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October 2023

MMA opens Annual Meeting registration

By John Ouellette

Registration is now open for the 45th <u>MMA Annual Meeting & Trade Show</u>, which will be held in person on Jan. 19 and 20, 2024, at the Hynes Convention Center and Sheraton Hotel in Boston.

The largest conference for municipal officials in the state features:

- A <u>range of informative and timely</u> <u>workshops</u>
- <u>Compelling and inspiring speakers</u>
- Member business meetings and important policy discussions
- A lively <u>Trade Show</u> featuring the latest services and solutions for cities and towns
- Countless networking opportunities

The <u>MMA's Annual Meeting website</u> has the very latest information about this dynamic, timely and engaging conference, which is a forum for learning and a celebration of the innovations and best

Inside

practices in community governance.

The 2024 MMA Annual Meeting theme, "Turning Passion Into Action," recognizes the dedication that local leaders bring to their work and their problem-solving approach to myriad challenges.

The **<u>speaker</u>** lineup includes:

- Opening keynote speaker Eddie Glaude Jr., a New York Times bestselling author, Princeton University professor and political commentator, who will discuss the dynamics of race and democracy in America.
- <u>Saturday keynote Gina McCarthy</u>, the White House's first-ever climate advisor and a former administrator



The MMA Annual Meeting & Trade Show provides a great opportunity for local officials to exchange ideas, learn more about issues facing cities and towns and celebrate municipal innovations and best practices.

of the U.S. Environmental Protection Agency, who will discuss climate action strategies to bolster the economy and

ANNUAL MEETING continued on 20

MMA to hold Legislative Breakfast Meetings in October

By Daniel Yi

Registration is now open for the MMA's fall series of Legislative Breakfast Meetings, which will be held on Oct. 6 and 13 in locations around the state.

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

MMA Legislative staff will discuss the latest activity in the current legislative session, which has wide-ranging implications for cities and towns. Topics will include the recently passed fiscal 2024 state budget, cannabis regulations, zoning compliance guidelines for MBTA



Reps. Smitty Pignatelli, left, and John Barrett III, center, and Sen. Paul Mark address local leaders during an MMA Legislative Breakfast Meeting last October in Lenox.

communities, a recently signed transportation bond bill, PFAS contamination, and more.

City and town officials from every community are encouraged to take advantage

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

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Executive Director's Report

I look forward to working with you, and supporting your great work

It is with great pleasure that I submit to all of you my first column as the new Executive Director of the Massachusetts Municipal Association. By the time you read this, I will have been on the job for about one month. In that time, I've had the opportunity to meet with many of you through your association meetings and conferences. For those of you that I haven't seen yet, I look

forward to meeting you over the course of the fall at your upcoming meetings.

I'd like to take a moment to tell you why I am so excited about local government and specifically, why I am excited about serving in this role.

As you all know from your work, the challenges that local governments are facing are tangible, practical and usually have a fairly obvious ticking clock for finding a solution. When a road needs to be repaved, you program it in your roadway management plan. When someone calls 911, you roll the appropriate emergency vehicle response. And when a budget needs to be balanced, you make the hard decisions that are necessary to keep essential services running while maintaining fiscal stewardship.

I'm not saying that there isn't political turmoil at the local level — there certainly is — but at the end of the day, you are accountable for providing



By Adam Chapdelaine

critical municipal services. To borrow a phrase from the late Arlington Select Board Member Charlie Lyons, who passed last week (please see our People column): "There are no red potholes or blue water lines." At the local level, you set politics aside and simply get things done for your residents, day in and day out, year over year.

Over the past several years, you have had to do much more than what might seem like the basics. You've had to deal with a global pandemic. You've had to deal with a long-overdue racial reckoning. You've had to have difficult conversations about policing. You've had to deal with some very real impacts from climate change. You've had to grapple with ever-worsening transportation challenges. And you've had to deal with the skyrocketing cost of housing, which is prompting major demographic shifts in your communities and creating unprecedented challenges in recruiting and retaining a municipal workforce.

But, yet again, you are rising to meet these challenges. You don't have every solution that is necessary to solve these thorny problems, but you are working to find them.

And this work is evidenced by cities and towns across the Commonwealth

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

Marijuana rules approved by CCC viewed as problematic

By Ali DiMatteo

On Sept. 22, the Cannabis Control Commission voted, 3-1, to approve extensive revisions to state regulations governing adult and medical use of marijuana, despite concerns raised by municipal officials.

The CCC must now file the final language with the secretary of state's office. Final rules must be promulgated by Nov. 9 pursuant to a <u>comprehensive cannabis</u> <u>law enacted last August</u>, Chapter 180 of the Acts of 2022.

The new regulations broaden the CCC's authority over host community agreements and apply retroactively to existing host community agreements. The regulations will allow the CCC to review new and existing host community agreements for compliance.

The new regulations also create significant new requirements for municipalities to address equity in the industry, through a number of provisions aimed at attracting and aiding social equity businesses. There are also new requirements around community impact fees, including stringent reporting and narrower correlation requirements.

The CCC discussed its intent for the regulations to take effect next March.

The CCC held a hybrid public hearing on Sept. 8, when stakeholders were able to comment. Melrose Mayor Paul Brodeur, Medford Mayor Breanna Lungo-Koehn, Pittsfield Mayor Linda Tyer, Athol Town Manager Shaun Suhoski and Rockland Town Administrator Douglas Lapp testified at the hearing, while more than 40 municipalities submitted comments on the draft regulations.

The MMA advocated strongly for the final regulations to take a two-tiered approach: allowing existing host community agreements to continue until their expiration, while applying any new regulations to agreements executed after the final regulations are in place.

More than 1,000 host community agreements are currently in effect.

The final language of the new regulations is not yet available.

• <u>View the CCC press release for</u> <u>additional details</u>

Administration meets with local leaders, shares resources on shelters

By John Ouellette

With the state's emergency shelter system overwhelmed by a surge of migrant and homeless families, the Healey-Driscoll administration is joining biweekly MMA briefings for chief municipal officials and sharing resources to help municipal officials who have placements in their communities.

The administration has shared a <u>10-page</u> <u>document</u> that includes a fact sheet, answers to frequently asked questions, answers to fiscal issues, and regional contacts for municipal officials.

Roughly 90 communities across the state are hosting emergency placements of families with children and pregnant women in hotels and other settings. The number of families in the state's emergency shelter system has grown by more than 60%, to nearly 6,600, since Gov. Maura Healey and Lt. Gov. Kim Driscoll took office in January.

To deal with the crisis, the governor implemented an Incident Command Structure in May, declared <u>a state of</u> <u>emergency on Aug. 8</u>, and activated up to 250 National Guard personnel in early September to assist with logistics, particularly at shelter sites that lack service providers. The administration has also been urging the federal government to help, particularly with funding and by expediting work authorizations so those in shelters can move into the workforce. The state's Emergency Assistance shelter program is for families with children or pregnant women who are experiencing homelessness. The administration said about half of the families are recently arrived migrants, most of whom are here legally and are eager to find jobs.

The MMA and administration officials have held three webinar briefings for chief municipal officials thus far, on July 19, Sept. 12 and Sept. 27. The next one is scheduled for Oct. 11 at 4 p.m.

Driscoll and Ed Augustus, the secretary of Housing and Livable Communities, also updated local officials during a Sept. 12 meeting of the Local Government Advisory Commission at the State House.

Driscoll said the fact that the state was already facing a shortage of affordable housing has made matters worse. She thanked local officials for their partnership, noting the "heroic efforts of community members" to provide services and meals to those in emergency shelter placements.

At the LGAC meeting, several local leaders talked about the support they need as they work to absorb the burden in their communities, particularly funding for unanticipated education and social service needs and timely communication.

Westborough Town Manager Kristi Williams said her town had more than



During the Sept. 12 meeting of the Local Government Advisory Commission, Lt. Gov. Kim Driscoll, top, and Westborough Town Manager Kristi Williams discuss the challenges of providing emergency shelter and other services to migrant families and local families in need, from both the state and municipal perspectives.

80 families housed in hotels, with more expected to arrive in October. The town has enrolled 40 new students, with 25 more coming soon. She said the migrant children have language needs that her school district isn't currently able to meet.

In order to expedite direct communication with municipalities, Driscoll has requested a list of primary contacts

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What to know about \$325M for municipal roads in FY24

By Adrienne Núñez

A bond terms bill signed by Gov. Maura Healey on Sept. 12 concludes the legislative process for the Chapter 90 local road and bridge program for fiscal 2024 and will enable the Massachusetts Department of Transportation to process reimbursements for approved projects.

The \$200 million for <u>Chapter 90</u> included in a <u>transportation bond bill signed</u> on <u>Aug. 4</u> is just one source of formula road funding available to cities and towns in fiscal 2024, however.

The transportation bond bill authorized another \$25 million for a new supplemental municipal road formula program to support rural communities. And the state budget <u>signed by the governor on</u> <u>Aug. 9</u> includes \$100 million for local road and bridge maintenance funded by revenue from the voter-approved surtax on annual incomes over \$1 million, which, by law, must be spent on transportation and education programs.

Reimbursements for approved Chapter 90 expenses are expected to be available soon. MassDOT district representatives typically notify their municipal contacts when Chapter 90 reimbursements are able to be processed. The formula for the additional \$25 million authorized in the bond bill will be calculated based on road miles, population, and whether a municipality is considered rural (population below 10,000 and population density below 500 people per square mile). The bond terms for this new authorization were set along with the terms for Chapter 90, but it may take several months for this funding to be available to communities. MassDOT must create a new formula, submit it to the Joint Committee on Transportation, and await guidance. The Transportation Committee may decide to hold a public hearing on the proposed formula.

The \$100 million allocated in the state budget will be for a Municipal Partnership Program to support municipal road and bridge projects. At least half will be distributed based on road miles, with the remainder distributed based on the Chapter 90 formula. MassDOT has until next March 1 to provide preliminary notice to communities about their apportionment of this funding (similar to the typical Chapter 90 notifications).

The Municipal Partnership Program is statutorily intended to mirror the Chapter 90 program in terms of process and



Gov. Healey meets with mayors

Gov. Maura Healey speaks to mayors from around the state in a wide-ranging conversation about the state-local partnership during a Sept. 27 meeting of the Massachusetts Mayors' Association in Everett. Listening to concerns expressed by the 22 mayors in attendance, Healey discussed issues including housing creation, school building assistance funding, climate impacts, emergency shelter needs, and aging municipal buildings and infrastructure.



A bond terms bill signed on Sept. 12 will allow the state to process reimbursements for approved local road and bridge projects.

restrictions. The funding will be available as reimbursements and will likely require similar administrative processing of projects.

In addition to the \$325 million made available for municipal formula funds, bond authorizations for six additional grant programs were included in the transportation bond bill. Each program was authorized an additional \$25 million. Authorizations included the following multi-year accounts:

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

MassDOT is in the process of creating a municipal grants portal that would allow a one-stop application to all MassDOT grant programs. The agency anticipates launching the portal next April. Details to come.

Another Chapter 90 bill is likely to be filed in the early months of 2024 to fund fiscal 2025 and possibly additional years. The MMA has long advocated for a two-year Chapter 90 bond authorization, with the goal of better aligning funding availability to the construction season while reducing administrative burdens and wait times. ●

Eddie Glaude Jr. to be MMA's opening keynote

By Jennifer Kavanaugh

Eddie Glaude Jr., a New York Times bestselling author, Princeton University professor and political commentator whose work has helped people better understand the dynamics of race, democracy and religion in America, will be the opening keynote speaker for the 45th MMA Annual Meeting & Trade Show on Jan. 19.

An MSNBC commentator and author of several books, including "Begin Again: James Baldwin's America and Its Urgent Lessons for Our Own," Glaude engages Americans in an honest dialogue about the country's racial past and present. At the MMA Annual Meeting, he will discuss how America's promise of equality has always rung hollow for Black Americans, even six decades after the civil rights movement. But the promise of equality still lives, he says, if people work together and create the conditions to think more carefully and systematically about the issues confronting America. The country needs a moral reckoning, he says, for a new America to emerge.

In his writing and speeches, Glaude talks about the "value gap" in the United States, in which white Americans remain prioritized over people of color. The mythology surrounding American democracy prevents us from confronting the racism embedded in the nation's existence, he says, and allows Americans to absolve themselves of guilt and dismiss racist incidents as random occurrences.

"That belief, and the stories we tell and the practices that shape our daily lives, block the way to America becoming a multiracial democracy," Glaude told an audience at Vassar College in September 2022. "And perhaps more importantly, that belief distorts and disfigures who we take ourselves to be as human beings. The value gap affects the moral quality of our living, in that it limits our capacity for generosity, our sense of humility, our idea of benevolence and mutuality, and distorts our view of justice."

To achieve a true multiracial democracy, he says, America must start telling the truth about how it has harmed, and continues to harm, people of color.

"We have to narrate a different story of who we are as Americans," Glaude said in a virtual talk at Morehouse College in 2021.



Eddie Glaude Jr.

in political science from Morehouse College, a master's degree in African American Studies from Temple University and a doctorate in religion from Princeton University.

Glaude's own story

Mississippi, where

he developed a love

interest in politics.

Graduating from

high school at age

16, he earned a

bachelor's degree

of books and an

began in Moss Point,

Glaude began his teaching career at Bowdoin College and joined Princeton's faculty in 2002. He served for more than 14 years as inaugural chair of Princeton's Department of African American Studies, and he is the James S. McDonnell Distinguished University Professor of African American Studies. He also serves on the Board of Trustees at Morehouse College and appears regularly on shows including MSNBC's "Morning Joe" and "Deadline: White House," and on NBC's "Meet the Press."

Glaude's books on race and politics include "Democracy in Black: How Race Still Enslaves the American Soul," and "In a Shade of Blue: Pragmatism and the Politics of Black America." A former president of the American Academy of Religion, Glaude's books on religion and philosophy include "An Uncommon Faith: A Pragmatic Approach to the Study of African American Religion," "African American Religion: A Very Short Introduction," and "Exodus! Religion, Race and Nation in Early 19th Century Black America," which earned the Modern Language Association's William Sanders Scarborough Book Prize.

In his writings and speeches, Glaude discusses the pain of witnessing America turn its back repeatedly on its democratic principles. He says every step America has taken toward multiracial progress including the enactment of the amendments to abolish slavery and ensure equal protection and voting rights, the passage of the Civil Rights Act of 1964 and the Voting Rights Act of 1965, and the election of the nation's first Black president in 2008 — has triggered virulent backlashes, including the segregationist Jim Crow laws following the Civil War, voter suppression efforts, and racist mass shootings.

Instead of treating America's democratic founding as a mission accomplished, Glaude urges Americans to view that history as a starting point, a foundation from which Americans can build a more equitable future.

"Ours should be a story that begins with those who sought to make real the promise of this democracy," Glaude writes. "Put aside the fairy tale of America as 'the shining city on the hill' or 'the redeemer nation,' and recast the idea of perfecting the Union not as a guarantee of our goodness but a declaration of the ongoing work to address injustice in our midst."



Jane Swift meets with elected women officials

Former Acting Gov. Jane Swift speaks during the annual Women Elected Municipal Officials Leadership Conference in Marlborough on Sept. 29. She told the audience that they should lead with confidence and empathy, qualities that aren't in conflict but work well together and help officials support the people they serve.

Gina McCarthy is MMA conference Saturday keynote

By Jennifer Kavanaugh

Gina McCarthy, whose environmental and public health expertise propelled her from Canton Town Hall to the White House, will discuss climate change as the Saturday keynote speaker at the MMA Annual Meeting & Trade Show on Jan. 20 in Boston.

A former administrator of the U.S. Environmental Protection Agency who most recently served as the White House's first-ever national climate advisor, McCarthy has become one of the nation's most prominent voices on climate change, the environment and public health. She will share her insights on climate strategies in a fireside chat with MMA Executive Director Adam Chapdelaine.

As climate change intensifies and the daily weather forecast increasingly instills dread, McCarthy wants the public to view climate work not as a depressing burden, but as an opportunity to make people's lives better — to create new jobs, improve health outcomes and provide more resources to traditionally underserved communities.

"What we have to do is get people engaged," McCarthy told CNN in August. "What we have to do is get them excited, and make them hopeful again. We have



Gina McCarthy

to act."

McCarthy got her first exposure to government and environmental work in her hometown of Canton. In interviews, she has spoken about the impact of her formative experiences while serving municipalities in the 1980s.

"I started at the local level in the town of Canton as the first full-time health agent, and it was the best experience of my life," McCarthy said during a September 2022 appearance at the Aspen Institute. "It made me realize that government is all about responding to people, and how they see the challenge before them, and how you can reframe that challenge and make a difference in it."

McCarthy served as Stoughton's first environmental officer before going on to work at the state level. She held senior



Managers focus on public safety hiring

Springfield Assistant Human Resources Director Caitlyn Julius, right, speaks on a panel addressing the challenges of recruitment for public safety positions at all levels during a Massachusetts Municipal Management Association monthly meeting on Sept. 14 in Wrentham. Also pictured, left to right, are Foxborough Fire Chief Michael Kelleher, Amherst Assistant Fire Chief Lindsay Stromgren, and Bridgewater Police Chief Christopher Delmonte. More than 100 town managers and fire and police chiefs attended the meeting.

what we need to post succeed. We need not people to get excited O about it, motivated, and and understand af what opportunities co exist for them, and m for the future of M our kids. We can't B sit around thinking as about this. We have A

positions under five Massachusetts governors, including as deputy secretary of the Office of Commonwealth Development and undersecretary for environmental affairs policy. In 2004, she was appointed commissioner of the Connecticut Department of Environmental Protection.

McCarthy went to work for President Barack Obama in 2009, first as the assistant administrator for the Office of Air and Radiation in the EPA, and then as EPA administrator from 2013 until January 2017. She then served as president and CEO of the Natural Resources Defense Council, and was a professor in the Department of Environmental Health at Harvard's T.H. Chan School of Public Health, where she served as director of the Center for Climate, Health and the Global Environment. She was also a fellow at the Harvard Kennedy School.

In January 2021, McCarthy returned to the White House to lead the Climate Policy Office under President Joe Biden for a year and a half. She was involved in critical pieces of legislation, including the Bipartisan Infrastructure Law and the Inflation Reduction Act, both of which include significant climate and clean energy provisions. The difference between working for the Obama and Biden administrations, she has said in interviews, are the scientific and technological advancements that emerged in the interim, ones that will make climate goals more readily achievable.

"The Inflation Reduction Act and the Bipartisan Infrastructure Law are catalytic because we have the kind of technologies, and the kind of products, and the kind of processes that make people feel better about where they are in their future," McCarthy said at the Aspen Institute. "We are not standing up on a podium talking about the 'woe is me' on climate. We're just simply saying that climate's here, you're looking at the numbers, you're looking at the engagement of states now."

McCarthy has vowed not to "ride off into the sunset" while more climate work remains. She is now a climate fellow at her alma mater, Tufts University, managing co-chair of the climate initiative <u>America</u> <u>Is All In</u>, and co-chair of a group coordinating climate policies between the United States and India. She's also advising private equity firms on climate and sustainability-focused investments.

Climate Chief Melissa Hoffer is WEMO speaker

By Jennifer Kavanaugh

Called "unstoppable" by her boss, Gov. Maura Healey, Melissa Hoffer has taken on formidable challenges throughout her career — representing detainees at Guantanamo Bay, suing ExxonMobil over climate change, and this year, becoming the nation's first state-level climate chief.

On Jan. 19, Hoffer will take the podium at the Women Elected Municipal Officials Leadership Luncheon, held during the MMA Annual Meeting & Trade Show in Boston, to talk about her work and experiences as a woman leader in government and in the legal profession.

On her first day as governor in January, Healey signed an executive order creating the Office of Climate Innovation and Resilience, as well as Hoffer's cabinet-level position. The news attracted national attention over what Hoffer's appointment could mean for climate policy around the country, and Hoffer has brought a sense of urgency to the role, given the stakes involved.

"We have a very limited and fast-closing window to make the change that we need to make with climate so that this can be a habitable planet," Hoffer told the Boston Globe in March.

She quickly established the Massachusetts Community Climate Bank, the first green bank in the country dedicated to affordable housing, and speaks about the importance of integrating climate goals into all aspects of state government, instead of isolating it to one department or agency.

"The climate crisis is one of the biggest challenges we face, but it also presents an unprecedented opportunity for us to build a better, healthier, more equitable future," Hoffer said in a statement when her appointment was announced. "Climate change is not just an environmental issue — it's a public health issue, an energy security issue, an issue inextricably linked with emergency preparedness, land use, agriculture, workforce development, clean tech innovation, transportation, housing, education, and more."

Hoffer previously served in the Biden administration, as the acting general counsel and then as principal deputy general counsel for the U.S. Environ-



mental Protection Agency. Before that, she worked for the Massachusetts Attorney General's Office, starting as the chief of the Environmental Protection Division in 2012, and then becoming

Melissa Hoffer

chief of the Energy and Environment Bureau, which was established in 2015 when Healey became attorney general.

At the bureau, Hoffer oversaw matters involving the civil and criminal enforcement of environmental laws, proceedings before the Department of Public Utilities, energy policy, and defensive cases. She led the office's litigation against ExxonMobil, alleging that the company deceived Massachusetts investors and consumers about the risks posed by climate change and the impacts of its fossil fuel products on the climate.

Hoffer's appointment as climate chief gave her the opportunity to rejoin forces with Healey.

"Melissa Hoffer is unstoppable and I'm thrilled to welcome her back to Mas-

sachusetts as our first ever Climate Chief," Healey tweeted in December. "The creation of this position sends a clear message that Massachusetts is a global leader in the fight against climate change."

Before working in government, Hoffer held senior roles at the Conservation Law Foundation and as a litigator and environmental lawyer at WilmerHale, where she was part of a team that represented six Algerian detainees who were being held without charges at Guantanamo Bay. After an extensive legal battle, the six were ultimately released.

Hoffer also served as a law clerk for Magistrate Judge Joyce London Alexander in the U.S. District Court in Boston. She has a law degree from Northeastern University, a certificate in environmental management from Tufts University, a master's degree in education from the University of Massachusetts, and a bachelor's degree from Hampshire College.

When Hoffer isn't busy combating the climate crisis or tackling complex legal issues, she can be found on her farm in Barre, raising a herd of Nigerian dwarf dairy goats.



Healey swears in new clean energy commission

Gov. Maura Healey appears with Acton Town Manager John Mangiaratti, a member of the new Commission on Clean Energy Infrastructure Siting and Permitting, at the State House on Sept. 26 after signing an executive order establishing the commission and swearing in its members. Mangiaratti is the MMA's nominee on the commission, which is tasked with reducing permitting timelines and ensuring that the benefits of clean energy are shared equitably across Massachusetts. Recommendations of administrative, regulatory and legislative changes to the permitting process are expected in the commission's report next spring.

MMA to launch Municipal Leadership Academy

On Oct. 17, the MMA will launch a new Virtual Municipal Leadership Academy to help promote professional development among municipal officials.



Cally Ritter

The program's three-part pilot will

be led by Cally Ritter, principal of Positive Ripple Training and Consulting, and focus on effective workplace communication.

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

Sessions will include:

Communication Foundations: Essential Skills for Setting Expectations and Delegating

Tuesday, Oct. 17, 2023, 12:30-1:45 p.m.

Clear expectations pave the pathway to success. This session will explore how to send and receive messages effectively, clearly communicate expectations, and reset expectations after communication failures. It will also cover best practices for delegation.

• Delivering Hard-to-Hear Feedback: A Guide to Giving Feedback That Empowers

Tuesday, Oct. 31, 12:30-1:45 p.m.

Feedback is essential for learning and development. This session will review three types of feedback (affirmation, coaching and evaluation), how to shift your mindset and view feedback as empowering, and tools for keeping defenses low and outcomes optimal.

• Embracing Critical Feedback: The Key to Personal and Professional Growth

Wednesday, Nov. 8, 12:30-1:45 p.m.

It's common to become defensive when critical feedback is offered. This session aims to increase attendees' abilities to give and receive critical feedback, and to leverage feedback to enhance performance and workplace relationships.

Each webinar costs \$45, or the series may be purchased for a reduced rate of \$120. Attendees will be sent the Zoom information once registration closes at noon the day before each webinar.

All requests for cancellation must be received via email at least one week in advance in order to receive a refund. The registration fee also provides access to the recordings in the MMA's On-Demand Webinar Library, which will launch in October.

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

Gov. files closeout budget with funds for emergency shelter crisis

By Jackie Lavender Bird

Looking to close the books on fiscal 2023, Gov. Maura Healey filed a final supplemental budget bill on Sept. 13 that would allocate additional funding for several key priorities.

The bulk of the \$2.15 billion spending plan would be dedicated to MassHealth, to continue a payment strategy that allows the state to spread the impact of decreased COVID-19 reimbursements across several fiscal years.

The governor also proposes using \$250 million from the state's transitional escrow fund, which was generated in part from the state's considerable surplus in fiscal 2022, to address ongoing emergency shelter needs. The one-time funds would allow the administration to continue to provide services and shelter to more than 6,000 families who are experiencing homelessness.

The budget bill includes an outside section that would allow municipalities impacted by natural disasters such as flooding this past July to pay back the cost of addressing these emergencies over multiple years.

The governor's letter to the Legislature accompanying the bill reiterates her support for <u>prior proposals</u> to address extraordinary cost increases in special education and proposed changes to municipal finance law, including improved accounting for opioid settlement funds, though the provisions are not included in the latest bill.

The supplemental budget bill will be taken up by the House Ways and Means Committee.

• <u>Link to the governor's press release</u> <u>about the supplemental budget</u>



During the Sept. 12 meeting of the Local Government Advisory Commission, Shrewsbury Town Manager Kevin Mizikar expresses support for the administration's fiscal 2023 closeout supplemental budget and the intended municipal finance rule changes and relief for escalating special education costs.

MSA to hold annual Leadership Conference on Dec. 8

The Massachusetts Select Board Association will hold its annual Leadership Conference on Dec. 8 in Stow.

The conference will include a legislative update and sessions on topics including public engagement and communication; grant seeking and administration; and developing a strong working relationship with town managers/administrators.

There will also be opportunities for attendees to network and collaborate.

The agenda is continuing to be devel-

oped. More information will be posted on <u>www.mma.org</u> and emailed to select board members in the coming weeks.

Contact: MMA Member Program Coordinator Anneke Craig at acraig@mma.org

House, Senate send tax relief bill to governor's desk

By Jackie Lavender Bird

The House and Senate have passed a compromise tax relief bill that would provide \$561 million in tax breaks and credits this year, with the value growing to approximately \$1 billion once the law is fully implemented in 2027.

The House overwhelmingly approved the bill on Sept. 27, and the Senate did the same on Sept. 28. Gov. Maura Healey, who now has 10 days to review and sign the bill, has been advocating for a broad tax relief package since before taking office in January.

Provisions that would affect municipalities include property tax relief and housing incentives. The bill would:

- Increase the maximum annual property tax deduction for seniors who provide volunteer services to a municipality from \$1,500 to \$2,000
- Increase the maximum available



A compromise tax relief bill passed by the House and Senate would provide \$561 million in tax breaks and credits this year.

"senior circuit breaker" property tax credit from \$750 per year to \$1,500 per year

• Create a local-option property tax exemption for residential properties that are rented to households earning no more than 200% of area median income, and allow municipalities to determine the amount of the exemption and adopt ordinances and bylaws implementing these provisions

 Increase the cap on Housing Development Incentive Program tax credits from \$10 million to \$30 million annually and allow for the distribution of any portion of the annual cap on credits that were not authorized in previous years, or of any credits that were returned

The broad tax relief bill would also lower the tax rate on short-term capital gains, amend the state's estate tax, and provide additional incentives for housing production.

The bill would amend the state statute known as Chapter 62F, which requires the state to return revenue above a certain threshold to taxpayers. <u>Chapter 62F was triggered last year</u> when state tax collections came in far above benchmarks.

MMA advocates for municipal building authority

By Jackie Lavender Bird

On Sept. 13, the MMA testified in support of bills that would create a new, independent state municipal and public safety building authority, which would provide financial support for cities and towns to update aging infrastructure.

The companion bills, H. 3802 and S. 1489, would establish a new independent state authority, as well as separate municipal and public safety building funds, to help municipalities with the construction of or improvements to public safety and municipal office buildings.

With the property tax and other local revenues strictly limited by state law, municipal officials are seeking alternative ways to help offset the costs of maintaining and updating municipal and public safety buildings. Municipal employees working in these buildings are delivering essential services each day, from critical public safety responses to holding elections. The ability to deliver these services with maximum efficiency is often hindered by dated infrastructure, which can also pose safety concerns.

Melrose Mayor Paul Brodeur joined MMA Deputy Legislative Director Jackie Lavender Bird in testifying on behalf of municipalities at a hearing before the Joint Committee on Public Safety and Homeland Security, while other municipal officials submitted written testimony of support. The testimony highlighted the many ways in which state and local governments are partners, and expressed strong interest in seeing the partnership extend to support for municipal capital improvements.

H. 3802 and S. 1489, sponsored by Rep. Natalie Blais and Sen. Jo Comerford, respectively, are priority bills for municipal-



Melrose Mayor Paul Brodeur testifies during a Sept. 13 hearing in support of bills that would create an independent state municipal and public safety building authority.

ities this session and were included in the MMA's <u>2023-2024 Legislative Package</u>. ●

MunEnergy to hold webinar on winter energy costs

On Oct. 24 at noon, the MunEnergy program will hold a one-hour webinar to provide timely information about winter energy costs and what winter weather will mean for energy markets.

Participants will also hear about benefits of the MunEnergy program.

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

For 24 years, the <u>MMA's MunEnergy</u> <u>program</u> has helped cities and towns manage energy costs through a program designed specifically for public entities. For more information about the MMA's MunEnergy program, visit the program's <u>webpage</u> or contact MMA Deputy Executive Director Katie McCue at 617-426-7272, ext. 111, or kmccue@mma. org.

Driscoll, Snyder to keynote municipal cyber summit

Lt. Gov. Kim Driscoll and Technology Services and Security Secretary Jason Snyder, the state's chief information officer, will be keynote speakers at the third annual Massachusetts Municipal Cybersecurity Summit on Oct. 5 in Worcester.

The MassCyberCenter's free day-long event will feature cybersecurity experts from state and federal agencies and the private sector, who will give municipal officials and employees a better understanding of pressing cybersecurity issues, the current threat landscape, and state and federal initiatives. It will also provide practical ideas, information and resources for improving cybersecurity.

This year's theme, "Be a Cybersecurity Hero," highlights the importance of building a culture of cybersecurity in the workplace and across communities.

Summit topics include:



Lt. Gov. Kim Driscoll



- ----
- Defending Sensitive Public Sector Data: Spotlight on Ransomware
- Cyber Threats to Massachusetts Municipalities
- Securing the Technology Environment and Best Practices
- Cyber Incident Response Planning: What Municipalities Need to Know
- Training and Workforce Development: Tools for Municipalities

The summit is open to municipal leaders, first responders, municipal utility providers and municipal IT professionals. Both breakfast and lunch will be served.

The summit will be held at Mechanics Hall from 9 a.m. to 4 p.m.

Information and recordings from the previous two summits can be found on the MassCyberCenter's <u>cybersecurity</u> <u>summit page</u>.

The summit is one of several efforts by the <u>MassCyberCenter</u> to help cities and towns navigate an increasingly complex cybersecurity environment. Last month, the center, along with the <u>Cyber</u> <u>Resilient Massachusetts Working Group</u>, updated the "<u>The Minimum Baseline</u> <u>of Cybersecurity for Municipalities</u>" to include a new "<u>Minimum Baseline of IT</u>," which covers the technologies, devices and basic configurations needed to establish a safe and secure technology environment. ●

DPU seeks feedback on municipal aggregation through Oct. 6

By Josie Ahlberg

The Department of Public Utilities is accepting feedback through Oct. 6 in its <u>investigation</u> into municipal aggregation, with the goal of creating a streamlined process for Massachusetts municipalities to establish new programs.

With an aggregation program, a municipality purchases electricity in bulk from an investor-owned utility on behalf of customers in the community, thereby being able to offer more competitive pricing, higher renewable energy content, and relative price stability.

Aggregation has become an important local option for Massachusetts municipalities since 1997. The number of communities with active aggregation programs continues to grow, and 19 new programs have been approved since the start of 2022.

Over the years, the DPU has developed a body of rules and requirements governing the creation and operation of municipal aggregation programs, but these rules were not made publicly available, so municipalities and their consultants needed to regularly review newly approved plans for helpful information they might need to include in future

proposals.

In the past several years, local governments seeking to create new programs have faced complications including long delays in the approval process. Communities must remain on investor-owned utility service while awaiting approval, which delays potential cost savings.

The DPU has proposed guidelines setting forth filing requirements to create a new program, as well as rules governing programs after establishment. The guidelines, when finalized, would apply to any municipality that is aggregating electrical load. The guidelines include new timeframes for municipalities to use to gauge their proposed program launch date.

Municipal aggregation plans that follow the guidelines and all elements of the template plan will be prioritized through an expedited process, with an expected approval within 120 days of filing. For others, approval could be assumed within 180 days of filing.

Some details articulated in a <u>template</u> <u>plan</u> — which is required for expedited review — relate to the program offerings a customer may choose from. If finalized, expedited plans must include one product offering with energy content equivalent to basic service on an investor-owned utility plan. Such a proposal would only be able to offer one other product offering with additional renewable energy content.

Many communities offer three or more products for customers to consider in their existing municipal aggregation programs, with up to 100% voluntary renewable energy. Proposals that do not follow these provisions, among others, would not be eligible for expedited review.

The DPU opened its investigation on Aug. 15, and is seeking public comments on the proposed guidelines and template plan through Oct. 6.

Public comments may be submitted to dpu.efiling@mass.gov, stephanie. mealey@mass.gov and lauren.morris@ mass.gov. Comments should include the docket number D.P.U. 23-67. Submitted comments can be found in the <u>DPU File</u> <u>Room</u> under the investigation's docket number.

More information can be found online.

MMA 'Grants 101' webinar shares resources

A free MMA webinar on Sept. 18 offered an overview of federal and state grants available to municipalities, as well as best practices for writing grant applications and administering grants.

Jennifer Raitt, executive director of the Northern Middlesex Council of Governments, began by reviewing different funding sources, eligibility requirements, and tips for building a strong planning foundation. She said municipalities should use demographics, metrics and planning reports to demonstrate need in grant applications.

Raitt also emphasized the importance of diligent project management to meet funding prerequisites and fulfill longterm project goals. By tracking the outcomes of grant-funded projects, municipalities can highlight changes that result from the funding received.

Kate Hartke, the director of grants development and external funds in Somerville, discussed the grant lifecycle and award stages, as well as assessment criteria. For any funding opportunity, she said, a community should analyze its viability before preparing submission materials.

When developing a proposal, Hartke suggests appointing a project lead to engage stakeholders, compile data to drive an argument, and demonstrate the municipality's prior successes.

Kristina Johnson, the planning and community development director in Hudson, reviewed the challenges that grants present. With limited staff capac-



During a Sept. 18 MMA webinar, local leaders discuss federal and state grants available to municipalities, as well as best practices for writing grant applications and administering grants. Pictured, clockwise from top left, are Kate Hartke, director of grants development and external funds in Somerville; Kristina Johnson, planning and community development director in Hudson; Sue Bunnell, Select Board Member in Wilbraham; and Jennifer Raitt, executive director of the Northern Middlesex Council of Governments.

ity, it can be difficult to prioritize applications, compete with other cities and towns for limited funding, and manage complex reporting and data tracking.

Johnson offered tips for project financing, emphasizing the importance of building a comprehensive, multi-faceted financing strategy to ensure long-term success.

Panelists shared several resources that attendees can use as they plan for up-

coming state and federal opportunities. For grant guidance and management, members can refer to the <u>U.S. Depart-</u> <u>ment of Justice's Online Grants Financial Management Training, Philanthropy</u> <u>Massachusetts</u>, and the <u>U.S. Depart-</u> <u>ment of Transportation Navigator</u>. The National League of Cities is also offering <u>boot camps</u> for municipalities on a variety of infrastructure grants.

<u>View the webinar</u>

MassDEP issues reporting requirement for large vehicles

By Josie Ahlberg

The Massachusetts Department of Environmental Protection has finalized a regulation requiring municipalities and other large entities to submit a onetime report on their use of medium- and heavy-duty vehicles as part of an effort to assess future electrification infrastructure needs and programs across the Commonwealth.

The requirement applies to entities with gross annual revenue over \$50 million for the 2022 tax year and with one or more vehicles weighing more than 8,500 pounds. Military tactical vehicles, vehicles awaiting sale, and emergency vehicles are exempt.

Information will be gathered from fleet owners, businesses, government agencies, municipalities and public schools, as well as from brokers that operate or dispatch vehicles. The report will collect information on the quantity of vehicles as well as fuel, vehicle type, typical mileage per day and year, replacement cycles, and parking information.

Trucks and other medium- and heavy-duty vehicles are a significant source of nitrogen oxides that contribute to greenhouse gas emissions in the Commonwealth. Reducing emissions from the transportation sector will be key to achieving emissions reduction goals for 2025 and 2030.

MassDEP finalized the regulations on Sept. 1. The reports are due by March 1, 2024, via the <u>MassDEP Large Entity</u> <u>Report portal</u>.

Visit the MassDEP website for more information, including a list of entities and vehicles that fall under the reporting requirement.

MMA webinar shares tips for communicating

By Lily Rancatore

An <u>MMA webinar on Sept. 26</u> discussed how to effectively communicate with constituents and customize outreach according to your target audience.

Sean Dugan, the assistant town administrator in Easton, said transparent communication is essential to success in local government. Communication coming from city and town halls should provide timely, accurate and complete information so the public can make informed decisions about their community and daily life.

Jeremy Warnick, the director of media relations and content strategy in Cambridge, said the digital age has shifted how residents interact with municipalities, as they now have powerful tools to voice their opinions and demand transparent communication.

"Residents are our customers, and we should operate from the mindset that we owe it to them to be upfront about the work we do and should make it easy for them to do business with us," Warnick said.

The panelists reviewed the basics of public engagement, and encouraged an active and intentional two-way dialogue



Sean Dugan, the assistant town administrator in Easton, talks about the importance of transparent communication in local government during a Sept. 26 MMA webinar.

between the public and governmental agencies.

"Outreach is not engagement," Dugan said. "It's one-way communication that doesn't collect feedback."

Municipalities should make a conscious effort to engage residents throughout decision-making processes, he said, to keep them informed of key milestones and build pride in community projects.

Dugan explained the spectrum of engagement, which helps determine when projects require the judgment and knowledge of stakeholders and community members. Depending on the level of engagement the project warrants, different types of communication should be used to enhance community commitment.

Panelists also discussed the importance of "being your own newsroom," given that information-sharing and engagement will build trust with community members. Warnick said it's imperative for municipalities to invest in effective digital tools and use them regularly, while still integrating non-digital methods in order to maximize reach. Not every piece of information can go out on every platform, he said, so it's important to know the audience and tailor messaging to cover all the bases.

Dugan and Warnick recommended that attendees collect feedback and review analytics to determine which channels generate the most engagement with community members.

Tyngsborough Assistant Town Manager Kat Foster moderated the question and answer session, when attendees asked about managing a surplus of disinformation, communicating with "offline residents," and centralizing engagement across municipal departments.

• <u>View the webinar</u>

Inaugural Climate Beacon Conference is Oct. 10-11

By John Ouellette

The inaugural Climate Beacon conference, to be held on Oct. 10 and 11 at the New England Aquarium in Boston, is offering free registration to Massachusetts municipal officials.



David Turk

The regional climate conference is built for and about practitioners of climate change solutions, and focused on opportunities for the region. Attendees will explore and learn from models of thoughtful, successful implementation everywhere.

Experts and leaders will gather around a common purpose: to share ideas across sectors, expand our knowledge base, and celebrate proven, scalable solutions at



Ed Markey



Michelle Wu

home and around the world.

The opening session, focusing on opportunities presented by climate change and how we can seize the moment, will feature U.S. Sen. Ed Markey, Ceres CEO and President Mindy Lubber, and UMass Boston Chancellor Marcelo Suárez-Orozco, with remarks from Conference President Mary Skelton Roberts and New England Aquarium CEO and President Vikki Spruill.

From the Biden administration, Deputy

Energy Secretary David Turk will speak and join a panel at 11:15 a.m. on Oct. 10 to discuss how our nation can accelerate our clean energy transition and how we can make decisions today that help us lead tomorrow.

A Harborside Chat — a conversation between former Massachusetts Gov. Deval Patrick and MIT President Emeritus L. Rafael Reif will cap off day one of the conference at 5:30 p.m.

The day two Harborside Chat will feature Gina McCarthy, the first-ever White House climate advisor and a former administrator of the U.S. Environmental Protection Agency.

Other speakers will include Boston Mayor Michelle Wu and Trustees of Reservations President Katie Theoharides.

Sessions will include:

■ CLIMATE BEACON continued on 25

MMHR focuses on bargaining, POST, inclusion

By Anneke Craig

Collective bargaining, the Peace Officer Standards and Training Commission, transgender and nonbinary employee inclusion, and recruitment and retention were the main topics of the Massachusetts Municipal Human Resources Fall Conference on Sept. 21 and 22 in Falmouth.

The program began with a session on collective bargaining fundamentals led by Katherine Hesse and Mike Maccaro, partners at Murphy, Hesse, Toomey & Lehane. Hesse provided guidance on preparing for the bargaining process, from conducting research to selecting a team.

"People are your most important resource," she said. "Availability must be a priority."

Maccaro presented a summary of legal background, case examples, and a practical list of dos and don'ts in collective bargaining.

The day's second session, led by attorneys Jaime Kenny and Caitlin Morey of Clifford & Kenny, presented an overview of impact bargaining and recent case studies.

A third session was led by POST Commission Executive Director Enrique Zuniga and POST Director of Standards Matthew Lanndry, who provided updates on the commission's recent work, including the agency portal that launched in May and the disciplinary records published in August.

The second day of the conference opened with the session "Embracing Transgender and Nonbinary Employees in the Municipal Workplace," led by



Trevor Boylston, an LGBTQ+ workplace inclusion coach, discusses how human resources professionals can help build a welcoming workplace culture for transgender and nonbinary employees during the Massachusetts Municipal Human Resources Fall Conference on Sept. 22 in Falmouth.

The second day of the conference opened with the session "Embracing Transgender and Nonbinary Employees in the Municipal Workplace," led by Trevor Boylston, an LGBTQ+ workplace inclusion coach, and Regina Ryan, president of Discrimination and Harassment Solutions.

Trevor Boylston, an LGBTQ+ workplace inclusion coach, and Regina Ryan, president of Discrimination and Harassment Solutions.



Attorney Katherine Hesse, founding partner at Murphy, Hesse, Toomey & Lehane, discusses the fundamentals of collective bargaining on Sept. 21 during the Massachusetts Municipal Human Resources Fall Conference in Falmouth.

Boylston shared his experience as a transgender man working in a corporate environment, and told the story of how he became involved in efforts to develop a transgender and nonbinary-inclusive culture at his own workplace.

Ryan provided legal context, including a summary of laws that protect gender identity and expression, important terms and definitions, and case examples.

The conference ended with a session on employee recruitment and retention. Attendees participated in 15-minute roundtable discussions moderated by fellow MMHR members on four topics: marketing and outreach; benefits and retirement; employee wellness and recognition; and onboarding, training, and professional development. Moderators introduced their topics by sharing their own experiences, then invited attendees to ask questions, share their thoughts, and continue to advance the conversation on post-pandemic employee recruitment and retention strategies.

MMA webinar to demonstrate key features of COMMBUYS

On Nov. 7, the MMA will host a free, 75-minute webinar with the Operational Services Division demonstrating how to navigate the COMMBUYS landing page and conduct an advanced search for contracts, vendors and grants.

The <u>Operational Services Division</u>'s Local Government Team will also showcase features within the Statewide Contract and Tradespersons Indexes and discuss posting a bid notice. Speakers will be Patricia Burke and Jackie Needham, both



Patricia Burke

local government account managers.



Jackie Needham

The Nov. 7 session is a follow-up to an Aug. 15 MMA webinar that reviewed how to access statewide contact information.

Appointed and elected municipal officials are invited to <u>register online</u>. The webinar will begin at noon.

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

Management Association to hold boot camp on Oct. 19

The Massachusetts Municipal Management Association will hold its annual "boot camp" on Oct. 19 at the Sharon Community Center.

The boot camp is designed as a practical guide for administrators and assistants who are new to the profession, and for department heads and professional staff who are planning to move into a town manager or administrator role.

A Management 101 session will feature

a panel of managers who will share their experiences and insights on everything from working with elected officials to ethics.

Additional topics will address multi-generational dynamics in the workplace and polishing interviewing skills.

A panel of MMMA committee members will discuss the initiatives the association is engaged in.

The day-long meeting, which will run

from 9 a.m. to 3 p.m., is also an opportunity for networking.

The boot camp is not a training session for frontline staff or elected officials.

The meeting is free, but registration is required. The <u>agenda and registration</u> <u>are available on mma.org</u>.

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

Webinar will cover upcoming SCOTUS cases affecting municipalities

The Local Government Legal Center will host a free webinar on Oct. 31 to discuss the upcoming U.S. Supreme Court term and cases relevant to local governments.

In the coming term, the court is expected to rule on issues including:

- A possible new standard for employment liability under Title VII of the Civil Rights Act of 1964
- Whether a public official's social media account can constitute state action for the purposes of the First Amendment
- Whether the Supreme Court should

Entries sought for MMA's municipal website contest

The MMA is accepting nominations for its annual municipal website awards, which will be presented during the MMA Annual Meeting in January 2024.

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

To enter the contest, chief municipal officials may simply <u>fill out a short online</u> <u>nomination form</u>. The entry deadline is Tuesday, Oct. 31.

The awards recognize the best municipal websites in five population categories: under 5,000; 5,001-12,000; 12,001-

overrule Chevron v. Natural Resources Defense Council, which relates to deference that courts should give administrative agencies

• Whether firearm regulations prohibiting individuals subject to domestic violence restraining orders violate the Second Amendment

The webinar will be held from 1 to 2 p.m. For more information and to register, visit the webinar <u>registration page</u>.

The Local Government Legal Center is a coalition of national local government

organizations formed in 2023 by the National Association of Counties, the National League of Cities, the International Municipal Lawyers Association, and the Government Finance Officers Association. The center aims to educate local governments about the Supreme Court and its impact on local governments and local officials, and to advocate for local government positions at the Supreme Court in appropriate cases.

25,000; 25,001-35,000; and 35,000plus. One winner is selected from each category.

Judges evaluate municipal websites based on the following criteria:

- Current and timely information
- Intuitive navigation tools and organization of material
- Ease of access to resources for residents, such as the ability to apply for licenses and permits, pay bills, order documents, and make suggestions
- Use of social media and tools for online

community engagement (including the use of an events calendar)

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

For more information, contact Daniel Yi at dyi@mma.org. ●

Let us know about your local news

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

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

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

Town Report Contest entries due Oct. 31

The MMA is accepting entries for its Annual Town Report Contest.

First-, second- and third-place winners will be selected from each of four population categories: less than 5,000; 5,001-15,000; 15,001-30,000; 30,001-plus. Winners will be recognized and given a certificate during the MMA Annual Meeting & Trade Show in January 2024.

Judging criteria include:

• Attractiveness of report cover and layout

- Material arrangement
- Presentation of statistics and data
- Summary of the year's achievements
- Evidence of local planning for the future
- Practical utility of report

Each entry will be reviewed by two judges, chosen based on their expertise in the field and their ability to remain impartial. To enter, please complete the <u>form on</u> <u>the MMA website</u> with a link to, or a PDF of, your town report. OPTIONAL: You may also opt to send a physical copy of your town's 2022 report to: Town Report Contest, Massachusetts Municipal Association, 3 Center Plaza, Suite 610, Boston, MA 02108.

Entries are due by Tuesday, Oct. 31.

For more information, contact Daniel Yi at the MMA at 617-426-7272, ext. 125, or dyi@mma.org. ●

Booth selection is open for 2024 MMA Trade Show

Booth selection is open for the 2024 MMA Annual Meeting & Trade Show, to be held on Jan. 19 and 20, 2024, at the Hynes Convention Center in Boston.

Companies, nonprofits and government agencies looking to connect with MMA members by exhibiting can visit the <u>2024 MMA Trade Show web page</u> for more information, including the contract for exhibit space, a current exhibit hall floor plan, and a list of 2023 exhibitors.

Beginning this month, the MMA will add exhibitor names to the 2024 exhibitor list (with a link to their website). Sponsorship opportunities will also be available; information will be available in the coming weeks.

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

For more information about the Trade Show, contact Advertising and Trade Show Manager Karen LaPointe at klapointe@mma.org or 617-426-7272, ext. 154. For more information about the conference, visit

www.mma.org/annual-meeting. Details about the 2024 event will begin to ap-



The MMA Trade Show is an opportunity for local government officials to interact with exhibitors who provide municipal products and services.

pear this month.

– Karen LaPointe

Send us your Municipal Innovation Award entries!

- Has your community been working on a new and unique project?
- Do you have a solution to an issue faced by many municipalities?
- Has your community found a way to improve efficiency in providing municipal services?

If so, your community should enter the MMA's Innovation Award contest!

The Kenneth E. Pickard Municipal Innovation Award is sponsored each year by the MMA to recognize municipalities that have developed unique and creative projects or programs to increase the effectiveness of local government. It is named in honor of Kenneth E. Pickard, executive secretary of the Massachusetts League of Cities and Towns from 1969 to 1973. Any city or town that is a member of the MMA is eligible to apply. The awards will be presented at the MMA's Annual Meeting & Trade Show in January 2024.

HOW TO ENTER

- Fill out the summary sheet found on the MMA website (at <u>www.mma.org/mmaannual-meeting/awards</u>), including a description of the project, the groups and individuals involved, goals, strategy, results and funding structure.
- Have your community's chief municipal official sign the nomination form (found at <u>www.mma.org/mma-annualmeeting/awards</u>).
- Include any additional materials that would assist the judges in understanding the project or program. Feel free to send photos, brochures, maps, newspaper articles, videos, etc.

Entries MUST include a summary sheet and signed nomination form and must be submitted by email.

JUDGING

Entries are judged by the following criteria:

- Project originality or novelty
- Adaptability to other communities
- Cost-effectiveness
- Efficiency or productivity
- Improvement of a municipal service / administration / performance
- Consumer / community satisfaction

Please send one electronic copy to dyi@mma.org.

For more information, please contact Daniel Yi at the MMA: 617-426-7272, ext. 125, or dyi@mma.org.

Entries are due by Tuesday, Oct. 31.

MMA-Suffolk kick off certificate programs

The MMA and Suffolk University kicked off programs in Danvers and Barnstable in September for the Certificate in Local Government Leadership and Management.

Nearly 500 local officials have graduated from the certificate program since it began in 2011. The two current offerings are the 21st and 22nd certificate classes.

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

The next certificate programs will begin in September 2024 in Pittsfield and Sharon. Applications will be available on the <u>program website</u> on Feb. 1, 2024.

Finance Management Seminar

The MMA and Suffolk University will offer three Municipal Finance Management Seminar programs in 2024.

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

- Winter 2024: Jan. 5
- Spring 2024: March 1
- Fall 2024: Oct. 18

The seminar is designed to provide an overview of municipal finance in Massachusetts, including the operational



The MMA and Suffolk University kick off the 2023-24 Certificate in Local Government Leadership and Management program on Sept. 15 in Barnstable. This is the 22nd class in the program, with 28 students.

aspects of finance structure, systems and processes in cities and towns. Topics include budgeting, financial reporting, treasury functions, property assessment, and costing out contracts.

"We've seen great success with the program and are addressing a longstanding need," said John Petrin, a retired town manager and senior fellow and liaison for the MMA-Suffolk programs. "We're filling an important gap in preparing the next generation of municipal finance professionals." The seminar is for municipal officials interested in furthering their careers in municipal finance or employees who are new to municipal finance. Applicants must be employed by a city or town, and must have the approval of their municipal manager, administrator or mayor in order to apply.

The application for the 2024 seminars is <u>available</u> <u>online</u> as a fillable PDF. Applicants can choose which seminar they would like to be considered for, and will be informed of their status at the end of

the application period.

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

Questions

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

ATFC to hold Annual Meeting on Nov. 4 in Sharon

Local finance committee members are invited to the Association of Town Finance Committees' Annual Meeting on Nov. 4 at the Sharon Community Center.



Jeff Nutting

The meeting will feature four educa-

tional workshops, running concurrently during two time slots.

The first session will feature "Finance Committee and Budgeting 101," covering the basics for new members, and a session on climate change and sustainability initiatives. The second session will feature capital planning and a workshop taking a closer look at the town treasurer and collector function.

Following lunch, retired town administrator and local government consultant Jeff Nutting will lead a session titled "Good Committee Collaboration." Finance Committee members regularly work with fellow volunteers and professional staff across town hall and the school department, and maintaining these relationships is important. Nutting will explore how to do this while prioritizing the finance committee's fiscal responsibility to the community.

The meeting will open with a legislative and budget update from MMA Deputy Legislative Director Jackie Lavender Bird. Newly appointed MMA Executive Director Adam Chapdelaine will also offer brief remarks.

The meeting will begin at 9 a.m. and end at 2:15 p.m. The cost is \$65 for dues-paying ATFC finance committee members and \$75 for nonmember finance committee members and all other local officials.

All local officials are welcome to attend.

The <u>agenda and registration are available</u> <u>on mma.org</u>.

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

Women Leading Government to meet Nov. 2

All women working in appointed local government positions are invited to the Nov. 2 meeting of Women Leading Government at The Manor in West Boylston.

Attendees will include town managers, human resources directors, and staff from government departments such as police, fire, library, finance, planning and recreation.

The program, titled "Power of the Positive," features certified life coach Carrie Stack, founder of the <u>Say Yes Institute</u>. The interactive session will focus on



Carrie Stack

building concrete strategies around self-care/wellness, the power of the positive, and foundational emotional intelligence skills in order to support effective leadership.

The meeting will run from 9:30 a.m.

from attornev

The afternoon

covering post-

will feature three

concurrent sessions

COVID Americans

with Disabilities

Peloquin.

Melissa Murray of

Norris, Murray &

through lunch at noon. The cost is \$30, including lunch.

The <u>agenda and registration are available</u> <u>on mma.org</u>.

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

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

MMHR to hold annual Labor Relations Seminar on Oct. 27

Massachusetts Municipal Human Resources will hold its annual Labor Relations Seminar on Oct. 27 at the Devens Commons Center in Devens.

The conference will open with a keynote session on diversity, equity and inclusion.

MMHR Vice Chair Dolores Hamilton, the assistant town administrator in Stow, will then present the 2023 <u>Emil S.</u> <u>Skop Award</u> for excellence in municipal human resources management.

The morning will conclude with an update from MMA Legislative Director Dave Koffman and a labor law update



Melissa Murray

Act accommodations and compliance; developing an effective working relationship with an insurance advisory committee; and crafting contract language for improved employee recruitment and retention. The seminar will be held at the Devens Common Center, 31 Andrews Parkway in Devens.

Registration and a networking breakfast will begin at 8:30 a.m. The program will start at 9:30 a.m. and conclude at 3:30 p.m. Lunch will be served.

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

More information, including the agenda and registration link, will be posted on <u>www.mma.org</u> and emailed to MMHR members in the coming weeks.

Contact: MMA Member Program Coordinator Anneke Craig at acraig@mma.org

National Grid to host webinar on EV adoption on Oct. 5

By Adrienne Núñez

National Grid, the Massachusetts Departments of Environmental Protection, and the Massachusetts Department of Energy Resources are partnering to offer a free webinar on Oct. 5 to help municipal leaders understand state-level incentive programs that help with the purchase, charging and deployment of public electric vehicles.

The webinar will provide an overview of the programs and incentives available to either help start or expand EV plans.

National Grid's Joshua Kaplan, the clean transportation product owner, and Ryan Wheeler, the fleet electrification product owner, will provide information about the National Grid EV Charging Station Program, which will fund up to 100% of the electrical infrastructure costs associated with installing electric vehicle charging stations and provides rebates on charging station equipment costs and networking fees.

Kaplan and Wheeler will also discuss National Grid's free fleet advisory services for publicly owned fleets.

Haidee Janak, branch chief for transportation programs with MassDEP, and Katherine Christopher, environmental analyst with MassDEP, will detail the Massachusetts Electric Vehicle Incentive Program, a suite of vehicle and charging station grants.

Joanne Bissetta, director of the Green Communities Division at the DOER, will describe division services including grants, technical assistance, and local support from regional coordinators to help municipalities reduce energy use and costs by implementing clean energy projects in municipal buildings, facilities and schools. The Green Communities Division serves all 351 Massachusetts cities and towns, helping them find clean energy solutions that reduce long-term energy costs and strengthen local economies. Bissetta will discuss the technical assistance and financial support available for municipal initiatives.

The webinar will be recorded and available following the event. Registration is not required, but email john.lamontagne@nationalgrid.com if you'd like a calendar invitation or to ensure you will receive a link to the recording.

The webinar will be held from 11 a.m. to noon on Oct. 5. <u>Click here at that time</u> to join.

AG holds webinars to help with student loan relief

The U.S. Supreme Court struck down President Joe Biden's plan to provide \$10,000 to \$20,000 in student loan debt relief, but there is still another historic and time-limited opportunity for nonprofit and government workers to get closer to loan forgiveness and lower their monthly payments.

The office of Attorney General Andrea Campbell is working to ensure that Massachusetts borrowers have the information they need to take advantage of the Biden administration's historic student debt relief initiatives.

Government and most nonprofit work-

ers stand to benefit from an adjustment to qualifying payment counts for the Public Service Loan Forgiveness program, a debt relief initiative that has benefited more than 615,000 borrowers nationwide, resulting in more than \$42 billion in forgiveness in the past two years.

The PSLF program forgives the remaining balance on Direct Loans after a borrower has made 120 monthly payments under a qualifying repayment plan while working at least 30 hours per week for the government or most types of nonprofit employers. To benefit from or maximize relief, some borrowers must take action by Dec. 31.

Campbell's Student Loan Assistance Unit will hold a series of free webinars for government and nonprofit workers this fall, and attendees will have the opportunity to ask questions.

<u>More information and registration is</u> <u>available online</u>, and a recording will be posted.

For more information, visit <u>mass.gov/</u> <u>ago/StudentLoans</u>. ●

MTF webinar will explore migration trends and their impact on Mass.

The Massachusetts Taxpayers Foundation will host a free webinar on Oct. 19 to explore national migration trends and assess their impact on Massachusetts.

"Massachusetts at a Time of Transition and Competition" will feature a presentation by Asia Biernacka-Lievestro, a demographics expert at the Pew State Fiscal Health Project. The presentation will be followed by a moderated discussion with Tech Foundry CEO Tricia Canavan, Bunker Hill Community College President Pam Eddinger, and Boston Indicators Executive Director Luc Schuster. The discussion, moderated by Massachusetts Taxpayers Foundation President Doug Howgate, will give an overview of how national patterns of movement affect the state, while also thinking through how public policy can be a tool for reducing out-migration and compensating for its impacts.

The Zoom webinar will run from 10 to 11 a.m. <u>Click here to register online</u>.

Workplace Safety Grant application period opens Oct. 2

The Department of Industrial Accidents will be accepting applications for its fiscal 2024 Workplace Safety Grant program from Oct. 2 through Oct. 23.

Workplace Safety Grants help employers reduce the risk of injury and illness to workers and promote safe and healthy conditions in the workplace through training, education, and other preventative measures.

Applicants may request up to \$25,000 to administer workplace safety training.

Applications are considered on a firstcome, first-served basis.

Applicants are encouraged to download and complete prerequisite application documents before starting their application.

Visit the <u>Workplace Safety Grant Pro-</u> <u>gram website</u> for more information.



Applications for the fiscal 2024 Workplace Safety Grant program are being accepted through Oct. 23.

BREAKFASTS

Continued from page 1

of this opportunity to discuss issues of importance with MMA staff and legislators. Attendees are also urged to contact their local legislators and invite them to attend as well.

The meetings will be held in the following locations:

Oct. 6, 8:30-10:15 a.m.

Sterling: 1835 Town Hall, great hall, 2nd floor, 31 Main St.

Waltham: Stonehurst, the Robert Treat Paine Estate, 100 Robert Treat Paine Drive

Oct. 13

Becket: 557 Main St., community room, lower level (8:30-10:15 a.m.)

Sandwich: Sandwich Center for Active Living, 70 Quaker Meetinghouse Road (8-9:15 a.m.)

The meetings are free to attend. Members are asked to <u>register online</u>.

For more information, visit <u>www.mma.</u> org or contact Daniel Yi at 617-426-7272, ext. 125, or dyi@mma.org. ●

MSA seeks nominations for its 2024 Board of Directors

The Massachusetts Select Board Association, a member group of the MMA, is seeking nominations for its 2024 Board of Directors.

Nomination submissions will be accepted for four officer positions: president, first vice president, second vice president, and secretary, all of whom serve a one-year term. The District 5 representative, for the second year of a two-year term, is also open for nominations.

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

Any select board member in Massachu-

setts may complete the <u>online nomina-</u> <u>tion form</u> and submit his or her name for consideration. The form must be completed by Oct. 20.

MSA board responsibilities include attendance at MSA and MMA Board meetings. The MSA board meets approximately seven times a year, most often following meetings of the MMA board, which meets on the second Tuesday of most months from 10 a.m. to 2 p.m. The MSA board meets on the same day from 2:15 to 3:30 p.m. These meetings are typically hybrid: Zoom as well as in person at the MMA office in Boston.

Board responsibilities also include work-

ing with MMA staff to develop agendas and identify speakers for MSA conferences and webinars, and participation in these events throughout the year. Previous participation in MMA events is strongly preferred.

After interviewing all nominees, the MSA Nominating Committee will prepare a slate of nominations for election during the MSA's Annual Business Meeting, to be held during the MMA Annual Meeting & Trade Show on Jan. 19 and 20, 2024, in Boston.

Contact: MMA Member Program Coordinator Anneke Craig at acraig@mma.org

MMCA seeks nominations for its Board of Directors

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

Any councillor in Massachusetts may complete the <u>online nomination form</u> and submit his or her name for consideration. The form must be completed by Nov. 7.

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

Board member responsibilities include attendance at MMCA and MMA Board

meetings. The MMA Board meets on the second Tuesday of most months, typically in Boston from 10 a.m. to 2 p.m. MMCA Board responsibilities also include assisting in planning MMCA events and attendance at in-person and virtual meetings for councillors.

After interviewing all nominees, the MMCA Nominating Committee will prepare a slate of nominations for election during the MMCA's Annual Business Meeting, to be held during the MMA Annual Meeting & Trade Show on Jan. 20, 2024, in Boston.

In performing its responsibilities for identifying, recruiting and recommend-

ing candidates to the MMCA Board, the Nominating Committee is committed to including qualified candidates who reflect diverse backgrounds. Previous attendance at MMA and MMCA in-person and virtual events is strongly preferred.

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

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

WEMO seeks nominations for its 2024 Steering Committee

Women Elected Municipal Officials, a group within the MMA's membership, is seeking nominations for its 2024 steering committee.

Any female mayor, select board member, or city or town councilor in Massachusetts may complete the <u>online nomi-</u> <u>nation form</u> and submit her name for consideration by Friday, Nov. 10.

The WEMO steering committee consists of one mayor, three select board members and two city or town councilors. Nominations are open for two officer positions: chair and vice chair. Nominations are also open for four director positions. WEMO officers and directors serve one-year terms.

WEMO steering committee responsibilities include attendance at WEMO committee meetings and planning content for WEMO virtual and in-person events, including the WEMO Leadership Luncheon at the MMA Annual Meeting & Trade Show. The WEMO committee meets virtually on a monthly basis. After interviewing all nominees, the WEMO Nominating Committee will prepare a slate of nominations for election during the WEMO luncheon on Jan. 19, 2024, in Boston.

Contact: MMA Member Program Coordinator Anneke Craig at acraig@mma.org

Annual Town Forest Conference is Oct. 21 in Ashland

The annual Massachusetts Town Forest Conference, a platform for fostering collaboration among a range of professionals and volunteers who contribute to the management of community forests, will be held on Saturday, Oct. 21, at the Ashland Community Center.

The free conference recognizes local efforts to enhance the climate resilience of community forests, and underscores the indispensable role that town forests play in local ecosystems.

The event features presentations, networking opportunities and field tours. The audience includes foresters, planners, arborists, conservation commission members, land trusts, nonprofit organizations, forest landowners, and more.

This year's theme is "The Now and Future Forest in Massachusetts."

ANNUAL MEETING

Continued from page 1

build healthier, equitable communities.

• <u>Women Elected Municipal Officials</u> <u>speaker Melissa Hoffer</u>, who is the state's first-ever climate chief and the first person to hold such a state-level position anywhere in the nation.

Over two days, 21 <u>workshops</u> will cover key municipal issues such as diversity, equity and inclusion, community outreach, climate change, cybersecurity, fiscal outlook, labor relations, municipal law, affordable housing, education funding, labor law, disaster management, solid waste, artificial intelligence, economic development, federal funds, and happiness in the workplace.

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

The Trade Show will be open on Friday, Jan. 19, from 11:15 a.m. to 5 p.m., and on Saturday, Jan. 20, from 9:30 a.m. to 1:30 p.m. Companies, nonprofits and government agencies interested in exhibiting at the meeting can find <u>details and contract</u> <u>information on the MMA website</u>.

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



The annual Massachusetts Town Forest Conference will be held on Oct. 21 in Ashland.

Sessions will include "Climate Change and the Threats to the Future Forest," and "Massachusetts Forest Health Year in Review." The event will include tours of the Salem End Sanctuary Caves, a rain garden, Bay Circuit Trail and quarry tour, and two tours of the Bungalow Historic Site. Registration and coffee will begin at 8:30 a.m. Ashland Town Manager Mike Herbert will give opening remarks. The event will conclude at 3 p.m.

<u>Pre-registration is required and is avail-</u> <u>able online</u>.

The roots of the Town Forest Conference trace back to 1928, when the Massachusetts Forestry Association orchestrated the first-ever gathering of town forest committees in Boston. In 2013, the Massachusetts Department of Conservation and Recreation re-established the conference in commemoration of the centennial of the state's town forest enabling law, the Town Forest Act of 1913. ●

other activities.

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

Last year's MMA Annual Meeting & Trade Show attracted more than 1,200 local leaders and more than 200 exhibitors.

Registration

Online registration is available at <u>www.</u> <u>mma.org/register</u>, and the early rate is \$240 for members. Reservations will also be accepted for the Women Elected Municipal Officials Leadership Luncheon, which will be held on Friday, Jan. 19, and costs \$45, and the Friday evening dinner and light entertainment, which costs \$55.

Only online registrations will be accepted. No registrations can be accepted by mail or over the phone. The MMA accepts credit cards for Annual Meeting transactions, or we will invoice your municipality after the meeting. MMA staff are happy to help anyone who needs assistance. Attendees may use their unique username and password to register. Those who don't have a username and password, or who have forgotten them, may email amregistrations@ mma.org. MMA Partnership Program members qualify for member rates. All Partnership Program members must renew membership with payment by Jan. 1 in order to register for and attend the MMA Annual Meeting & Trade Show. Partnership Program renewals or applications will not be accepted during the Annual Meeting.

After the early registration deadline of Jan. 10, all registrations will be at the onsite rate of \$290.

Hotel information

The Sheraton Boston Hotel, conveniently located next to the Hynes, is the host hotel. The MMA negotiated a reduced room rate of \$222 per night. The reduced-rate rooms are expected to sell out quickly. Hotel reservations must be made directly with the Sheraton by calling 800-325-3535 and mentioning the Massachusetts Municipal Association or <u>registering</u> <u>online using a special MMA link</u>.

Rooms may also be booked at the same rate at the nearby Marriott Copley Place by calling 617-236-5800 and mentioning the MMA or using a <u>special MMA link</u>.

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

Around the Commonwealth

Salem

City holds first-ever expo for landlords

As part of a larger housing stability effort, the city of Salem recently held its first-ever Landlord Exposition to connect landlords with information and resources, and to improve the outlook for Salem's renters and rental properties.

Held at a local community center on Sept. 21, the Landlord Exposition attracted 60 landlords, who interacted with representatives from local social service agencies and with city employees from departments including fire, planning, and sustainability and resiliency. The expo featured topics such as Section 8 housing vouchers for low-income tenants, rental assistance applications, fire safety regulations, health standards, and relevant planning and zoning rules.

Mayor Dominick Pangallo said Salem wants landlords to have access to grant programs, resources and information to make their property investments more successful and provide greater stability for their tenants.

"With around half our population living in rental properties, it's incredibly important that we have landlords that are engaged in being constructive and positive partners in our housing efforts," Pangallo said. "Rental housing, which is disproportionately housing occupied by lower-income residents, working families, and so forth, can be housing with dignity for tenants and with economic stability for the property owner."

The expo is part of a larger city effort to improve the housing situation. Last year, partnering with the Essex County Bar Association, it created a <u>housing stability</u> <u>service</u> to help tenants and landlords work through challenging rental situations before they escalated to eviction proceedings or litigation. Representatives from the service provided legal information at the expo.

Like many other Massachusetts communities, Salem faces a housing shortage and a lack of affordable units. According to the U.S. Census, the city has an owner-occupancy rate of 51.6%, which means that landlords play a significant role in deter-



Salem landlords learn more about landlord-tenant legal issues, resources for property improvements, and city requirements affecting rental properties during the city's first-ever Landlord Exposition last month. (Photo courtesy city of Salem)

mining housing access, property upkeep and quality of life in the city's neighborhoods. Lori Stewart, the city's neighborhood stability coordinator, proposed the expo as a way to involve more landlords as stakeholders.

"If we're going to solve the housing crisis, we need the landlords at the table," Stewart said.

During the expo, landlords were invited to numerous tables — one offering sandwiches and coffee, and others with information sheets and resources to help them become more knowledgeable landlords. Spanish interpreters and bilingual city staff were on hand throughout the event, and the city offered door prizes and raffled off gift cards.

Landlords learned how to fill out rental assistance applications, and signed up for the Mass Save energy efficiency program and other resources. In one case, a landlord asked for advice about an elderly tenant who couldn't afford to pay her rent. Stewart directed the landlord to rental assistance programs and to a housing stability lawyer.

Stewart said she hopes the expo helped to demystify the Section 8 housing voucher program for landlords, so that more of them will be willing to rent to households with the vouchers. Currently, she said, many people with vouchers struggle to find landlords who will rent to them. She said she also hopes that the event will inspire landlords to sign up for energy efficiency programs and other resources to help them with property upgrades.

The city will evaluate information gathered from the event and decide whether to hold

another one in the future, Stewart said, though she suspects there will be interest in future events. She now has dozens of landlords' email addresses, she said, and Salem might now send out a quarterly newsletter to keep landlords informed.

"We're just hoping to open up that channel of discussion between landlords and the city of Salem," Stewart said.

— Jennifer Kavanaugh

Melrose

City bridges language barriers with translation devices

A small, handheld device is helping Melrose employees translate conversations with non-English speakers and is allowing the city to provide services more effectively to a broader range of residents.

Over the past year, the city has been piloting the use of Pocketalk, a two-way language translation device that allows city employees and local community service providers to communicate with people in 82 languages. Since the spring, Melrose has distributed more than 100 devices to city departments and local agencies. In a statement, Mayor Paul Brodeur said the devices will help improve the city's "capacity to provide effective customer service and city services to our community members whose primary language is not English."

Collin Macgowan, Melrose's social services coordinator, said the city embraced the devices because it needs more help managing bilingual conversations. The multilingual capacity of city employees isn't keeping pace with the public's needs, he said, and traditional translation services are too expensive to afford on a municipal budget.

"We are increasingly seeing a lot more language diversity in the city of Melrose," Macgowan said. "We needed a solution that was going to [improve] accessibility to the residents, who are deserving of services and resources, and make the provision of those services as equitable as we could."

Macgowan said he increasingly works with residents who speak Spanish, Haitian Creole, Portuguese, Cantonese, Mandarin and Arabic. Given his role, he often assists people in especially vulnerable situations,

.....

COMMONWEALTH continued on 22

Around the Commonwealth

COMMONWEALTH

Continued from page 21

such as those in urgent need of domestic violence resources. Language barriers were frustrating, he said, because he couldn't build relationships as easily with the people he was trying to help.

"It wasn't appropriate, it wasn't fair to the person," Macgowan said. "But having the Pocketalk gave me another option, and it helps those people to feel like City Hall was a place that they could come to receive what they needed as well."

Macgowan and Kara Showers, Melrose's prevention and wellness coordinator, trained city employees on the devices in May. About 30 employees have received training so far, and 15 departments have the devices on hand, including the Department of Health and Human Services, which collaborates regionally with Wakefield and Stoneham. The city has also given devices to the office of Sen. Jason Lewis and to dozens of local nonprofits and social service agencies.

Each device has two buttons: one translating the first speaker's language into the



Kara Showers, right, Melrose's prevention and wellness coordinator, holds one of Melrose's Pocketalk language translation devices. Standing with her is Collin Macgowan, Melrose's social services coordinator. (Photo courtesy city of Melrose)

second language, and one reversing the process, Macgowan said. The translation takes place both in audio and as text, and the text is expandable for people with vision needs. The translation becomes more accurate as the devices learn the users' voices and accents, he said.

The Pocketalks, which cost \$100 or less apiece, were purchased with a combination of funds from MelroseWakefield Hospital/ Tufts Medicine/Shields MRI and the state Department of Public Health, through its Public Health Excellence Shared Services grant program.

The devices have become especially critical as Melrose, like many other communities, has experienced an influx in migrant families needing emergency services, Macgowan said. While he uses his Pocketalk two to three times in a typical week, he said he used it about a dozen times while serving a large group of immigrants who had just arrived in the community.

"The Pocketalks were a lifeline, for us to be able to speak with those families, in a way that made them feel respected, that respected their dignity, that made us able treat them like we would any other person who found themselves in our community," Macgowan said.

— 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.

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Supporting women's health care through life stages

By Jennifer Ranz

The <u>labor market gender gap</u> is the smallest it has ever been, with 57.7% of women now working compared to 68.2% of men. <u>Nearly 75% of women</u> ages 45 to 54 participate in the workforce, and the number of women ages 45 and up (including those in their 60s and 70s) who work is expected to continue to grow over the next several years.

In recent years, women's health concerns, such as fertility challenges and pregnancy care, have become more recognized and openly discussed both in and out of the workplace. <u>Stigma re-</u><u>mains</u>, however, around certain aspects of women's health care, particularly related to menopause and associated symptoms. The good news is that many employers are adding health care benefits to support this stage of a woman's life.

"A growing number of employers are recognizing that these are not just personal issues, but they are affecting so many women in the workplace," said Christine Chouinard, MIIA's Wellness Program Analyst. "Employers are working harder to break the stigma by providing educational resources and enhanced benefits, and by bringing the discussion surrounding these issues out in the open."

Studies show that more than 60% of women seek medical care for menopause symptoms, which typically include hot flashes, heart palpitations, brain fog, anxiety and depression. While 45-55 is the <u>typical age range</u> for menopause onset, symptoms can begin up to a decade earlier, during the perimenopause phase. According to a recent Mayo Clinic study, 13% of women reported having at least one adverse effect of menopause in the workplace in the past year, with respondents citing missed days of work, reduced hours, being laid off or needing to guit. Researchers noted that the stigma attached to menopause worsened the psychological impact of its symptoms.

The younger stages of women's health such as family planning and pregnancy — are more accepted and supported in the workplace, and benefits related to these issues are more prevalent, Chouinard said. In Massachusetts, <u>health</u> insurers are required to provide a certain amount of coverage for infertility treatments, including when individuals have attempted to conceive for a length of time or when testing identifies a health condition that must be addressed. Additionally, the Commonwealth's <u>Paid</u> <u>Family and Medical Leave</u> program makes mothers eligible for up to 12 weeks of partially paid leave to care for a new child.

"Employers are more likely to provide maternity leave and other benefits than they are to recognize and destigmatize menopause symptoms and concerns, which can potentially affect performance, productivity and absenteeism," Chouinard said.

But more employers are now creating care pathways for women who wish to seek support for both physical and mental well-being throughout later life stages, she said.

Some ways <u>employers are expanding</u> <u>benefits</u> include:

Providing education on menopause

■ MIIA continued on 30

Vaccines encouraged as we face potential "tripledemic"

By Jennifer Ranz

Public health experts are warning about another potential "<u>tripledemic</u>" this fall and winter, with the convergence of flu season, the spread of respiratory syncytial virus (RSV), and new COVID-19 variants on the rise.

The U.S. Centers for Disease Control and Prevention said hospitalizations from all three viruses are <u>expected to</u> <u>rise</u> to similar levels as last year — well above pre-pandemic rates.

Vaccinations are available to protect against all three viruses, and the CDC encourages the public to get vaccinated in order to help stop community spread and reduce strain on local hospitals.

To be up to date on <u>COVID-19 immu-</u> <u>nizations</u>, anyone above the age of 6 months should receive the updated (as of September 2023) Pfizer-BioNTech or Moderna vaccine.

<u>RSV vaccines</u> are recommended for those over age 60, as well as for infants and young children.

The <u>CDC recommends</u> the flu vaccine for anyone over the age of 6 months. Multiple options are available, including a nasal spray flu vaccine. Most health insurance plans, including MIIA's, cover administration of all three vaccines. All health plans are mandated to cover the updated COVID-19 vaccine, though they are not required to pay for "out of network" access, so a primary care visit may be necessary.

Municipal and public entity employees can find out about local vaccine availability and schedule an appointment by visiting <u>www.vaccines.gov</u> or by visiting the websites for CVS, Walgreen's, and other locations that provide vaccines.

People



Matt Hanson

town administrator, and then as town manager after special legislation established the position in December. He also served on the Chelmsford Select Board from 2010 to 2016

Matt Hanson

Hanson had

been serving in

Tyngsborough

since 2015, first

as assistant town

administrator, then

25.

became the new

town manager in Bedford on Sept.

Other roles have included project and procurement specialist for the town of Westford, management intern/ program manager for the city of Lowell, and legislative intern for Rep. James Arciero of Westford. He has also worked as a certified martial arts instructor. Hanson has a bachelor's degree in political science, and a master's degree in regional economic and social development, both from UMass Lowell.

In Bedford, Hanson follows Sarah **Stanton**, who left in April to become the state's undersecretary of economic strategies in the Executive Office of Housing and Economic Development. **Colleen Doyle**, the town's assistant town manager of human resources and administration, had been serving as interim town manager. Later this month, Doyle will become the human resources director in Watertown.



town he served for almost six years, **Colin Loiselle** became the new town manager in Tyngsborough on Sept. 20.

Loiselle held

numerous roles

in Tyngsborough

Returning to a

Colin Loiselle

beginning in 2017, including as administrative intern, collector's clerk. executive assistant. director of administrative services, and finally as assistant town administrator

(which became assistant town manager last December). Most recently, he served for several months in Boston as director of implementation of funding through the American Rescue Plan Act. and as assistant town administrator in Milton from July to September.

Loiselle has a master's degree in public administration and in political science, and a bachelor's degree in political science, from Suffolk University. He also earned a certificate from the MMA-Suffolk Municipal Finance Management Seminar in 2022.

In Tyngsborough, Loiselle replaces Matt Hanson (see above).



John Jovan **Jr.** became the town manager in

Southbridge on Aug. 28. Jovan served on the Southbridge

Town Council from 2018 to 2022 and on the School Committee from 2002 to 2012. He

John Jovan Jr.

worked as an investigator from 1999 to 2023 for several insurance companies. He was also the police chief in Brimfield from 2000 to 2003, and in Holland from 1992 to 2000. He has a bachelor's degree in psychology from Assumption University.

In Southbridge, Jovan follows Michael McCall, who became the town manager in Wayland in February. Charlie Blanchard served as the interim manager.

Ann Odabashian joined the Bellingham Select Board after winning a special election on Aug. 29. She fills a seat left vacant by the May resignation of Cynthia McNulty. Odabashian's term will end in June.

Charles "Charlie" Lyons, a former longtime Arlington selectman and a past president of the National League of Cities, died on Sept. 25 at age 70.

Lyons served on the Arlington Board



Charles Lyons history.

the organization's He got his start in public service in 1972, when he was elected to the

Arlington School Committee at age 18. Lyons was also deeply involved in the MMA's work. He served on the MMA's Board of Directors throughout much of the period between 1986 and 2005, and served as president of the Massachusetts Selectmen's (now Select Board) Association in 2000. He also served on the Local Government

Advisory Commission for about a

decade, starting in 1994. Professionally, Lyons devoted himself to education, and was the superintendent of the Shawsheen Valley Technical High School in Billerica from 1987 to 2015. He started serving on the Board of Directors of the Massachusetts Association of Vocational Administrators in 1988, and served as the association's president in 1996. As a member of the Massachusetts Association of School Superintendents, he represented superintendents on the Board of Directors of the Massachusetts Interscholastic Athletic Association.

Lyons also served as a member of the Board of Directors of the Massachusetts Water Resources Authority.

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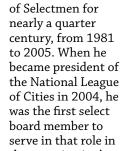
Edward Early Jr.

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Edward Early Jr., who served as the mayor of Lowell, a state representative and the Middlesex North register of deeds, died on Sept. 4 at age 92.

A lifelong Lowell resident, Early served for eight

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People

PEOPLE

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years on the City Council in the 1960s and was mayor from 1966 to 1967. He was a state representative from 1973 to 1977. In 1977, he was elected register of deeds, where he served until his retirement in 1995.

A Navy veteran who attended Officer Candidate School in Newport, Rhode Island, Early served as a lieutenant on the Navy destroyer USS Haley from 1953 to 1956. He earned a bachelor's degree in sociology from Boston College, and a law degree from Suffolk University. He worked several years as a

social worker and then practiced law in Lowell for many decades.



William Weeks

resident since 1957, he served as the town moderator from 1981 to 1993. A

will solve themselves. They won't. You get up every day, and you do what you can to find solutions to these challenges so that your residents can live in safe, healthy and equitable communities.

Ultimately, the work on the basics and the work on the bigger challenges combine to create the secret sauce that makes me so bullish about the capability of local government to bridge the gaps in our polarized world. And that secret sauce is trust.

The work that you do in local government builds trust in government, it builds trust in community, and it builds trust in our society's collective ability

veteran of the U.S. Army Air Forces, he had a bachelor's degree from Harvard University and a law degree from the University of Virginia. He retired in 2005 from the law firm Holland and Knight in Boston. He and his wife, Frances, celebrated their 70th wedding anniversary in June.

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.

to get things done. It's that trust that can be used to shore up the cracks in the foundation of this country and, hopefully, help us find a way forward as we march deeper into the 21st century.

I did spend time in your shoes, and developed an enormous amount of respect and administration for your dedication, integrity, spirit and creative thinking. I share your deeply held commitment to public service, to improving the lives of residents in this great state, and you can be sure that the MMA will continue to march alongside you and support you in every way we can.

on the rise. The administration shared a directory of <u>Services for those Experi-</u> encing Homelessness Statewide.

DIRECTOR'S REPORT

Continued from page 2

serving as Green Communities, by your work in preparing Municipal Vulnerability Preparedness plans, by your work and investment in diversity, equity and inclusion (DEI), and by your success in applying for, receiving and implementing a range of state and federal grants over the past several years.

You're not shying away from these challenges — you're taking them head-on, and you're doing this because you must. You can't (and don't) put your head in the sand and pretend these problems

for each community, including email

addresses and cell phone numbers. The

chief municipal officer — primarily may-

ors and town managers — and another

designated staff member are suggested

as key contacts. A Google form has been set up to share contact information with the administration.

While the state's Emergency Assistance shelter program is for families with children and pregnant women, the number of homeless individuals has also been

CLIMATE BEACON

SHELTER

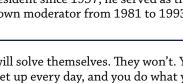
Continued from page 3

Continued from page 12

- Accelerating Our Clean Energy Transition
- Redesigning Permitting and Siting for an Equitable Transition
- Workshopping the Workforce of Tomorrow
- Transforming Our Grid for Our Future Needs
- Building More Resilient Communities
- A Better Built Environment
- Cleaner Mobility for More Equitable Communities
- Resiliency Through Natural and Public Spaces

 A Public Health System Prepared for Heat

Visit the Climate Beacon website for more information and to register. Municipal officials can use the code MMA2023 for complimentary tickets.



former state senator and Cohasset town moderator, died on

William Weeks, a

Aug. 17 at age 97.

Weeks was first

elected to the

Massachusetts

Senate in 1964.

and served three

terms. A Cohasset

EMPLOYMENT OPPORTUNITIES

Payroll and Benefits Coordinator Town of Lynnfield

The town of Lynnfield, Mass., is searching for a progressive leader to fill the position of Payroll/ Benefits Administrator. Job responsibilities include, but are not limited to, processing of weekly/biweekly payroll for approximately 1,000 town/school employees. Responsible for maintaining personnel files, oversees administration of healthcare benefits, worker's compensation, FMLA and employee orientation. Has access to confidential information which requires appropriate judgment, discretion and professional protocols. You are a good fit for this position if you have dynamic communication and problem-solving skills, are a self-starter and are detail oriented. The responsibilities of this position include payroll, benefits, and onboarding. Applicants must have a bachelor's degree in business administration or related field, three to four years of experience related to payroll, benefits and human resource administration. Salary Range: \$75,000-\$80,000. Salary based on qualifications and experience. Position: Full-time with an excellent benefits package. Please forward a resume and cover letter describing why you would be a good fit for this position to: Susan Mistretta, Treasurer/Collector, Town of Lynnfield, 55 Summer St., Lynnfield, MA 01940. Or email to smistretta@town.lynnfield.ma.us.

Community Planner Town of Brookline

Join our community planning team! The town of Brookline Planning Department is seeking a Community Planner to assist with affordable housing initiatives and with administration and oversight for the town's federal entitlement programs: CDBG and HOME. Bachelor's in planning, public administration or a related field; master's degree desirable; three to five years of experience in a community developmentrelated program; housing programs administration, grant administration and/or program management; or any equivalent combination of education and experience. Valid Massachusetts driver's license, Class D. Starting salary is \$41.85/hourly plus generous benefits. Please apply with a resume and cover letter by Oct. 18. Link: brooklinema.clearcompany. com/careers/jobs/d653bf70-a087-37bd-1826b82251f58144/apply?source=2751473-CS-24753.

Manager, Employee and Labor Relations, Human Resources Office Cambridge Public Schools

The Role: Under the supervision of the Chief Talent Officer (CTO), the Manager of Employee and Labor Relations represents the Human Resources Department in dealing with matters of employee and labor relations. Duties and Responsibilities: Serves as an expert advisor to CTO and other personnel on labor and employee relations matters. Advises and assists the CTO regarding employee grievance, negotiations and implementation of collective bargaining agreements. Identifies district needs, designs, plans and implements future labor relations strategic programing that is responsive to dynamic changes within the workforce in collaboration with CTO. Provides hands-on technical assistance, including the preparation of notices of proposed adverse actions and decisions, and develops and leads training sessions for various employee groups. Conducts investigations, as assigned by the CTO. Reviews contract proposals in light of laws and federal regulations. Develops and conducts professional development for employees regarding current policies and procedures within the district. Keeps abreast of current trends and developments in the labor management field. Advises departmental offices on courses of action concerning disciplinary matters in collaboration with the CTO and legal counsel. Develops program budgets and prepares reports and correspondence. May serve as one of the district's Title IX Coordinators. Supports the employee accommodation process and implementation of accommodations, in accordance with all applicable laws and regulations. Research issues related to FMLA, ADA, FLSA, ACA, workers' compensation and related employment law issues. Participates in the development, review and update of HR policies and procedures. May serve as CTO designee in their absence. Performs other duties as assigned. Minimum Requirements: Bachelor's degree required (master's degree preferred) from an accredited college or university. Candidates must have a minimum of five years of professional level human resources experience. Three to five years specializing in employee and labor relations. Prior Title IX certification and/or training preferred. Thorough knowledge of Massachusetts equal opportunity laws, rules and regulations. Mastery knowledge of labor-management relation theories. Highly skilled in verbal and written communication to convey a wide variety of information to diverse audiences in an understandable and acceptable manner, using a variety of methods. Terms of Employment: This position is a 40-hour, 12-month position. Occasional evening and weekend work may be required. Salary: \$114,404.21-\$132,091.55. How to Join Our Team: Please upload a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position and stating how you heard about this opportunity. Please visit our website at www.cpsd.us. Position is available until filled.

Finance Manager, Facilities Department Cambridge Public Schools

The Opportunity: The Facilities Department oversees the maintenance and repair of the Cambridge Public School's educational, athletic and administrative facilities. Reporting directly to the Director of Facilities, the Finance Manager plays a critical role in overseeing key financial and administrative areas. Key Responsibilities: Manage all financial activities for the Facilities Department, including budget, purchasing, accounts payable, and position management, including developing departmental guidelines and procedures to support effective fiscal management. In collaboration with the Director of Facilities, develop the annual operating and capital plan budgets for the Facilities Department; prepare regular budget projections and implement procedures for monitoring budget expenditures. Facilitate purchasing of goods and services for the Facilities Department, including ensuring that all procurement laws and procedures are followed, drafting specifications, and managing contracts. Develop and implement best practices in cost analysis and cost containment in facilities maintenance. Supervise administrative staff. Manage necessary Facilities Dept. communications with schools, families, vendors, and state and local officials. Collaborates with city and state agencies to complete applications, obtain permits, schedule inspections and other tasks to ensure departmental compliance with laws, regulations and standards. Implement and manage systems for tracking and maintaining required documents for property and equipment. Monitor and project energy use and costs, provide energy-related data analysis, assist with energy efficiency and other sustainable practices projects. Oversee the facilities scheduling/permitting process; develop, review and implement office policies and procedures relating to permitting. Perform other responsibilities as may be assigned. Your Skill Set: As the incoming Finance Manager, you will possess many, though perhaps not all, of the following characteristics and qualifications:

CLASSIFIEDS continued on 27

Classified advertising rates and information

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

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

Classified advertising rates

Classified ad rates include publication in The

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

November Beacon

Deadline: October 26 Publication: November 1

December Beacon

Deadline: November 27 Publication: December 1

Placing an ad

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

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

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

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

CLASSIFIEDS

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Undergraduate degree required. Three to five years of related experience, including developing and managing budgets, analyzing and projecting costs, and managing contracts. Experience in facilities/ property management, and/or municipal/school district financial management a plus. Refined project management and organizational skills, with the ability to multitask and manage various priorities and tasks simultaneously in a dynamic environment while meeting deadlines. Ability to identify and solve problems creatively. Strong communication skills (both written and oral). Strong customer service orientation. Certification from Massachusetts certified public purchasing official program (MCPPO) preferred; successful candidate must enroll in the MCPPO program training if not already certified. Advanced Excel skills and proficiency in standard Office applications. Experience with financial information systems such as PeopleSoft or similar applications, and work order software is highly desirable. Experience improving or implementing new systems or procedures. Supervisory experience. Terms of Employment: Full-time, 12 months per year. Nonunion position. Manager level benefits package. Salary: \$88,873-\$99,973. How to Join Our Team: Please upload a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position. Please visit our website at www.cpsd. us. Position is available until filled.

Director of Human Resources Town of Milford

Essential Functions: Performs strategic, planning, coordination and administrative duties for various functions including, but not limited to human resources, employee benefits, blanket insurance, budgets, purchasing and procurement, legal matters, and special projects. Handles highly confidential information and performs varied and responsible duties requiring independent judgment in ensuring conformance with applicable laws, regulations, collective bargaining agreements, and departmental policies. Serves as a town representative in a variety of forms and venues, including grievance hearings, mediations, fact-finding, and arbitrations. Provides direction on all human resources functions for town personnel, with the exception of school personnel, to include, but not limited to, wage and salary administration, position descriptions and classifications, policy administration, grievance procedure administration, program administration, and performance evaluations. Mediates employee disputes; works to improve communication within departments; provides advice and counsel to department heads on personnel related issues. Required Oualifications. Education. and Experience: Bachelor's degree in human resources, public administration, or business administration, A minimum of seven years of progressively more responsible human resources administration and management experience. Deep knowledge of human resources principles, practices, and methods associated with a municipal setting. Solid knowledge of a wide spectrum of benefits, especially in a municipal setting. Ability to exercise a high degree of diplomacy and judgment to influence all types of persons. Strong interpersonal, verbal, and written communication

skills. Preferred Qualifications, Education, and Experience: Master's degree preferred. Professional designation such as SHRM-CP, professional human resources (PHR) or senior professional human resources (SPHR) certification is desirable. For a complete job description, please go to our website: <u>www.milfordma.gov/personnel-board/pages/ personnel-article-2-job-descriptions</u>. Starting salary is \$108,763 with a range maximum of \$146,831. Interested candidates should send a resume and cover letter to mthomas@townofmilford.com and rvillani@ townofmilford.com or mail to: Town of Milford, 52 Main St., Room 16, Milford, MA 01757, Attn: Melissa Thomas/Rick Villani.

Public Health Nurse (Part-Time) Town of Saugus

Applications are being accepted for a Public Health Nurse in the Health Department. Position provides public health nursing functions to the public. Work includes developing, implementing and conducting programs based on policies and guidelines established by the Saugus Board of Health, the Massachusetts Department of Public Health, and the Center for Disease Control, serving as a resources and referral source for the public, providing information and education to the public. Employee works under the direction of the Health Director. Educational Requirements: Bachelor's degree in nursing. Position Requirements: License as a registered nurse in the Commonwealth of Massachusetts. Valid Massachusetts driver's license. Working knowledge of MAVEN, MIIS, WEBEOC, and the HHAN programs preferred. Please email all cover letters/resumes to Human Resources Manager, Gabriela Christina, at gchristina@saugus-ma.gov.

Deputy Executive Director Franklin Regional Council of Governments

Join a great group of people in a beautiful office setting doing work that is innovative, challenging and transformational for the region and people of Franklin County, Massachusetts. Hiring our first Deputy Executive Director. Seeking candidates with administrative and management experience managing multiple people, programs and funding streams; familiarity with local and state government operations; and interest in serving as an integral part of an organization's core management team focusing on internal operations and coordination. Qualified candidates will ideally possess an MA in public administration, planning or a related field and have a minimum of seven years of professional experience with at least five in management, or an equivalent combination of education and experience. Will have good problem solving skills; be a strong communicator; and is personable and professional. For more on the FRCOG and position, go to frcog. org. Don't have the requisite experience but think you'd be a good fit? Apply. Starting negotiable salary: \$120,000. Good, flexible benefits. Resume and letter by Nov. 3, although accepted until the position is filled. Applications are preferred electronically to lindad@ frcog.org and admin@frcog.org. EEO/AA

Licensed Electrician Town of Saugus

Town of Saugus is looking for an experienced Licensed Electrician to join our facilities maintenance team. Installs control and distribution apparatus such as switches, relays, and circuit breaker panels. Observes

functioning of installed equipment or system to detect hazards and need for adjustments, relocation, or replacement. Repairs faulty equipment or systems. Job Requirements: Knowledge of the National Electrical Code (NEC), local codes, and construction safety requirements. Experience in a commercial/ industrial environment is preferred. Experienced in all electrical systems preferred. Qualifications: High school education; five years of experience in residential and commercial building electrical installations; or any equivalent combination of education and experience. Active journeyman or master electrician license. OSHA 10 required, OSHA 30 preferred. Familiarity with interpreting electrical schematics, blueprints, and manuals. Valid driver's license. Application: Please email all cover letters/resumes to Human Resources Manager, Gabriela Christina, at gchristina@saugusma.gov.

Custodian

Walpole Public Schools

Walpole Public Schools is seeking a night custodian, 40 hours per week, Monday to Friday, 2-10 p.m., split between Bird and Johnson Middle Schools, starting immediately. Salary and benefits per the <u>Custodian</u> <u>contract</u>. Minimum salary is \$22.45, plus night differential \$1.60 per hour. Interested candidates, please email your resume to hr@walpole.k12.ma.us.

Planning Director

Town of Duxbury

The Planning Director performs professional and administrative duties in planning, organizing, and coordinating the town of Duxbury's planning, land use, and community development functions and activities. Bachelor's degree in planning or related field, five to seven years' municipal planning experience or equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform essential job functions. Certification as planner by the AICP or the ability to obtain within 12 months of hire. Posting will remain open until filled. Pay Range: \$78,381 to \$109,734. Actual salary depends upon qualifications. For a full job description and to apply, go to: townofduxburyjobs.easyapply.co.

Recreation – Assistant Director Town of Billerica

Performs a variety of clerical, administrative, supervisory, and occasionally maintenance work in assisting the Recreation Director in the overall operations of the Recreation Department including, but not limited to, programming and special event planning, field permitting, grant writing, supervision of department employees, and management of Micozzi Beach. Performs all other related work as required and assigned. Assists in developing, organizing, publicizing, coordinating, and supervising community recreation programming, sports leagues, enrichment programs, inclusion programs, and special events. Salary: The Assistant Director's position salary range is \$86,950-\$102,739, for a 37.5-hour workweek, depending on experience, qualifications, certifications and education. The town offers a generous benefits package, which includes medical benefits, vacation, personal, sick time as well as a pension plan through Middlesex County Retirement. See requirements and complete job description online. Application Process: Qualified candidates may complete the

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online application or may submit a cover letter, resume, and three professional references to hr@town. billerica.ma.us. Union: B.P.A.A. (Billerica Professional Administrators Association). The position will remain open until filled; however, priority will be given to individuals who apply by Oct. 13. EOE/AA

Assistant Librarian for Public Services Town of Wellfleet

The town of Wellfleet is seeking to fill the position of Assistant Librarian for Public Services who will be responsible assisting patrons, providing reference services, promoting services, performing computer reference searches, training patrons in the use of equipment and software, holding tech "drop in" hours, providing interlibrary loan service, supervising volunteers, working at the general circulation desk of the library, and carrying out all related activities of an automated library system. Compensation: \$30 per hour to \$34.48 per hour and benefits. As a condition of employment, applicants must be CORI certified or become CORI certified. More information available at www.wellfleet-ma.gov.

Public Health Agent Town of Wellfleet

The town of Wellfleet is seeking to fill the position of Public Health Agent to assist and advise the Board of Health. The position is responsible for administering state and local health and environmental codes, laws, and policies, and for developing and exercising the town's public health emergency plans according to the requirements of the Massachusetts Department of Public Health. Full-time position, 40 hours per week. Compensation range is \$87,516-\$118,405 with benefits, commensurate with experience. To Apply: Interested applicants should submit a cover letter, resume, list of references and a completed town employment application form by emailing Human Resources at humanresources@wellfleet-ma. gov. Appointment of the successful candidate will be subject to records checks, verification of education, and reaching agreement on the terms of employment.

Conservation Agent Town of Wellfleet

The town of Wellfleet is seeking to fill the position of Conservation Agent to assist and advise the Conservation Commission in interpreting and enforcing the Massachusetts Wetlands Protection Act, Wellfleet bylaws, and related state and local regulations. Performs field inspections, prepares orders of conditions and related documents, community outreach and education, and all other related work as required. Full-time position, 40 hours per week. Compensation range is \$60,614-\$82,008 with benefits. To Apply: Interested applicants should submit a cover letter, resume, list of references and a completed town employment application form by emailing Human Resources at humanresources@ wellfleet-ma.gov.

Town Treasurer Town of Wellfleet

The Town Treasurer performs highly responsible administrative and supervisory functions involving the receipt, expenditure and custody of municipal funds, the timely investment of funds, and the borrowing of money with respect to the custody of tax title properties, within guidelines established by statute and professional standards. Salary is \$75,000-\$115,000, commensurate with experience. More information available at <u>www.wellfleet-ma.gov/</u>employment.

Housing Code Enforcement Inspector City of Chelsea

The city of Chelsea ISD Department is looking to hire an Inspector to perform responsible technical and administrative work in the enforcement and compliance of municipal laws, standards and regulations. Under the direction of the Supervisor of Housing Code Enforcement, conduct all tasks involved with the inspection and enforcement related to all applicable codes. Conduct follow-up inspections in a timely manner. Ensure proper information, interpretation, and explanations concerning the city's code enforcement policies and procedures are accomplished satisfactorily to applicable city staff and the public. <u>Click here to apply and view the full</u> <u>description</u>. EEO

Housing/Modernization Inspector Framingham Housing Authority

The Framingham Housing Authority seeks a Housing Inspector involving the inspection of the privatelyowned housing units and public housing units in accordance with established governmental standards and regulations. The incumbent is continually called upon to make independent judgements and must prepare monthly written reports. Email jbibo@framha. org for a full job description. Interested candidates should send a resume to Framingham Housing Authority, 1 John J. Brady Drive, Framingham, MA 01702 Attn: Janet Bibo or email to jbibo@framha.org. Job will remain open until filled.

Administrative Coordinator DOR Division of Local Services

The Administrative Coordinator position at the Division of Local Services plays a critical role in supporting internal and external operations. DLS seeks a dynamic individual with exceptional customer service and communication skills to engage the public, local officials and DLS staff in a clear, courteous, and professional manner. The successful candidate will provide logistical and administrative support for the DLS professional development program and perform tasks related to organizing and supporting trainings and events. This is a hybrid work position that requires some travel, but primarily works remotely. View the DLS Administrative Coordinator job posting at <u>mass.</u> gov/find-your-career-at-the-commonwealth.

Full-Time Firefighter/Paramedic Town of Ashburnham

Ashburnham Fire Department seeking a Full-Time Firefighter/Paramedic. Immediate opening. Email your cover letter and resumé to Deputy Chief Andrew Devoll at adevoll@ashburnham-ma.gov. This posting will be open until the position is filled.

Water Superintendent Town of Falmouth

The town of Falmouth is seeking an experienced Water Superintendent to join our DPW management team. The successful candidate has the skills to lead and manage our Water Division, including its personnel and its modern water supply and treatment system. The department is proud of our recently built surface water treatment plant that delivers 1.5 billion gallons

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of superior-quality water to approximately 22,000 water accounts. The system includes 400 miles of main and 3.000 hydrants. Under the administrative direction of the Director of Public Works, the Water Superintendent oversees the daily operations of the Water Division and directs the work activities of its approximately 20 full-time employees. Other duties include, but are not limited to: ensuring regulatory compliance; preparing and administering the operating and capital budgets of the division; developing and implementing the annual capital program and five and 20-year capital investment plans; making annual recommendations for water rates and fees based on current revenue and funding sources; preparing bid specifications and evaluating bid proposals; developing and implementing the division's safety program; and instructing and mentoring employees. This is a non-union, exempt position that requires a minimum of 40 hours per week. The Water Superintendent works, at minimum, Monday through Friday between the hours of 7:30 a.m.-4 p.m. or 8 a.m.-4:30 p.m. and responds to after-hours emergencies, as needed. Minimum requirements include a bachelor's degree in a related field and five to seven years of experience as a water or utilities manager. Applicants must have knowledge of a distribution level four water supply and treatment level four system. They must also have knowledge of the construction and operation of public water facilities and the federal and state regulations governing drinking water systems. T-4 and D-4 licenses are preferred. Applicants must have a valid Massachusetts driver's license and OSHA 10 certification. The successful candidate will have excellent communication and business management skills. Salary Range: \$105,664-\$142,771.20/year, commensurate with qualifications and experience. Comprehensive benefits package. Preference date to apply: Friday, Sept. 22, by 4:30 p.m. The position will remain open until filled, but candidates who apply by the above date and time will be given preference over later applications. A cover letter and resume should be submitted with the application. The town of Falmouth is proud to be an EEO/AA employer.

Truck Driver/Laborer Town of Hardwick

Town of Hardwick seeks qualified applicants for the full-time, benefitted position of Highway Truck Driver/Laborer. Position is 40 hours/week, Monday to Thursday, with a pay scale of \$19-\$20.40/hour, DOE. Excellent benefits, including insurance, participation in the retirement plan and paid time off. CDL Class B with air brake endorsement and hydraulics Class 2B license are required. For details and application, visit: www.hardwick-ma.gov/jobs. Email application, cover letter and resume to highway@townofhardwick.com. Mail to: Town of Hardwick, Highway Department, P.O. Box 575, Gilbertville, MA 01031. AA/EOE

Assistant Superintendent Town of Hardwick

Town of Hardwick seeks qualified applicants for the full-time, benefited position of Highway Assistant Superintendent. This is a working, hands-on position to assist on all Highway Department needs, including assisting in supervising department workers. Reports to the Highway Superintendent. This position is 40 hours/week, Monday to Thursday, with a pay scale of \$26-\$28/hour, DOE. CDL Class B and hoisting engineer license Class 2A are required. For details and application, visit: www.hardwick-ma.gov/jobs. Email

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application, cover letter and resume to highway@ townofhardwick.com. Mail to: Town of Hardwick, Highway Department, P.O. Box 575, Gilbertville, MA 01031. AA/EOE

Treasurer/Collector Town of Belchertown

The town of Belchertown is accepting applications for a Treasurer/Collector. This full-time position supervises two staff members and is responsible for the receipt of money and the collection of all taxes due to the town; to administer the receipt, recording, expenditure and custody of municipal funds, oversee the borrowing and investment of funds and operate the municipal payroll. Minimum Qualifications: Bachelor's degree in accounting, finance, business administration, or related field; a minimum of five years' experience in a municipal supervisory position; or any equivalent combination of education and experience. Massachusetts certification as treasurer and tax collector preferred. Ability to become bonded. Annual Salary Range: \$79,121-\$101,003. Applications are available online at www.belchertown.org/human_ resources and can be sent to jobs@belchertown.org. Applications will be accepted until the position is filled. The town of Belchertown is an EEO employer.

SERVICES

Municipal Energy Services

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

Safe Manhole Cover Removal With Remote

Reduce the risk of injury from removing manhole covers. Manual cover removal is now obsolete. Remove covers safely/efficiently with the simple push of a button on a hand held remote with The Lifter and The Lifter PLUS. Visit <u>www.rockmillsent.com</u> to see how you can use technology to improve workers safety and productivity. Provide a safer, more productive work environment with The Lifter and The Lifter PLUS. Remember, safety is an investment, not a cost. Contact: Don Moos, P.E., Rock Mills Enterprises, don@ rockmillsent.com.

Municipal Support Services

Capital Strategic Solutions (CSS) is a Massachusettsbased, certified woman-owned, disadvantaged business enterprise composed of municipal experts. We have hands-on experience that allows us to formulate and implement strategies tailored to the communities we serve. We specialize in public administration and municipal finance, human resources and policy development, emergency management services and public safety, public works and infrastructure operations, public relations and community engagement, project management and oversight, grant writing and administration, and onsite support services. For more information, visit <u>www.capital-strategic-solutions.com</u>, call 508-690-0046, or email info@capital-strategic-solutions.com.

Town Counsel/Legal Services

Brooks & DeRensis, P.C., is available to provide services to government entities at the state, county, city, town or regional district level. Legal services available include procurement law, contracts, eminent domain, labor relations and civil rights. Contact 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

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

Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

GovHR USA/GovTempsUSA provides executive recruiting and interim staffing solutions, management and human resource consulting to local government and nonprofit clients across the country. Seasoned local government professionals provide five-star quality services including; Classification and

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Compensation Studies; Temporary and Outsourced staffing; Performance Evaluation System and Training. Visit our website at <u>www.GovHRusa.com</u> or contact us at 847-380-3240 or info@govhrusa.com to discuss how we may serve your organization. Post to our job board at <u>www.govhrjobs.com</u>.

Town Counsel Services

KP | Law is a municipal law firm. With offices in Boston, Hyannis, Lenox, Northampton and Worcester, we serve as town counsel to more than 125 towns throughout Massachusetts, from Provincetown to Williamstown, and as special counsel to another 90. For more than 30 years, we have devoted ourselves to municipal law and have become experts in the defense of all areas of municipal trial matters. We have specialists in all areas of municipal law and maintain an environmental and land use law department that is on the cutting edge of planning, zoning and conservation. KP | Law is highly sensitive to the limited legal services budgets of Massachusetts communities and thus has highly competitive billing rates to give your town the best quality legal counsel in the most cost-efficient manner. There is never a need for special counsel. Our breadth and depth of experience helps keep our cost per opinion to a minimum and enables us to service our clients quickly and efficiently, and is consistent with our commitment to excellence. For additional information on the legal services that KP | Law provides, please visit 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 <u>www.themediationgroup.org</u>, email info@ themediationgroup.org or call 617-277-9232.

Town Counsel Services

Miyares and Harrington LLP provides Town and Special Counsel services to help build and implement local programs that serve community needs. We

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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, dligent 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 <u>www.VADARsystems.com</u>. Locally owned and operated at 20 Main St., Suite G1, Acton, MA 01701.

Labor Counsel Services/Municipal Human Resources Specialists

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

MIIA

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symptoms and solutions openly around the workplace and on company websites and intranets, helping to reduce stigma and encourage employees to advocate for themselves

- Building in additional paid time off days for self-care, where the employee would not need to disclose the reason
- Training managers to recognize menopause symptoms – similar to how

they are typically trained to identify signs of depression or substance abuse – so they are prepared to provide support when concerns arise

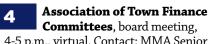
- Making the workplace more physically comfortable for women experiencing hot flashes; for example, by adapting uniforms and by avoiding dress codes where women are required to wear a suit jacket or long sleeves
- Ensuring that employees have easy access to menopause-related treatment, either through their

insurance company or with an outside partner that specializes in women's health

MIIA offers a range of <u>women's health</u> <u>resources</u> — including a webinar series focusing on post-partum depression and a women's health toolkit – to both MIIA members and nonmembers. MIIA is expanding its suite of women's health-focused resources, and is working with a new partner with expertise in supporting women through all life stages including menopause.

Calendar

OCTOBER



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

MMA Board of Directors, long-10 range planning meeting, 8:30 a.m.-12:30 p.m. Contact: MMA Executive Director's office

MMA webinar, Municipal 17 Leadership Academy: Communication Foundations, 12:30-1:45 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

Massachusetts Municipal 19 Management Association,

boot camp, 9 a.m.-3 p.m., Sharon Community Center, Sharon. Contact: MMA Senior Member Program Coordinator Denise Baker

Massachusetts Municipal 27 Human Resources, labor

relations seminar. Devens Common Center, Devens. Contact: MMA Member Program Coordinator Anneke Craig

MMA webinar, Municipal 31 Leadership Academy: Delivering Hard-to-Hear Feedback, 12:30-1:45 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

NOVEMBER

- Women Leading Government, 2 meeting, 9 a.m.-1 p.m., The Manor, West Boylston. Contact: MMA Senior Member Program Coordinator Denise Baker
- Association of Town Finance 4 **Committees**, Annual Meeting, 9 a.m.-2:15 p.m., Sharon Community Center, Sharon. Contact: MMA Senior Member Program Coordinator Denise Baker

For more information, visit www.mma.org



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

MMA webinar, live 7 demonstration of COMMBUYS,

12-1:15 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

MMA webinar, Municipal 8 Leadership Academy: Embracing Critical Feedback, 12:30-1:45 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

Massachusetts Municipal 14 Councillors' Association, board meeting, 8:45-9:45 a.m., MMA office and Zoom. Contact: MMA Senior Member Program Coordinator Denise Baker

MMA Board of Directors, 14 10-11:15 a.m., MMA office and Zoom. Contact: MMA Executive Director's office

Massachusetts Select Board 14 Association, board meeting, 2:15-3:30 p.m., MMA office and Zoom. Contact: MMA Member Program Coordinator Anneke Craig

Massachusetts Municipal 16-17 Management Association, Fall Conference, AC Hotel, Worcester. Contact: MMA Senior Member Program Coordinator Denise Baker

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Massachusetts Mayors'

Association, newly elected mayors training. Contact: MMA Communications and Membership Director Candace Pierce

DECEMBER



Massachusetts Mayors' Association, holiday dinner, 6-9 p.m. Contact: MMA Communications and Membership Director Candace



Pierce

Massachusetts Municipal Human Resources, holiday meeting, virtual. Contact: MMA Member Program Coordinator Anneke Craig

Massachusetts Select Board 8 Association. leadership

conference, Pompositticut Community Center, Stow. Contact: MMA Member Program Coordinator Anneke Craig

Massachusetts Municipal 9 Councillors' Association, newly elected councillors training, Devens Common Center, Devens. Contact: MMA Senior Member Program Coordinator Denise Baker

Massachusetts Municipal 14 Management Association, holiday meeting, 9 a.m.-1 p.m., Hawthorne Hotel, Salem. Contact: MMA Senior Member Services Coordinator Denise Baker

JANUARY

45th MMA Annual 19-20 Meeting & Trade **Show**, Hynes Convention Center and Sheraton Hotel, Boston. Contact: MMA Conference and Meeting Planner **Timmery Kuck**

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

MMA contacts

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