that provide bus service, including public school districts, eligible contractors, nonprofit school transportation associations, and tribal organizations, are eligible to apply.

The Clean School Bus program also plans to open an additional rebates opportunity later this year, which funds similar activities but has a shorter online application form and lottery selection process.

Applications are being accepted through Aug. 22 via Grants.gov. Questions may be sent to cleanschoolbus@epa.gov with "Clean School Bus NOFO Question" in the subject line of the email. The deadline for submitting questions is Aug. 9.

ACT program

The MassCEC's ACT School Bus Program is soliciting interest forms for a new School Bus Advisory Service Program that will provide free fleet electrification planning support to public school districts across Massachusetts.

The MassCEC is working with a con-

sultant team to provide public school districts and third-party school bus fleet operators with technical services such as electric vehicle and charging infrastructure analysis, feasibility designs, financial models, and assistance applying for future funding opportunities.

Selected school districts will receive a Final Fleet Electrification Plan that will include:

- · Actionable next steps on funding opportunities and applications
- Timeline of required approvals for school bus fleet electrification
- Identification of major stakeholders and their roles in the electrification process
- · Identification of vehicles that can be electrified and suggested timing for procurement decisions
- Electric vehicle supply equipment recommendations and location recommendations
- Identification and presentation of all



Vice President Kamala Harris, left, and Michael Regan, administrator of the U.S. Environmental Protection Agency, inspect a school bus during a 2022 event to promote the Clean School Bus program in Virginia. (Photo courtesy EPA)

• Outline of post-deployment operations (workforce training, charging schedules, maintenance, etc.)

The goal of the program is to provide school districts with a clear path to school bus electrification. Interest forms are being accepted on a rolling basis through the end of June.

The MassCEC intends to open a second year of funding for the <u>ACT School Bus</u> Fleet Deployment program in September 2023.



Human resources managers attend boot camp

Human resources consultant Mary Beth Bernard, left, and attorney Liz Valerio, of Valerio, Dominello & Hillman, discuss the path to termination or separation during the Massachusetts Municipal Human Resources Boot Camp on May 11 in Boylston. Bernard is a former chair of MMHR.

Traffic safety law takes effect

By Adrienne Núñez

A new roadway safety law is now in effect to improve safety for vulnerable road users — anyone other than a vehicle — by establishing new passing requirements, requiring safety equipment on specific state vehicles, clarifying key definitions, and clarifying a process for municipalities to reduce speed limits on roadways.

The law, signed by former Gov. Charlie Baker on Jan. 2, defines "vulnerable road users" as pedestrians, road workers, bicyclists, skateboarders, roller and in-line skaters, wheelchair users, non-motorized scooter users, users of electric assistive mobility devices, horses, horse drawn carriages, micro mobility devices, and operators of farm tractors and similar vehicles — essentially any user of roadways other than vehicles. Under the law, motorists are required to provide at least 4 feet of space when passing any vulnerable road user.

The law requires cyclists to use rear red lights while riding at night. Cyclists lacking red lights, however, may not be stopped by law enforcement as a primary offense.

The law also obligates the Massachusetts Department of Transportation to create and maintain signage informing drivers of vulnerable user safe passage rules on public ways.

Amendments to speed limits on municipal roads approved by local governing bodies will need certification from MassDOT's Division of Highways that the change is in the public's interest. Previously, such a change required certification from MassDOT as well as the registrar of motor vehicles.

The law also allows local governing bodies to petition MassDOT to adjust speed limits on state highways within a municipality. MassDOT must approve or respond to a petition within 90 days. If no response is provided, the new speed limit will become effective. MassDOT



A new state law aims to protect bicyclists, pedestrians and other roadway users that aren't vehicles.

will be responsible for associated speed limit signage.

MassBike Executive Director Galen Mook and Sen. Will Brownsberger <u>held</u> a webinar discussing the new law on March 13. MassBike offers a number of related resources.

The law took effect 90 days after it was signed. ●

MMHR to hold Annual Meeting in Burlington on June 15

On June 15, the Massachusetts Municipal Human Resources Annual Meeting will cover how to navigate difficult conversations and prioritize workplace well-being for human resources professionals.

Katie Gilfeather, an employee assistance program clinician with AllOne Health, will lead the training on communication and difficult conversations, followed by executive coach Sarah Mann, who will offer a fresh perspective on well-being and why it's critical for your "leadership fluency."

The meeting will include a vote on the fiscal 2024 budget and MMHR board slate, followed by a legislative update from MMA Executive Director Geoff Beckwith.

The event will be held at Grandview Farm, 55 Center St. in Burlington. Registration



Katie Gilfeather



Sarah Mann

and networking will begin at 8:30 a.m. The program will start at 9:15 a.m., and lunch will be served.

The registration fee is \$45 for members and \$55 for nonmembers. The deadline for non-COVID-related cancellations is June 8.

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.

More information and a detailed agenda will be available in the coming weeks.

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

SUSTAINABLE

Continued from page 9

On May 10, the MassDEP held a <u>webinar on the current grant cycle</u>, and an accompanying <u>Powerpoint presentation</u> is available.

<u>Visit the MassDEP website</u> for more information about program eligibility and detailed application instructions.

In 2022, <u>\$4.2 million was awarded</u> through the Sustainable Materials Recovery Program to support recycling and waste reduction efforts. The initiative

has provided more than \$55 million to recycling programs since 2010. ●

MMA, Suffolk graduate two certificate classes

On May 12, the MMA and Suffolk University graduated the 19th and 20th classes of the Certificate in Local Government Leadership and Management program.

Nearly 500 municipal officials have graduated from the Certificate program since its inception in 2011.

The program is designed for municipal employees looking to further their careers in municipal management. Sample classes include budgeting, human resources management, and strategic leadership.

The five-course, graduate-level program is held over the course of 25 Fridays.

The application period ended April 30 for the certificate programs scheduled to begin this fall in Barnstable and Danvers.

Information about the 2024-2025 programs will be available in the fall, and applications will be available on Feb. 1, 2024

Municipal Finance Management 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 in-depth

examination 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 MMA website.

Questions

For more information on any of the MMA-Suffolk programs, visit mma.org/suffolk or contact Katie McCue at 617-426-7272, ext. 111, or kmccue@mma. org, or Kate Evarts at 617-426-7272, ext. 172, or kevarts@mma.org. ●

MMA seeks help with annual database updates

The MMA has begun the annual process of updating city and town information for its database, in order to reach as many municipal officials as possible with all of the benefits of MMA membership – including access to in-person events, webinars, publications including The Beacon, and the MMA Annual Meeting & Trade Show every January in Boston.

The association is asking local leaders for help to ensure that it has complete and accurate information for every community. This spring, the MMA has been sending emails to chief municipal officials with the necessary information for the CMO or designated staff member to update their community's information using a convenient, online form. The form is pre-populated with personnel information that the MMA currently has on file — names of local officials, job titles, phone numbers and email addresses — so only updates and corrections are needed. The form should take only a few minutes to update and submit.

"You and your colleagues perform such vital work for your community, and we at the MMA want to support you every step of the way," said MMA Deputy Executive Director Katie McCue. "Having this information allows us to serve you better, and to provide you with all of the resources we can to help you serve your community."

For questions, technical issues or to change a community designee, contact Database@mma.org.

MMA seeks input for Annual Meeting workshops

The MMA is seeking topic suggestions from members for the timely, informative and interactive workshops that are a key component of the MMA Annual Meeting & Trade Show each January.

Please offer your input on topics that would help you in the work you do in your city or town. To submit ideas, use our convenient <u>online form</u>.

The 2024 MMA Annual Meeting & Trade Show will be held on Jan. 19 and 20 in Boston. ●



LGAC looks at local budget pressures

Danvers Town Manager Steve Bartha, right, describes budget pressures facing communities during the May 9 meeting of the Local Government Advisory Commission at the State House. He emphasized the critical importance of Unrestricted General Government Aid, and discussed the strains that out-of-district special education costs place on local budgets. Seated next to Bartha is Acton Town Manager John Mangiaratti.

Broadband and Digital Equity Summit is June 13

A Broadband and Digital Equity Summit on June 13 at Union Station in Worcester will bring together state, local and federal government officials, as well as representatives from industry, community organizations and others, to discuss the once-in-a-generation federal investment coming to the Commonwealth to close the digital divide and provide internet for all.

The free, day-long workshop will include speakers from the local, state and national level, panel discussions, and information on the most critical broadband and digital equity topics facing communities.

Topics will include:

- Update on Massachusetts Broadband Landscape
- Understanding Impacted Populations and Barriers to Adoption
- Current State and Future of Infrastructure: Working with Industry on Broadband Deployment
- · Best Practices in Digital Equity
- · Innovation in Connectivity
- Meeting the Workforce Challenge

The free, day-long workshop will include speakers from the local, state and national level, panel discussions, and information on the most critical broadband and digital equity topics facing communities.

Connecting all people in Massachusetts to affordable, reliable high-speed internet is considered critical to economic stability. The summit is an opportunity to discuss ways to work together to efficiently and effectively use federal dollars to the maximum extent.

The summit is sponsored by the National Telecommunications and Information Administration, the Massachusetts Executive Office of Economic Development, and the Massachusetts Broadband Institute. The MBI is leading a broadband and



A Broadband and Digital Equity Summit on June 13 in Worcester will address broadband and digital equity issues facing communities.

digital equity planning process, which includes extensive statewide stakeholder engagement. The summit will kick off the engagement process.

Lunch will be provided. For questions and assistance, contact Julia Pulidindi at (202) 748-7878 or jpulidindi@ntia.gov.

Click here to register online.

MBLC to hold webinar on library operations and statutory requirements

The Massachusetts Board of Library Commissioners will host a webinar for municipal leaders on June 15 to provide an overview of library operations, procedures and statutory requirements.

The one-hour webinar, "Book Challenges, Library Collection Policies, and Massachusetts State Law," will be led by MBLC Library Advisory Specialist Maura Deedy. The session will begin at 10 a.m., and there will be time for questions. (Click here to register.)

The MBLC notes that Massachusetts is not immune from larger national trends when it comes to local citizens and organized community groups challenging content in public libraries. Public libraries in Massachusetts have received four times as many challenges in 2022 as they did in 2021. Many of these challenges have been delivered directly to town managers or select board members.

The MBLC provides training and individual consulting to municipalities on the



A June 15 webinar for local officials will cover library operations, procedures and statutory requirements.

development of their library materials selection policies. The board is working to ensure that all public libraries in Massachusetts are following state law by making certain they have an approved collection development policy.

When developing or revising a policy, libraries are guided by <u>American Library Association</u> standards to develop an objective selection criterion to meet the needs of the entire community. Removal

of items from a public library due to social, religious or political pressure presents liability challenges to the library and municipality.

Libraries have a statutory and constitutional obligation to ensure access to public library materials, including library collections and library meeting rooms. Public libraries are governed by state law (M.G.L. Ch. 78), which outlines that the policy for the selection of and use of library materials and facilities must be in accordance with ALA standards.

Massachusetts libraries have been free and open to all since 1790, and Massachusetts continues to lead the nation in its investment in public libraries. The MBLC Construction Program, the state aid program, and MBLC advisory services support the commitment of local libraries to provide reliable information, quality service and diverse resources.

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</u> <u>Seminar</u>, and various independent trainings. Any professional development

training or 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 June 16. The Legacy Fund Committee will consider applications and make awards.

Galkowski had a 35-year career in municipal management in Massachusetts and a passion for mentoring younger

managers and being of service to her peers. Following her death in 2013, her 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

Moderators Association to hold workshop for new moderators June 7

The Massachusetts Moderators Association will hold a free workshop for newly elected moderators on June 7, 6:30 to 8:30 p.m., via Zoom.

The agenda includes presentations by seasoned Massachusetts moderators, with opportunities for questions and comments from the participants.

Topics include the following:

 Introduction and overview of Massachusetts Moderators Association resources available to member moderators, moderated by Mark DiSalvo of North Andover (open town meeting)

- Town Meeting Best Practices, led by Alan Wilson of Manchester-by-the-Sea (open town meeting)
- Moderator's Authority and Responsibilities, led by Wayne Davis of Carlisle (open town meeting)
- All Things Town Meeting, led by Deborah Brown of Lexington (representative town meeting)

In addition, materials will include:

· A Short Guide to Town

Meeting

- Manual for Moderators
- Moderators Comments: A Collection
- Town Meeting Rules

To attend, email mamoderators@gmail. com to request the Zoom link.

The first year of membership in the Massachusetts Moderators Association is free. ●

MASSBUYS Expo business-togovernment trade show is June 7

The MASSBUYS Expo business-to-government trade show will be held on June 7 at the Hynes Convention Center in Boston.

Hosted by the Operational Services Division and designed for Commonwealth statewide contractors and public purchasing and procurement officials, the event is an opportunity to network with upward of 300 exhibitors in the supplier community, as well as colleagues, and discover new product and service sources on statewide contract.

The free event will run from 8 a.m. to 3 p.m., featuring more than 250 booths and tabletops, as well as vehicle and equipment zones. MAS-SBUYS also offers workshops focused on climate change, health and wellness, and procurement, as well as a professional headshot booth and Red Cross Blood Drive. The day includes a continental breakfast and buffet lunch.

Eligible attendees are those who work at executive state agencies, cities, towns, public schools, quasi-agencies, and eligible nonprofits. Children, guests and retired individuals will not be allowed to enter.

Workshops are expected to fill up fast, so early registration is encouraged. Registration is available online.



LGAC discusses Lottery proceeds

Waltham Councillor and MMA Vice President John McLaughlin discusses the importance of Lottery proceeds as a source of revenue sharing for cities and towns during the May 9 meeting of the Local Government Advisory Commission at the State House. Regardless of the form of Lottery games, he said, Lottery proceeds need to continue supporting its original mission: local aid. "Every dollar we receive from the Lottery is one less dollar that we need to add to the property tax levy," he said.

Around the Commonwealth

Lexington

Town OK's MBTA communities zoning well ahead of schedule

Following an April Town Meeting vote approving 12 new overlay districts accounting for 227 acres of multifamily zoning, Lexington is on track to complete its MBTA communities zoning submission to the state a year and a half ahead of schedule.

The town is seeking to comply with a new section of the Zoning Act, enacted in 2021, that requires 177 MBTA communities to approve multifamily zoning near public transit, for at least 15 units an acre. Lexington can now submit its district compliance application for state review.

The town far exceeded the roughly 80 acres it needed under the new law. Town officials and housing advocates said they sought to seize the opportunity to confront a mounting housing crisis and help people who are increasingly being priced out of the region's housing market. (The median single-family home now costs \$1.7 million in Lexington.) The proposal faced opposition from some in the representative Town Meeting — and two unsuccessful amendments to limit its scope — but passed by a wide margin, 107-63.

"This is a major step to open up Lexington to more folks to be here," said former Housing and Economic Development Secretary Mike Kennealy, a Lexington resident, during Town Meeting. "We are early in this process, let's be candid about it. There are 177 MBTA communities. This is a chance for Lexington to lead, and isn't that what we want to do? Be out there early and show what's possible."

The law required MBTA communities to submit initial action plans by Jan. 31. Zoning compliance must be accomplished by the end of 2023, 2024 or 2025, depending on the community's level of MBTA service. Lexington must comply by Dec. 31, 2024. The law requires that the communities zone for the housing units, but doesn't require them to be built.



Multifamily zoning has been added to a dozen areas of Lexington, including its downtown.

The MBTA communities law has prompted concerns from some municipalities about preemption of local control over zoning, as well as whether the requirements will actually result in additional affordable housing units being built. Failure to comply, however, would jeopardize communities' access to some funding programs, and, according to a March advisory from Attorney General Andrea Campbell, could result in legal repercussions.

"We are incredibly proud that 98% of MBTA communities have achieved interim compliance with the law and are actively working on new or enhanced multifamily zoning districts to remove barriers to transit-oriented development," the Executive Office of Housing and Livable Communities said in a statement to the MMA.

The office urged MBTA communities to seek funding from <u>Community One Stop</u> <u>for Growth</u> programs to help with their efforts in developing compliant zoning.

Lexington's new zoning allows for multifamily housing to be built by right, subject to site plan review, within three types of overlay districts allowing for different building heights and uses. If developers include first-floor commercial or retail spaces, they can construct taller buildings. Projects with eight or more units must have 15% inclusionary housing for income-limited households.

"There are a number of factors we can't control," said Planning Board Chair Robert Peters, "but I think by providing the opportunity for more housing options, then we can at least have some economic

diversity in town and housing stock that better meets the needs of all members of the community."

Lexington officials said the MBTA communities process aligned with housing work the community had already been doing, including a recent update to its comprehensive plan and the creation of an affordable housing trust and a nonprofit housing corporation. The Planning Board initially intended to bring an MBTA communities-related article to last year's Town Meeting, but withdrew it to spend more time on the zoning.

"We had all of this housing wind in our sails, so to speak," said Carol Kowalski, Lexington's assistant town manager for development.

The Planning Board held 26 public meetings over the course of a year to discuss the zoning changes. In October, the town held a housing workshop, during which residents suggested possible locations for multifamily zoning near bus service, shops and services, and a bike path. The Planning Board narrowed down the suggestions, which led to the 12 districts covering 279 properties, according to Planning Director Abby McCabe.

Some residents initially struggled to envision the zoning without having tangible building projects to reference, McCabe said.

"That was definitely the challenge," she said. "It felt like no matter how many times we explained it, people were asking for very specific details — what are the buildings going to look like, how many new units, how many bedrooms?"

Outreach by local legislators and housing advocates to Town Meeting members helped the effort.

Lexington is waiting on a review of its bylaw by the Attorney General's Office, and is working on the district compliance application. Over the summer, the town will finalize details for the application and site review process for the new overlay districts, McCabe said, and Lexington hopes to be ready to accept applications by Labor Day.

Officials said this change wouldn't have been possible without another provision

■ COMMONWEALTH continued on 17

Around the Commonwealth

COMMONWEALTH

Continued from page 16

of the "Housing Choice" legislation that created the MBTA communities zoning — the lowering of the threshold to approve certain zoning changes from a two-thirds majority to a simple majority vote. (The town's zoning change won 63% of the vote.)

"If Housing Choice hadn't passed," Peters said, "we would be having a very different conversation."

— Jennifer Kavanaugh

Easthampton

City launches EV conversion plan and employee benefit

To help the city meet a 2040 net-zero emissions goal set by a Climate Action Plan, and to provide pathways for residents to do the same, Easthampton is partnering with MoveEV, an electric vehicle consultant based in Somerville, to help the city transition the entire municipal fleet and provide a benefit to municipal employees.

MoveEV did an <u>analysis of the city's</u> <u>fleet</u>, as well as employee and resident vehicle usage and carbon impact, and then created a dashboard that, using data specific to the city's fleet and goals, will develop a system to methodically replace the vehicles over time while taking advantage of all state and federal incentives and meeting the needs of the city. The city is expecting an updated dashboard by the end of the summer.

"It shows us how to decarbonize the fleet, which is small, at 120 vehicles," said Mayor Nicole LaChapelle. "We are going to lead by decarbonizing as a capital improvement project, but we are also going to introduce the community to MoveEV to help them navigate the transition as well."

The employee benefit program will help city workers see their own impact on carbon emissions, which electric vehicle would best suit their individual needs, and what incentives they can take advantage of.

The transition of the municipal fleet has begun, with the installation of charging

stations at multiple municipal buildings and the purchase of Teslas for the Police Department and two flexible-fuel trucks to replace three of the oldest city vehicles. The transition is expected to eliminate 600 metric tons of carbon dioxide annually and save about \$360,000 per year in fuel costs. LaChapelle said the city is also looking at using hybrid vehicles and fuel-efficient technology as part of the transition.

"It seemed like a very Easthampton kind of thing to do, keeping to our values, making use of our resources, meeting our climate goals and inviting our residents in a very concrete way to join us."

 Mayor Nicole LaChapelle

The city held a kick off event on Earth Day, April 20, when MoveEV demonstrated the city's dashboard and the portal for municipal employees, and brought in eight different electric vehicles for attendees to see and test drive.

"There is definitely a [cost to] going electric, but there are a lot of programs to help with that burden," LaChapelle said. "But to match those programs up to what you need on your own is near impossible, so this really broke down those myths."

Future iterations of the dashboard will update when vehicles are replaced and the real-time impact that has on carbon emissions. Should an individual use the program to make the transition to an electric vehicle, no identifying data would be included.

"It seemed like a very Easthampton kind of thing to do, keeping to our values, making use of our resources, meeting our climate goals and inviting our residents in a very concrete way to join us," LaChapelle said.



West Tisbury uses online mapping to inventory trees in its Historic District.

- Meredith Gabrilska

West Tisbury

Town invests funds, planning into tree population

In the face of climate change, West Tisbury has established a tree committee, invested in new tree plantings, and developed plans to protect and expand its tree canopy.

The Martha's Vineyard town of roughly 3,500 is confronting the effects of an aging tree canopy dominated by invasive maples. To reverse the trend, West Tisbury formed an eight-member Tree Advisory Committee in 2021, and in April, Town Meeting approved more than \$19,000 to plant 16 new trees. The committee is currently overseeing the digital mapping of trees in a prominent section of town to guide future decision-making around its tree population.

Tim Boland, the committee's chair and executive director of the local Polly Hill Arboretum, said the changes recognize the importance of trees as a municipal resource.

"We have roads, we have lights, electricity, we have maintenance of our town infrastructure," Boland said. "This would be an investment in what I call 'biological infrastructure' — living things that really kind of make a town. ... As we move forward, that's what we really need to look at, that investment as well."

Like other Northeast communities,

■ COMMONWEALTH continued on 18

Around the Commonwealth

COMMONWEALTH

Continued from page 17

West Tisbury once had a large supply of American elm trees that largely succumbed to Dutch elm disease by the 1950s, Boland said. Norway maples took their place, Boland said, because they could handle tough soils and needed little water and maintenance. Only later did people discover the extent of their invasiveness. And because more than 50% of the street trees are Norway maples of a similar age, they are dying off at the same time, officials said.

Municipal trees face numerous threats beyond old age and disease, said Jeremiah Brown, West Tisbury's tree warden. Overly aggressive trimming around power lines, the proximity of parking lots to trees, and the salt and spray from snow plowing all contribute to poor tree health. He estimates that he removes about six to 10 trees annually.

"By nature, the trees that are close to

humans — they don't do as well as if they were in nature and being left alone," Brown said. "So I guess that would be most of the challenge, trying to not have humans do bad things to trees that they all do."

Last summer, West Tisbury began taking an inventory of trees in the 3.7-square-mile Historic District, using a phone app to load tree data into a digital map with information about each tree's health, visual defects, diameter, height, and age, Boland said. The map will include sites for future plantings, and he sees the possibility of mapping other parts of town later on.

To avoid past problems, the town will plant a mix of trees, with an eye toward a changing climate. Officials said they can't predict how intensifying weather will affect trees adapted to current conditions, but they're hoping that tree diversity will help make the overall canopy more resilient.

West Tisbury's new trees will include shadbush, flowering dogwoods, beetlebung, hop hornbeam, Atlas cedar, American basswood, scarlet oak, and two disease-resistant elms. Brown said he hopes to get the trees planted by October.

In the future, Brown said he would seek a budget for 10 to 12 new trees a year, to replace the trees he typically removes annually and help catch up from previous years' losses.

"We want to have a lot of trees in town," Brown said, "and people to be proud of it."

— Jennifer Kavanaugh

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

MunEnergy webinar helps cities, towns manage summer energy costs

By Katie McCue

The MunEnergy team led a webinar for local leaders on May 10 offering tips to manage summer weather-related energy costs.

Constellation, the MMA's endorsed supplier for the MunEnergy program, helps municipalities manage energy costs using a variety of strategies. These include market watch updates to lower

usage during peak heat days, employing energy efficiencies in municipal buildings, and electrifying municipal fleets.

Participants learned that the weather experts at Constellation do not predict the record-breaking summer heat to continue in the Northeast. According to Constellation's forecasting, the summer of 2023 looks to be the 12th hottest on record, breaking with the recent trend

of top-10 hottest summers. The team stressed that it's a good time to lock in energy costs while rates are beginning to trend downwards.

For more information on the MunEnergy program, visit the MMA website or contact Katie McCue at 617-426-7272, ext. 111, or kmccue@mma.org.

• <u>Download the MunEnergy</u> presentation

MMA to open booth selection for 2024 Trade Show

On July 1, the MMA will open booth selection for the 2024 Annual Meeting & Trade Show, to be held on Jan. 19 and 20, 2024.

Interested exhibitors can log onto the 2024 MMA Trade Show web page for

more information.

MMA members are encouraged to talk with companies they currently do business with about the MMA Trade Show, which is an opportunity to meet other MMA members.

For any questions, contact Advertising and Trade Show Manager Karen LaPointe at klapointe@mma.org or 617-426-7272, ext. 154. ●

Products & Services Listings available to Partnership Program members

Members of the MMA Partnership Program are eligible to be listed in the Mass Municipal Data Hub's Products & Services Listings, which includes companies, associations and agencies that service municipalities.

The listings, found via the MMA home page, help members find companies that provide a service or product for their community.

MMA members are welcome to let their current suppliers know of this

opportunity, if they aren't already listed, and have them contact MMA Advertising and Trade Show Manager Karen LaPointe at klapointe@mma.org or 617-426-7272, ext. 154, for more information.

Serving Massachusetts' communities since 1982

Many factors could drive up health care costs

By Jennifer Ranz

The combination of COVID-19 <u>pandemic</u> <u>relief expiring</u>, along with health care staff shortages, inflation and other general population health challenges, could continue to drive up health care costs over the next several years.

With emergency declarations and emergency use authorizations now phased out, the federal government is no longer covering all costs for COVID-19 vaccinations, tests and treatments. Also ending are some waivers for Medicaid and Medicare coverage, as well as for certain prescriptions that were previously available via telehealth.

In Massachusetts, the MassHealth insurance program has begun an extensive year-long audit to redetermine eligibility for about 2.3 million people. Because pandemic waivers have ended and eligibility requirements have tightened up again, an estimated 300,000 Mass-Health members are expected to be found ineligible and be dislocated from the system. As this happens, municipalities (and other employers) could see an influx of new health care plan subscribers — including both employees and



Rising health care costs have widespread implications, including for municipal budgets.

family members — which could impact employer costs.

Meanwhile, an increased use of contract staff by hospitals has driven up costs. According to an American Hospital Association report in April, 95% of health care facilities across the country reported hiring nursing staff on a contract basis during the pandemic. In January 2022, hospitals spent a median of 38.6% of their nursing staff budget on travel nurses — up from 4.7% in 2019 — and the hourly rates charged to hospitals by contract firms rose by more than 200%

during the same time period. In Massachusetts, <u>hospitals paid \$1.5 billion</u> to contract staff in fiscal 2022, up 154% from the previous year.

Supply chain issues and the cost of materials are making medical devices more expensive as well, which also increases health care costs. The U.S. <u>Bureau of Labor Statistics reported</u> last December that the price index for medical supplies manufacturing rose to 3.4% in 2022, more than twice the rate of the previous year.

The general health of the population is also playing a role in health care costs. A recent <u>federal government report</u> showed that average life expectancy in the U.S. has declined to the lowest it has been in two decades, driven by a variety of factors including lifestyle behaviors, social factors, the physical environment, and public policies. Having an unhealthier population costs an estimated \$100 billion per year in health care costs in the U.S.

During the pandemic, many people put off routine health screenings such as mammograms, colonoscopies and regu-

■ MIIA continued on 22

Cities, towns respond to SJC ruling addressing civility at meetings

Municipal officials are re-examining their public comment practices at board meetings in light of a March ruling by the Supreme Judicial Court that restrictive policies could violate free speech rights.

At an April MMA webinar that touched on the topic, attorney Lauren Goldberg of KP Law said, "Great care should be taken to 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."

In addition to reviewing local policies

to ensure they don't conflict with the recent ruling, municipalities can also help mitigate legal risk by accessing relevant training for staff and board members.

The MMA will be hosting two free webinars in June to discuss the implications of the ruling for local officials. And MIIA offers relevant training sessions for members focused on dealing with an angry public in a post-COVID environment, dealing with difficult people and enhancing interpersonal skills, and de-escalation techniques for municipal employees.

– Jennifer Ranz

MIIA Health Trust welcomes new members

MIIA is welcoming the following seven new members to its Health Benefits Trust program: Athol Royalston Regional School District, Metacomet Emergency Communications, Old Colony Regional Vocational Technical High School, and the towns of Hudson, Oakham, Sandisfield and Uxbridge.

Trust members have access to health, dental and vision plans from MIIA and its partner, Blue Cross Blue Shield of Massachusetts, as well as MIIA's Well Aware workplace wellness program.

DIRECTOR'S REPORT

Continued from page 2

amplify misinformation and conspiracy theories. AI could steal personal information, create aliases, and replace identities. Our online personas on Facebook, Instagram and Zoom could be hijacked and manipulated.

In terms of impacting local government and communities, unregulated AI applications could be highly disruptive, primarily because municipalities are built on trust, consensus and engagement. We've all seen how social media and remote technologies have amplified uncivil behaviors, making it harder to serve and recruit volunteers into the fray. Now imagine a world where AI is used to splinter public dialogue, spread lies and misinformation, undermine political foes, erode confidence in elected leaders, and push self-interested agendas. There would be no misery index or empathy threshold to stop the technology from marching on. Thus, AI has the potential to fracture our communities, scale up misinformation and distortions, and make trust-building a hugely difficult and time-consuming challenge.

Interestingly, this issue is related to the March ruling by the Massachusetts Supreme Judicial Court striking down the enforcement of civility codes during meetings of public boards and committees. The SJC was unanimous in its finding that free speech rights allow discourteous, rude and negative comments directed toward government officials, especially in public settings. The decision does not allow behavior meant to incite violence, and does not extend to personal slander outside of public meetings. The ruling, however, underscores the challenges that federal, state and local leaders will have in regulating the use of AI in shaping public discourse and engagement.

The bottom line is that government must take action to regulate Al. If Congress and federal agencies are deadlocked. then states will need to fill the void to take some basic steps. At the very least, Al-generated information, identities and personas should contain a watermark or disclosure to help us discern the authentic from the inauthentic. Technology that can

.... Technology that can be easily abused to distort reality should be identified and controlled.

As we emerge from the pandemic, there is a great deal of speculation on how current technology platforms such as Zoom can be used to encourage and increase citizen participation and engagement in local government. But if AI can be used to penetrate Zoom and create fictitious personas or false representations, we may be forced to go fully back to in-person engagement, especially if that's the only way we can discern between fact and fiction. And that's just one small example.

The bottom line is that government must take action to regulate AI. If Congress and federal agencies are deadlocked, then states will need to fill the void to take some basic steps. At the

very least, AI-generated information, identities and personas should contain a watermark or disclosure to help us discern the authentic from the inauthentic. Governments should be allowed to verify and opine on the validity of information. Technology that can be easily abused to distort reality should be identified and controlled.

How AI can be regulated without stymieing its benefits is just as unclear as our current insight into AI's potential to undermine our democratic institutions. Because AI has the potential to disrupt our communities and interfere with the leadership of government, this is an urgent issue for municipalities and the individuals who live and work in our cities and towns.

(Disclosure: this column was written by me, not ChatGPT – but how can you be sure?)



Committee discusses transportation funding

During the May 19 meeting of the MMA Policy Committee on Public Works, Transportation, and Public Utilities, Sen. Paul Mark discusses his efforts to highlight the road and bridge funding needs in his district and the Senate's efforts to raise transportation funding through the Chapter 90 bond bill, as well as the budget process. Mark, who represents 57 communities in the westernmost part of the state, discussed a bill he filed with Rep. Michelle Ciccolo of Lexington to create a Chapter 90 Commission to review the local road and bridge program's funding formula (S. 2270, H. 3284). Mark also highlighted the importance of equity in transportation funding and meeting the needs of different types of communities, including small and rural towns. "We don't want anyone to lose, but we want to make sure that communities that are currently losing, gain," Mark said.

Let us know about your local news

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

word about these local creative solutions.

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



Water gets its day on Beacon Hill

Rep. Sean Garballey speaks during the 2023 Engineers and Land Surveyors + Water's Worth It Day event on May 11 at the State House. The day of collective advocacy informed legislators about the important issues surrounding engineering, land surveying, and municipal public infrastructure. Participants explained the value of the municipal public works and infrastructure community and urged action on priority policies ranging from Chapter 90 to PFAS. The MMA participated in the event, which was held in partnership with the American Council of Engineering Companies of Massachusetts, the Boston Society of Civil Engineers Section of the American Society of Civil Engineers, the Massachusetts Highway Association, the Massachusetts Water Works Association, and the Massachusetts Water Environment Association.



Local leaders tackle HR's 'Top 5'

Bridgewater Assistant Town Manager Kim Williams reviews the "Top 5 Things Your HR Department Needs to Know" during the Massachusetts Municipal Human Resources Boot Camp on May 11 in Boylston.

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

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

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





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

SIGN UP TODAY

BUDGET

Continued from page 1

in Fair Share funding to provide relief for districts that started school projects in recent years, in partnership with the Massachusetts School Building Authority, and whose project costs have far exceeded original estimates.

While the budget bill approved by the House (H. 3901) proposed authorizing an electronic Lottery (iLottery), the Senate budget did not include a similar outside section. The MMA will continue to advocate for any potential online Lottery proceeds to be used solely for the Lottery's intended purpose, which is funding the Commonwealth's revenue sharing through Unrestricted General Government Aid. The MMA maintains

that 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.

Looking ahead

With the House and Senate expected to name a conference committee in the coming weeks, the MMA will continue advocacy efforts for key accounts and outside sections.

The MMA will support the 3.2% increase in Unrestricted General Government Aid, Chapter 70 minimum aid at \$60 per student, and fully funding Special Education Circuit Breaker and Charter

School Mitigation payments.

The MMA will also urge the conferees to support \$15 million for Rural School Aid, fully fund regional school transportation and the transportation of homeless students under McKinney-Vento, and support a 90% reimbursement rate for out-of-district vocational school transportation.

The MMA will also support various investments from the Fair Share Amendment, including funding for universal school meals, green infrastructure for school buildings, supplemental funding for the Massachusetts School Building Authority, and funding for local roads and bridges.

MIIA

Continued from page 19

lar check-ups. A <u>Deloitte Insights analysis</u> last fall pointed out that, because of these delays in preventive care, some patients turn to higher-cost health care settings like emergency rooms because their condition has worsened.

COVID itself has also affected many people, particularly those with chronic conditions, leading to further strain on the health care system. Demand for behavioral health services also increased dramatically over the last few years. For example, visits for anxiety disorders increased by 47.9% from 2019 to 2022.

Planning is key

For municipal governments, higher health care costs must be factored into planning. Just one addition to a town's health insurance rolls could add more than \$30,000 to its annual health care budget, according to Chris Bailey, director of the MIIA Health Benefits Trust.

"Municipal governments should be prepared to budget for higher health care costs and additional enrollees," he said. "Because rates are set in advance, health cost increases can have a delayed effect, meaning we could see the impact of general inflation and other cost factors over the next several years."

Considering cost pressures that will be added to already constrained municipal budgets, Bailey advises municipal leaders to be wary of individuals or entities pitching low-cost health plan solutions. While some of these solutions may look good on the surface, they may not be backed by appropriate underwriting, and the premium rates may not be guaranteed to cover the full cost of claims, leaving the municipality with a large deficit of claims due at the end of the year. Bailey said entities promoting these plans often do not provide written contracts that specify what the customer is purchasing.

"In these times of greater fiscal challenges," he said, "it is more important than ever to exercise due diligence."

Municipalities can also encourage employees to make sure they are back on track with routine care and preventive health screenings, and taking advantage of employee wellness programs, Bailey said. Employers and employees should be aware of all the resources available to them from their health plan provider, including disease management and mental health assistance, as these programs can lead to better health outcomes and, in turn, lower costs.

Jennifer Ranz is a freelance writer.



Managers gather for spring conference

Harvard Professional Development Program trainer Margaret Andrews speaks during the Massachusetts Municipal Management Association's Spring Conference on June 1 in Brewster. Andrews led the full-day program "Managing Yourself, Leading Others" during the two-day conference, which was attended by 100 members.

HOUSING SECRETARY

Continued from page 1

Driscoll said the establishment of a cabinet-level secretariat dedicated solely to housing "will have a major impact on Massachusetts' ability to address this crisis and lower costs across the state."

"Ed Augustus has the right experience, vision and drive to lead this important work," Driscoll said. "His motto is, 'How do we get to yes?,' which is an approach our entire administration is embracing. We're committed to partnering with cities and towns to ensure they have the resources and support they need to give a hearty 'Yes!' to housing development in their communities."

Augustus said the housing crisis affects every community in Massachusetts, adding that "we know what the solution is: build more housing."

"This administration recognizes that there is no one-size-fits-all strategy to achieving this, and that we must work closely with communities to deploy a diverse toolbox of options to meet their unique needs," he said.

For nearly nine years in Worcester (2014-2022), Augustus was the chief administrative and executive officer of a Gateway City of more than 200,000 people. He oversaw the commitment or

distribution of \$25.3 million in Community Development Block Grant, HOME Investment Partnerships Program, and Worcester Lead Abatement and Healthy Homes Program funds to develop or preserve more than 2,000 affordable housing units throughout the city. (Worcester has the third-largest subsidized housing inventory in the state.) Augustus also dedicated \$30 million of the city's American Rescue Plan Act funds to housing, including \$15 million for the Affordable Housing Trust Fund.

Augustus spearheaded the \$240 million landmark redevelopment of Worcester's Canal District, including leading negotiations to relocate the Boston Red Sox AAA-affiliate (now the WooSox) to the city and construction of the multi-use Polar Park stadium, hotel, and housing development, as well as the Kelley Square intersection redesign.

Augustus has also served as director of government and community relations for the College of Holy Cross, senator for the 2nd Worcester District, chief of staff for Congressman Jim McGovern, and chief of staff to the assistant secretary for Intergovernmental and Interagency Affairs at the U.S. Department of Education under President Clinton. For the past year, he had been serving as chancellor of Dean College.

On March 1, Gov. Healey filed legislation under Article 87 to create the Executive Office of Housing and Livable Communities and move the Department of Housing and Community Development out of the current Executive Office of Housing and Economic Development into the new secretariat. The legislation also broadens the office's scope of work to include housing production.

The administration said the new cabinet-level secretariat will be solely dedicated to housing and driving solutions to create more homes and lower costs. It will focus on the urgent need to build places to live that are affordable and closer to public transit. The housing secretary will work collaboratively with stakeholders — public housing authorities, cities and towns, the federal government, nonprofits, developers, landlords, renters and advocates — to develop a comprehensive housing development and stabilization strategy. The secretariat will also administer financial assistance and programs focused on housing production, rehabilitation, preservation, affordability, stability and security, while centering fairness and equity with every opportunity.

Gardner mayor, Worcester city manager receive business honor

Gardner Mayor

Michael Nicholson
and Worcester City
Manager Eric Batista made the Worcester Business Journal's annual Power
50 list last month in recognition of their contributions to the Central Massachusetts economy.



Michael Nicholson

Nicholson was chosen for his role in leading economic development in Gardner, which saw 33 businesses open or expand in 2022, and an additional seven so far this year.

Batista was noted for his creation of Worcester's Executive Office of Diversity, Equity and Inclusion, and its search for a chief equity officer; implementation of



Eric Batista

body cameras for police officers; and work toward an inclusionary zoning policy to get more affordable housing into new developments.

This is Nicholson's second recognition from the publication within the year. Last

summer, he made the journal's "40 under Forty" list of rising stars in the region's business community.

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

Batista has worked in Worcester for more than a decade, in roles including chief of operations and project management in the city manager's office. In 2019, he became director of the Office of Urban Innovation, and in 2021 he was promoted to assistant city manager. He spent the second half of 2022 serving as acting city manager, before being named as the permanent manager in December. He has an associate's degree in architecture from the New England Institute of Technology, a bachelor's degree in economics from UMass Amherst, and a master's degree in business administration from Assumption University.

People



Dominick Pangallo

Dominick Pangallo was inaugurated as Salem's 52nd mayor on May 27, filling the vacancy left by **Kim Driscoll**'s departure at the beginning of the year to become lieutenant governor.

Pangallo won a May

16 special election to succeed Driscoll, for whom he served as chief of staff for a decade. He will serve the rest of Driscoll's term through 2025. City Councillor **Robert McCarthy** had been serving as acting mayor over the past several months.

Pangallo has also worked in marketing and development for the Partnership for Community Development in Hamilton, New York; as a principal for the Northfields Group, a political and public affairs consulting group; in public relations for the Peabody Essex Museum; and as a legislative aide. He has master's degrees in public administration and political science from Suffolk University, and a bachelor's degree in political science and theater from Bates College.



Michael Renshaw

Michael Renshaw will become the new town manager in Falmouth on June

Most recently, Renshaw was the county manager in White County, Georgia, where he started in

July 2022. He has also worked as the general manager of the Highlands Ranch Metropolitan District in Colorado; as the county manager in Barrow County, Georgia; as the county manager in Camden County, North Carolina; and as the city manager in Grantville, Georgia. He also worked in other municipal roles in Atlanta and in Mesa, Arizona, and was a police officer and detective in Glendale, Arizona. He has a bachelor's degree in criminal justice studies and a master's degree in public administration, both

from Arizona State University.

In Falmouth, Renshaw fills the role left vacant by the departure of **Julian Suso** in May 2022. **Peter Johnson-Staub**, the assistant town manager, has been serving as the acting town manager.



Kimberly Newman

Kimberly Newman will become the first

will become the first town manager in Orleans on July 1, just weeks after the town changed the position from town administrator to manager.

Newman has been the town administrator

in Mendon since 2014. She also spent almost four years serving as a city administrator in Lyndon, Kansas, five years as an assistant town administrator in Killingly, Connecticut, and a year and a half as a management and budget analyst in Broward County, Florida. She has a bachelor's degree in political science and government, and a master's degree in public administration, both from the University of Rhode Island.

In Orleans, Newman will take the place of **John Kelly**, who served for 26 years as town administrator before retiring in December. **Charles Sumner** has been serving in the interim role.



Justin Sultzbach

Justin Sultzbach

will become the new town administrator in Middleton on July 10.

Sultzbach has been the town manager in Winchendon since May 2021, and previously served as assistant town administrator in

Tyngsborough from 2017 to 2021. He worked in Watertown from 2014 to 2017, first as a principal account clerk in the treasurer's office and later as an assistant tax assessor. He was a legislative intern for Sen. Mark Montigny from 2009 to 2012.

He has a master's degree in public policy from Suffolk University, and a bachelor's degree in political science from Franklin Pierce University.

In Middleton, Sultzbach will take the place of **Andy Sheehan**, who left to become the town manager in Sudbury in February. **Jackie Bresnahan**, the assistant town administrator and human resources director, has been serving as the interim town administrator.



Anneke Craig

Anneke Craig
will join the MMA
on June 5 as a
member program
coordinator,
working with the
Massachusetts
Select Board
Association, the
Massachusetts
Municipal
Human Resources

association, and Women Elected Municipal Officials.

Since October, Craig has been working as a language and culture assistant in the public schools in Cordoba, Spain. She has also been working remotely as a learning, evaluation and compliance associate for Project HOPE Boston, an agency dedicated to helping move families out of poverty. In that role, she compiled research on socioeconomic inequality and was involved in the drafting of a data governance policy. She has a bachelor's degree in critical social thought and Spanish from Mount Holyoke College, where she worked as an operations assistant for the college's Office of Student Involvement.

Sara Robertson, the first woman to serve as mayor in Worcester, died on May 7 at age 88. She served on the City Council from 1980 through 1987, and the council selected her to serve as mayor from 1982 to 1984. She also served on the Worcester School Committee and was president of the Worcester League of Women Voters.

■ PEOPLE continued on 25

People

PEOPLE

Continued from page 24



John "Jack" Lydon Jr., a former Quincy city councillor, died on May 21 at age 82.

Lydon, who represented the city's Ward 3, served from 1974 until 1987 and was council president for part of his tenure. The owner of a local funeral home, Lydon was heavily involved in local civic organizations and the city's business community. He served on the city's Capital Improvement Committee, and worked closely with the city's emerging Asian community. He received the Vision Award from Quincy Asian Resources Inc., a social services agency that serves immigrants and their families.

Former North Adams Councillor **Robert Moulton Jr.** died on May 4 at age 66. He was elected to the City Council six times,

in non-consecutive elections, before stepping down in July 2020 from both the council and the School Committee.

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.

New select board members elected

New select board members elected The following are new select board members elected in annual town elections from April 26 through May 24. This listing is meant to highlight first-time 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.

Abington: Suzanne Djusberg, Kevin Donovan

Ashland: Claudia Bennett

Auburn: Anne Cavanaugh, Todd Kirrane

Becket: Jeff Piemont Belchertown: Lesa Pearson Bellingham: Michael Hennessy Berkley: Joseph Freitas, Tabitha

McCrohan

Bolton: Brian Boyle

Bourne: Anne-Marie Siroonian **Boxborough:** Kristin Hilberg, David McKiernan, Priya Sundaram

Brookline: Paul Warren Charlton: Peter Lancette Chilmark: Marie Larsen

Cohasset: Ellen Maher, Chris Plecs

Colrain: Emily Thurber **Dennis:** Carlyn Carey

Douglas: Maxwell Postma, Ross Smith

Erving: James Loynd **Essex:** Alva Ingaharro **Falmouth:** Robert Mascali

Georgetown: Rachel Bancroft, Robert

Hoover

Grafton: Mark Alimo

Great Barrington: Ben Elliott

Hanson: David George **Harwich:** Jeffrey Handler **Hatfield:** Greg Gagnon

Heath: Elissa Viarengo **Hopedale:** Scott Savage **Ipswich:** Michael Dougherty, Carl Nylen, Charles Surpitski

Lenox: Max Scherff Littleton: Karen Morrison Lunenburg: Renee Emkey, Caesar

Vuzzolo

Mansfield: Maureen Doherty, Brendan

Roche

Maynard: Michael Stevens Mendon: Jason Kuter Merrimac: Irina Gorzynski Middlefield: Tamarin Laurel-Paine

Monterey: Frank Abbott

Mount Washington: Keith Torrico

Nantucket: Tom Dixon

New Braintree: Dennis Letendre **Newbury:** William DiMaio, Leslie

Matthews

New Marlborough: Beth Dean **New Salem:** Richard Taupier **Northborough:** Lisa Maselli, Laura

Ziton

Northfield: Sarah Kerns
Norton: Denise Luciano
Norwell: Brian Greenberg
Oxford: John Eul, Mark Lee
Pembroke: Richard Flynn
Plainfield: Judith Cole
Plymouth: Kevin Canty
Princeton: Philip Gordon Gott

Provincetown: Erik Borg, Austin Miller

Rochester: Adam Murphy Rowley: Sheri David

Rutland: Jennifer Leger, Paul Mattson,

Harry Sechman

Salisbury: Terence Marengi **Sandisfield:** Robert Fedell **Savoy:** Gerry Bergeron, Justin Kaczowski

Scituate: Susan Harrison Shelburne: Richard LaPierre Sherborn: Steven Tsai Shrewsbury: Carlos Garcia Southampton: Stephen Johnson,

Daniel Lavalley

Southborough: Al Hamilton,

Marguerite Landry **Southwick:** Diane Gale **Sterling:** Kirsten Newman

Stow: John Toole

Sunderland: Dan Murphy Sutton: Normand Champigny Templeton: Matthew Rivard Tisbury: Christina Colarusso Tyngsborough: Ronald Schneider

Upton: Laura Hebb Uxbridge: Brian Plasko Webster: Mark Rogers Wendell: Paul Doud

West Brookfield: Brad Merkel **Westford:** Chris Barrett

West Newbury: Christopher Wile

Weston: Thomas Palmer
Whitman: Laura Howe
Wilbraham: Michael Squindo
Williamstown: Stephanie Boyd
Winchendon: Melissa Blanchard
Windsor: Holly Higinbotham ●

EMPLOYMENT OPPORTUNITIES

Environmental Compliance Coordinator - WSD City of Chelsea

Summary Statement of Duties: Coordinates program activities within the Water/Sewer/Drain (WSD) Division of Public Works relative to environmental and regulatory compliance. Ensures all monitoring and reporting as required by the Environmental Protection Agency (EPA), Department of Environmental Protection (DEP), Massachusetts Water Resources Authority (MWRA), and other various regulatory agencies is completed, as necessary, to allow the successful continued operation of the WSD division in support of the overall mission of the Department of Public Works. For a full job description and to apply online, visit www.chelseama.gov/job_detail_T14_ R78.php. The city of Chelsea is an equal opportunity employer.

Water Treatment Plant Chemist (DPW) Town of Billerica

Supervising, performing and training personnel for sampling, testing, record keeping and reporting of physical, chemical and bacteriological water quality condition of the Concord River, water treatment plant, distribution system, and water treatment residuals (sludge). Complying with all LCO (micro) directives to meet certification requirements for method SM 9223 chromogenic substrate analysis for the simultaneous analysis of total and E. Coli bacteria in potable water. Ensuring all required water quality testing is conducted according to EPA, MADEP, MADPH, LCO (micro) compliance schedules and methods. Updating quality assurance/quality control (QA/QC) and standard operating procedures (SOP's) in accordance with standard methods and good laboratory practices (GLP), as required; maintaining and keeping laboratory and equipment up to date with latest available testing technology. Bachelor's degree from an accredited college in a related field with at least 12 credit hours in chemistry-related courses, and at least three credit hours in microbiology-related courses. Bachelor's degree in chemistry or biology/microbiology preferred. Must have Grade T-4 certification by DEP Board of Drinking Water Operations, Grade D-3 certification by DEP Board of Drinking Water Operators, and a Grade T-1 certification by DEP Wastewater Operators. Core pesticide applicator's license certification by Mass. Department of Agricultural Resources. Must have a valid driver's license. Must have three years' experience with EPA, MADEP, MADPH, and NPDES laws and regulations, as applicable to the water and wastewater professions. Must have three years' experience in an environmental testing laboratory environment and operating a water treatment plant. Proficiency in Microsoft Office, Excel, Word and Outlook. Familiarity with Microsoft ACCESS is a plus. Proficiency with WTP SCADA for the collection and preparations of water treatment plant operational compliance reports. One year experience with WTP SCADA data reporting software program. Membership in a trade organization such as AWWA or MWWA to keep current with the changing regulatory environment. \$38.67 per hour.

Deputy Fire Chief Town of Charlton

Under the general direction of the Fire Chief, the Deputy Chief will provide highly responsible supervisory and administrative function in planning, organizing, budgeting, staffing, managing, and direction in all aspects of fire operations, including emergency medical services. Excellent benefits package. Salary will be dependent on experience and qualifications. To apply for the position and to view a full job posting, please go to www.townofcharlton. net/158/Human-Resources. You will be able to upload your resume and cover letter through the portal. Deadline to apply is 5 p.m. on June 19. The town of Charlton is an equal opportunity employer and encourages diversity.

Assistant Town Administrator Town of Wellfleet

The town of Wellfleet is seeking to fill the position of Assistant Town Administrator to perform complex, professional, administrative and management work in support of the Town Administrator in the daily administration and management of ongoing town activities and employees, and advising the Board of Selectmen in discharging the duties of their office. The employee is required to perform all similar or related duties. Education and Experience: Bachelor's degree in public administration, business administration, political science or a related field with a master's degree preferred; a minimum of three to five years' related work experience; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. Special Requirements: Certification as a procurement official (MCPPO) is required within 90 days of appointment. Class D motor vehicle driver's license. As a condition of employment, must pass a CORI certification. Certification as a planner by the American Institute of Certified Planners (AICP) or similar planning certificate is preferred. Pay range is \$91,100-\$115,547. More information available at www.wellfleet-ma. gov/employment.

Supervising Public Health Nurse Town of Burlington

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

District Security and Attendance Monitor

Masconomet Regional School District

190 days, 8 a.m.-4 p.m. (subject to change); \$20-25/ hr. The District Security and Attendance Monitor is responsible for monitoring the entire school campus, assisting with the enforcement of school rules, and reporting and addressing security and safety issues, as needed. Applicant should send letter of interest, resume, copies of current CPR/AED, any other related medical training (Epi-pen, Narcan, stop the bleed), and references to: Keri Reddington, Masconomet Regional School District, 20 Endicott Road, Boxford, MA 01921.

Firefighter/EMT Town of Newbury

The town of Newbury seeks two qualified candidates for the position of Firefighter/EMT (paramedic certification preferred) for two 40 hour/week positions. Qualifications: FF I/II certification, Mass. EMT certification (paramedic certification preferred), and successfully passing CORI, background and driver's record checks. Successful applicants will be required to complete and pass a pre-employment physical. Salary range is \$23.58-\$24.80/hour, based

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

Summer Beacon

Deadline: July 12 Publication: July 18

September Beacon

Deadline: August 25 Publication: August 31

Placing an ad

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

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

Continued from page 26

on qualifications. Applications may be found at www.newburyfire.org, under forms and resources. Please submit an application, along with a letter of interest, to: Newbury Fire Department, Attn: Fire Chief Doug Janvrin Jr., 3 Morgan Ave., Newbury, MA 01951. Email: firechief@townofnewbury.org.

Assistant Town Administrator/Economic Development Director Town of Milford

The town of Milford is seeking an Assistant Town Administrator/Economic Development Director. The position will be responsible for, but not limited to: Assisting the Town Administrator in the planning, administration, management, and coordination of daily operations of the town. Answering questions and furnishing information to the public, local officials, and to town employees concerning town policies, rules and regulations; receiving complaints and responding to inquiries appropriately, including taking initiative to see that problems in certain situations are resolved; making appropriate referrals, as necessary; assisting town officials, legal counsel, boards, commissions and agencies, as required. Assists the Town Administrator and Select Board in the development of policies, goals, administration, and special projects; makes recommendations on requested issues. May represent the Town Administrator at Select Board and other board/committee meetings. Applies for grants, when applicable. Identifies town sites available for development or potential redevelopment and provides clear analysis of their limitations and recommendations to increase their viability. Bachelor's degree in public administration, business management, or related field; minimum of three years of progressively responsible, related experience. Master's degree in public administration or related field preferred; experience with planning and economic development or an equivalent combination of education and experience. For a complete job description, please go to www.milfordma.gov/ personnel-board/pages/personnel-article-2-jobdescriptions. This position has a pay range in Grade 12 of \$101,175 to \$136,586 per year. Interested candidates should send a resume and cover letter to: kmelpignano@townofmilford.com. Resumes will be accepted until June 9.

Police Chief Town of Milford

The town of Milford, Mass., is seeking a communityoriented, experienced professional to serve as its new Chief of Police. The Chief of Police is responsible for the management and administration of the department's personnel, equipment and financial resources to accomplish the following purposes: maintenance of peace and order; provision of emergency and nonemergency law enforcement and public safety services; peaceful resolution of interpersonal differences in the community; prevention and detection of criminal activity; apprehension and prosecution of persons engaged in criminal activity; and, enforcement of statutes, ordinances and regulations. Benefits include generous paid time off, including vacation, paid holidays, and personal and sick time, with a salary range of \$134,976 to \$153,245, commensurate with qualifications, with up to an additional 25% educational incentive, 12 paid holidays and career

award pay. Milford also offers longevity, as applicable. Please go to our website at www.milfordma.gov/home/pages/current-employment-opportunities for a full job description.

Director of Public Works Town of Belchertown

The town of Belchertown is accepting applications for a Director of Public Works. The position performs complex supervisory, administrative, and professional work in planning, organizing, directing, and managing the Department of Public Works. Oversees the operations of cemetery, highway, wastewater treatment, transfer station, stormwater, grounds and facilities, and consultants' work. Plans and prepares annual budget; reports, applies and manages grants; and issues permits. Minimum Qualifications: Bachelor's degree in engineering, business, or related field and ten years of progressively responsible related experience with five years in a supervisory position, or any equivalent combination of education and experience. Special Requirements: Possession of a valid motor vehicle operator's license. Valid construction supervisor license and varied water and wastewater licenses desirable. It is strongly preferred to have residency in Belchertown within one year from date of employment, otherwise must live within a reasonable commute to the town. The annual salary range for this position is \$99,692-\$127,263. Applications are available online at www.belchertown.org/human_ resources and can be submitted to jobs@belchertown. org. Application review will begin June 9 and applications will be accepted until the position is filled. The town of Belchertown is an EEO employer, we encourage women, minorities, and veterans to apply.

DPW Superintendent Town of Charlton

The DPW Superintendent works under the general direction of the Town Administrator and the Board of Selectmen. Primary responsibilities include complex supervisory work in construction; maintenance and repair projects; all highway related functions; maintenance of the town grounds, including recreation fields; and all tree removal and maintenance activities on town properties. Salary ranges from \$95,347.20-\$105,227.20. For more information, a full job description, or to apply for the position, please go to www.townofcharlton.net/158/Human-Resources. Applications and resumes must be received by June 8. Position will remain open until filled. The town of Charlton is an equal opportunity employer and encourages diversity.

Town Manager - Reopened Town of Farmington, Maine

The town of Farmington, Maine, has reopened the search for qualified candidates for the position of Town Manager. Farmington is a desirable four-season community in the western mountains surrounded by lakes, wooded hills, and winter recreational opportunities. Farmington has a population of 7,581, is home to the University of Maine – Farmington, and has a vibrant downtown. Farmington has a selectboard/town manager/town meeting form of government. Farmington is a regional service community and has a current municipal budget of \$10 million with 47 full-time municipal employees. The Selectboard is seeking an individual with strong budget and financial management skills, experience in personnel management and labor relations, and

knowledge of economic development. Experience in budgeting, long range planning, project management, technology, and ability to work with neighboring communities is very important. Candidates should possess excellent written and oral communication skills, a positive attitude, demonstrated leadership ability, and an open, visible, collaborative and teamoriented management style. A bachelor's degree in public administration, business administration, or similar relevant field is preferred; a master's degree is a plus. Experience in town management is preferred, but candidates with executive municipal management and finance or comparable management experience are encouraged to apply. Competitive salary with a comprehensive benefits package is negotiable based on experience and training. Send resume and cover letter with salary requirements by 5 p.m. June 9 by email to personnelservices@memun.org or by fax to 207-624-0118 or send by mail to: Director of Personnel Services, Maine Municipal Association, 60 Community Drive, Augusta, ME 04330. Farmington is an equal opportunity employer; www.farmington-maine.org.

Chief of Inspections City of Brockton

Brockton is building! The City of Champions is seeking a Chief of Inspections with strong managerial skills and an understanding of the Massachusetts sanitary code to lead and supervise the day to day operations of inspections and code enforcement in the Inspectional Services Department. You will have the opportunity to think outside the box in this newly created position as you work to improve processes and procedures. Compensation ranges between \$83,130 and \$96,233 and includes a generous benefit package. Deadline is June 2 or until the position is filled (resumes will be reviewed upon receipt). Click here for a complete job description and application instructions.

Deputy Inspector of BuildingsCity of Brockton

Brockton is building! The City of Champions is seeking a Deputy Inspector of Buildings with strong managerial skills and a comprehensive understanding of building construction and code enforcement to assist the Inspector of Buildings/Superintendent of Buildings and oversee 35+ employees in the Inspectional Services Department. You will play an integral role in developing this new department and updating its policies and procedures. You must be a certified building commissioner. Compensation ranges between \$106,917 and \$116,831, along with a generous benefit package. Deadline is June 2, or when the position is filled. Resumes will be reviewed upon receipt. Click here for a complete job description and application instructions.

Assistant Town Clerk Town of Tyngsborough

The town of Tyngsborough seeks qualified applicants for the position of Assistant Town Clerk in the Clerk's Department. This position performs a variety of routine and complex clerical duties related to the operation of the Town Clerk's Office. This position may act as the Town Clerk in the absence of the Town Clerk, as legally allowed under state and local laws. Also provides clerical support to the Veterans' Services Department. The Assistant Town Clerk makes frequent contact with the general public, town departments and various government

■ CLASSIFIEDS continued on 28

CLASSIFIEDS

Continued from page 27

agencies, requiring perceptiveness and patience. This is a benefits eligible position and works 35 hours weekly. The position is covered by the SEIU Local 888 Clerical Union within the Grade 6 salary range of \$20.35-\$27.74 per hour, DOQ. Send resume and letter of interest to Human Resources by mail to 25 Bryant Lane, Tyngsborough, MA 01879 or email to hr@tyngsboroughma.gov. Position open until filled. Full job description available online at https://www.tyngsboroughma.gov/departments/human-resources/employment-opportunities. The town of Tyngsborough is an equal opportunity employer.

Treasurer/Collector Town of Rowe

Town of Rowe (population 400) seeks a Treasurer/Collector, a full-time (40-hour) benefitted position. Responsible for performing skilled accounting, administrative, clerical work and the billing and collection of all monies due the town; and all other related work, as required. Oversees and administers the department's collection of tax bills. Salary range: \$55,000 to \$60,000, depending on experience and qualifications. Posted: May 15 and open until a qualified candidate is hired. Send application and resume to: Janice Boudreau, Executive Secretary, 321 Zoar Road, Rowe, MA 01367; or email townadmin@rowe-ma.gov.

Financial Principal Clerk Town of Hudson

The town of Hudson Department of Public Works is seeking an individual to fill a full-time position in a fast-paced municipal public works department. Applicant must be proficient with different computer applications, including word processing, spreadsheets, and database applications, or possess the ability to learn such programs. Communication skills are essential, including an ability to relate in a polite and professional manner with the public, other employees, and officials of other governmental units. Please see the town's website for more information: www.townofhudson.org/home/pages/job-opportunities.

Associate Planner City of Easthampton

The city of Easthampton is seeking an Associate Planner for our Planning Department. This is a great opportunity to be involved in a hands-on capacity with the city's community and infrastructure growth and development. This position is the primary technical support for various boards and committees including, but not limited to, the Planning Board and Zoning Board of Appeals. Responsible for oversight and coordination of all land use permitting projects. Assists the Planning Department with work, including research, data collection, grant application and administration, and normal administrative office functions. Salary: \$24.21-\$28.07/hour; 34 hours/ week, Monday-Thursday. To see full posting and apply, visit www.easthamptonma.gov.

Chief of Police Town of Nantucket

Reposted May 12. The town of Nantucket is actively working to secure housing for the newly hired Police Chief. The town of Nantucket is seeking a community-oriented, experienced law enforcement professional

Nantucket is located approximately 30 miles south from Cape Cod, with an approximate year-round population of 14,500 and a seasonal population that can exceed 50,000. Although well-known as a summer destination spot, Nantucket has numerous boutiques and shops, restaurants, and is a vibrant year-round community with a K-12 public school system, plus two small private schools, a hospital. its own airport and a pier facility on the waterfront. Residents and visitors enjoy its windswept beaches, sand dunes, historic character, blinking lighthouses and a charming pace of life. Nantucket is 14 miles in length and 3.5 miles wide and includes the small islands of Tuckernuck and Muskeget. Once the world's foremost whaling port, the island is now designated a National Historic Landmark. Nantucket is brimming with seaside cottages, old whaling captains' mansions, historic harbors and large tracts of scenic open space. The Police Chief shall have the responsibility for the administration and operation of the Nantucket Police Department, Communications Center, Emergency Management, Harbor Master and Animal Control. The Chief will plan and direct the internal and external activities of the Police Department in the enforcement of laws, regulations, and town bylaws. The Chief will establish realistic strategic planning goals, provide motivational leadership and direction to department staff. The ideal candidate will have a proven record of professionalism, integrity, transparency, cross cultural competency, and community engagement. As a town leader, the Nantucket Police Chief will embody the core values of community policing. The Chief will engage in public events, outreach initiatives and respond to all inquiries, complaints, or grievances in a timely and professional manner. The Chief will be responsible for establishing and maintaining effective and productive working relationships with appointed and elected officials; department heads; federal, state and local agencies; community stakeholders; businesses; and Nantucket residents. The Nantucket Police Department is a full-service agency, consisting of the following funded positions: 42 Police Officers, 10 Civilian Personnel, 10 Dispatchers and 35 seasonal Community Service Representatives, with a FY23 budget of approximately \$8.6 million. Recommended Qualifications: Education and Experience: Master's degree in criminal justice, public administration or a related field; more than 10 years of experience in the law enforcement field, with at least five years' experience at a command or supervisory level; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. Candidates are required to have extensive experience with community policing and working with labor unions. Candidates must be active in the law enforcement field and hold a minimum rank of lieutenant to apply. Graduates of major policing executive development or leadership programs, including FBI National Academy, Police Executive Research Forum, Senior Management Institute for Police, or Police Executive Leadership Institute, are encouraged to apply. The ability to motivate department members to achieve community and department goals. Ability to recruit and inspire officers of diverse backgrounds. Possess the skills to build trust within the department and community. Experience in coastal/resort communities preferred. Possession of, or ability to obtain, a valid Massachusetts driver's license. Must have a valid Massachusetts firearms

to serve as its new Chief of Police. The island of

license, or the ability to obtain one upon hire. Applicants must be a graduate of the Commonwealth of Massachusetts Municipal Police Training Committee (MPTC) Basic Recruit Officer Academy (or eligible for a permanent exemption by the MPTC) and must satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission for certification as a police officer in the Commonwealth of Massachusetts. Salary: Salary range of \$175,000-\$190,000 with up to an additional 25% educational incentive, commensurate with qualifications. Interested applicants should apply online. Please attach a cover letter and resume. The application deadline is 4 p.m. on Friday, June 9. The town of Nantucket is an equal opportunity employer, qualified minority candidates are encouraged to apply.

Assistant Executive Director Gloucester Retirement Board

The Gloucester Retirement Board is seeking an Assistant Executive Director. Candidates will assist new members in all aspects of retirement and counseling. Applicants will post deduction, run payroll, be responsible for website management, create agenda packages, notice posting and other functions as required. Must be willing to attend multiday conferences in Massachusetts. Qualifications include strong mathematical skills, Word and Excel proficiency, knowledge of PTG software and MGL Chapter 32 preferred, bachelor's degree, and five years' administrative experience preferred. Pre-employment physical, CORI, and practical tests will be required. Work schedule is 8:30 a.m.-4:30 p.m. with one hour for lunch. Remote work is not an option. Salary is commensurate with experience. Application deadline is May 31. Interested candidates should email a cover letter and resume to Chairman Douglas A. MacArthur at damac@gcrsys.com.

Assistant Town Administrator Town of Dover

The town of Dover (population 6,200) is recruiting for an Assistant Town Administrator. As a key member of the town's management team reporting to the Town Administrator (Chief Administrative Officer), this position assists the Town Administrator in directing and coordinating the administration of town government. Primary responsibilities include: assisting with preparation of the annual operating and capital budgets, overseeing the risk management program, managing procurement efforts, and providing staff support to town boards and committees. A bachelor's degree in public administration, political science or related field is required. A master's degree in public administration and a minimum of three to five years' previous related experience in local/state governments or not-for-profit organizations is preferred. MCCPO certification is desired. FY24 compensation plan hiring range is \$91,103 to \$101,967. Depending on education and experience, the initial compensation rate may be higher to a maximum of \$115,547. Compensation package includes health insurance, generous vacation time and retirement benefits. Flexible hours and good working environment provided. Please provide a cover letter, resume and Dover application for employment. For access to the application form and full position description, please visit the town website at www.doverma.gov/Jobs. aspx. Apply to Town Administrator's Office, Dover Town House, PO Box 250, 5 Springdale Ave., Dover, MA 02030. Applications received by June 5 will receive

■ CLASSIFIEDS continued on 29

CLASSIFIEDS

Continued from page 28

the earliest consideration. Position open until filled. Dover is an EEO/AA employer.

Town Administrator Town of Orange

The town of Orange (7,800) seeks an individual with demonstrated management, administrative, and organizational skills to serve as Town Administrator. Orange is located in western Massachusetts along scenic highway Route 2, which serves a direct route to Boston, located to the east, and Greenfield and Berkshires to the west. Orange maintains that "small-town feel," while retail/manufacturing opportunities abound. Current key initiatives include continued improvements to the downtown area and mill buildings, promotion and increased use of a well-functioning airport and associated property, and expansion of appropriate housing while preserving the natural beauty of the region. Visit www.townoforange.org. Open until filled. EOE

Interim Town Administrator Town of Mendon

The town of Mendon (population 6,100) is seeking an experienced, thoughtful, and skilled leader with strong communication and collaborative skills to serve as its Interim Town Administrator. This is an interim position, commencing as soon as June 12 and concluding with, or soon after, the appointment of the next Town Administrator. The Interim Town Administrator will support and advise a five-member Select Board and manage day-to-day operations of the town and town departments under the purview of the Select Board. Duties will include ensuring a smooth transition from the previous administration to the next. The successful candidate will have at least a bachelor's degree, preferably in public administration or related field, and at least five to 10 years of relevant municipal management experience, with demonstrated skills and abilities in managing a staff, personnel administration, use of technology, an understanding of Massachusetts municipal law, labor relations experience, and skilled in intergovernmental relations and communications, both internal and external. The Interim Town Administrator will not be considered for appointment to the permanent Town Administrator position. Electronic submission preferred. Interested candidates should send a cover letter, resume, and three professional references to Kim Newman at knewman@mendonma.gov. Posting may close as soon as June 7.

Library Director City of Chelsea

The Library Director is responsible for department-level management of the Library Department within the scope of the policies established by the city, including planning, administration, supervision and staff development, collection development, policy management, services and programs, financial management, network management, buildings, grounds and equipment maintenance, and public relations. Master's degree in library science from an accredited program and Massachusetts Library Board certification required. An additional five years of professional experience in a library or in a related field, preferred. An equivalent combination of education and experience may be considered. Click here for a full job description.

Director of Finance and OperationsWatertown Public Schools

Watertown Public Schools is seeking a Director of Finance and Operations to lead all aspects of the district's financial and operations functions, including budget, financial reporting, payroll, accounts payable, accounts receivable, purchasing and procurement, transportation, school nutrition, and technology and security. The Director of Finance and Operations supervises and evaluates the Assistant Director of Finance and Operations, Information Technology Manager, and School Nutrition Director. Additionally, the successful candidate will supervise and evaluate the strong business office team, which includes the Purchasing and Accounts Payable Coordinator, Payroll Manager and Revenue Accountant, Grants and Operations Manager, and the confidential Administrative Assistant. Education/Experience: Bachelor's degree in business administration, accounting, finance, or public administration required; master's degree preferred. Licensed or eligible for licensure as a school business administrator by the Massachusetts Department of Education. MCPPO certification preferred. Prior experience as a school business administrator or other school district administrator. Assistant superintendent licensure/ experience will be considered. Minimum of three years of experience and demonstrated leadership in school or municipal financial management. Annual Salary: \$155,000-\$165,000. Visit our website for a full job description and to apply.

Principal Clerk I - Recreation Town of Winchester

There exists a vacancy within the town of Winchester's Recreation Department for a Principal Clerk I position. This position works under the general supervision of the Director, responsible for all bookkeeping and secretarial/clerical operations for the Recreation Department. Click here to see the full description. Interested applicants can submit an application, cover letter, and resume online through the town's website, by email to humanresource@winchester.us, or in writing to the Human Resources Department, Winchester Town Hall, 71 Mt. Vernon St., Winchester, MA 01890. AA/EOE

SERVICES

Municipal Energy Services

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

Creative, Cost-Effective Municipal Services

Capital Strategic Solutions, LLC

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

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.

■ CLASSIFIEDS continued on 30

CLASSIFIEDS

Continued from page 29

Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

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

Town Counsel Services

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

General Consultant, Recruiting and Special Studies

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

Organizational Development and Conflict Resolution

The Mediation Group is New England's one-stop shopping for conflict resolution and organizational development. With 30-plus years of experience, our multi-disciplinary team provides individuals and organizations with support to move forward constructively and improve functionality. Our services include: facilitation, mediation, training and coaching, leadership development, cultural

competency, independent workplace investigations, stakeholder assessments, public engagement and process design. For more information, visit www.themediationgroup.org, email info@ themediationgroup.org or call 617-277-9232.

Town Counsel Services

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

Tax Title Legal Services

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

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

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

Labor Counsel Services/Municipal Human Resources Specialists

Clifford and Kenny, LLP provides quality representation to cities, towns and school districts in the area of labor and employment. Attorneys John Clifford and Jaime Kenny have many years of experience in representing clients for collective bargaining and personnel-related matters including discipline and discharge of unionized employees. We have extensive experience in the area of police and fire injured-on-duty cases, and have worked extensively with municipalities and insurers to resolve costly long-term claims. We offer training in sexual harassment, social media and the "just cause analysis" to municipal managers. We also serve as appointed hearing officers

on a case-by-case basis. Many of our clients take advantage of a flat monthly rate for unlimited phone calls and emails, which encourages key managers to work with counsel prior to making critical personnel decisions. Check our website at CliffordKennyLaw.com to see a complete list of our satisfied clients or call John Clifford or Jaime Kenny at 781-924-5796 for more information.

Municipal Financial Management Services

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

Human Resources Consulting

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

Executive Recruitment and Municipal Management

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

How to reach us

We encourage readers to send their comments, story ideas, news items, and notices of upcoming events to The Beacon, attn: Beacon Editor, 3 Center Plaza, Suite 610, Boston, MA 02108, or editor@mma.org. •

Calendar

JUNE

1-2 Massachusetts Municipal Management Association,

Spring Conference, Ocean Edge Resort & Golf Club, Brewster. Contact: MMA Senior Member Services Coordinator Denise Baker

- MMA Webinar, SJC Public Comment Ruling, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore at lrancatore@mma.org
- **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, 8:30 a.m.-3 p.m., Devens Common Center, Devens. Contact: MMA Communications and Membership Director Candace Pierce
- MMA Webinar, De-Escalation Strategies, 12-1 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore at lrancatore@mma.org
- 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
- MMA Board of Directors, 10-11:15 a.m., hybrid (MMA office and Zoom). Contact: MMA Executive Director's office
- MMA webinar, Reframing Recruitment, 1-2 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore at lrancatore@mma.org

For more information, visit www.mma.org



Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

Massachusetts Municipal Human Resources, Annual

Meeting, 8:30 a.m.-1 p.m., Grand View Farm, Burlington. Contact: MMA Education and Training Coordinator Lily Rancatore at lrancatore@mma.org

- Women Leading Government, meeting, 9 a.m.-1 p.m. Olde Scotland Links, Bridgewater. Contact: MMA Senior Member Services Coordinator Denise Baker
- Massachusetts Mayors'
 Association, monthly meeting,
 9:15 a.m.-1 p.m. Contact: MMA
 Communications and Membership
 Director Candace Pierce

JULY

Massachusetts Municipal Management Association,

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

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

SEPTEMBER

Denise Baker

- Association of Town Finance Committees, board meeting, 4-5 p.m., virtual. Contact: MMA Senior Member Services Coordinator Denise Baker
- Massachusetts Select Board Association, webinar. Contact: MMA Communications and Membership Director Candace Pierce
- Massachusetts Municipal Councillors' Association, board meeting, 8:45-9:45 a.m. Contact: MMA Senior Member Services Coordinator

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

- Massachusetts Select
 Board Association, board
 meeting, 2:15-3:30 p.m. Contact: MMA
 Communications and Membership
 Director Candace Pierce
- Massachusetts Municipal Management Association,

monthly meeting, 9 a.m.-1 p.m., Lake Pearl, Wrentham. Contact: MMA Senior Member Services Coordinator Denise Baker

21-22 Massachusetts Municipal Human Resources, fall

conference, Sea Crest Hotel, Falmouth. Contact: MMA Communications and Membership Director Candace Pierce

- Massachusetts Mayors'
 Association, monthly meeting,
 9:15 a.m.-1 p.m. Contact: MMA
 Communications and Membership
 Director Candace Pierce
- Women Elected Municipal Officials, leadership conference, Courtyard Marriott, Marlborough. 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.