

The Beacon

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November 2023

Gov. unveils \$4B housing bond bill

The Healey-Driscoll administration on Oct. 18 unveiled a \$4.1 billion housing bond bill intended to jumpstart the production of homes and make housing more affordable across Massachusetts.

The Affordable Homes Act, a package of spending, policy and programmatic actions, represents the state's largest-ever proposed investment in housing, while also addressing causes of housing unaffordability and making progress on climate goals.

In addition to \$4.1 billion in capital spending authorizations, the bill includes 28 substantive policy changes or initiatives, three executive orders and two targeted tax credits, all directed at unlocking opportunities for production and preservation of housing. The majority of the spending will have benefits for moderate- and low-income households, according to the administration.

Gov. Maura Healey said an infusion of new homes is needed in Massachusetts to

lower costs, accommodate population growth and achieve a healthy vacancy rate.

She said her plan would fund or enable the creation of more than 40,000 homes, including 22,000 new homes for low-income households and 12,000 new homes for middle-income households. In addition, the bill would preserve, rehabilitate or make resilience improvements to 12,000 homes for low-income households, support more than 11,000 moderate-income households, and fund accessibility improvements for 4,500 homes.

Healey added that the bill builds on housing development tax credits that were part of a [tax relief package](#) she signed on Oct. 4.



Gov. Maura Healey announces a \$4.1 billion housing bond bill at an event in Chelsea on Oct. 18.

The administration said its bill would provide \$1.6 billion for the repair, rehabilitation and modernization of the state's more than 43,000 public housing units, including \$150 million to begin "decar-

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Annual Meeting planning continues

By John Ouellette

Planning continues for the 45th [MMA Annual Meeting & Trade Show](#), 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 range of informative and timely workshops](#)
- [Compelling and inspiring speakers](#)
- Member business meetings and important policy discussions
- A lively [Trade Show](#) featuring the latest services and solutions for cities and towns



Attendees prepare for a session to start during the 2023 MMA Annual Meeting & Trade Show.

- Countless networking opportunities
- "The MMA Annual Meeting fosters an atmosphere of collegiality and encourages a growth mindset," said Sudbury Select Board Member Lisa

■ ANNUAL MEETING *continued on 18*

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.

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Executive Director's Report

On migrant shelter crisis, cities and towns need help in 3 key areas

As I began thinking about my column for this month, I looked back at the November 2022 Beacon for guidance and perspective. What I was surprised to find was a [front page headline](#), flanked by a photo of former Lt. Gov. Karyn Polito, emphasizing the dire nature of the migrant emergency sheltering crisis. It surprised me because much of the recent coverage of this critical issue suggests a certain novelty to the influx of migrant families to the state. This of course belies the fact that the crisis facing the Commonwealth has been some time in the making.

Seeing the headline from last year got me thinking about what is most critically needed at the local level as local government officials and community members work tirelessly to welcome migrant families into their cities and towns and ensure that they are provided access to humane living conditions, necessary physical and mental health care, and education and care for their children of varying ages.

I see three main areas in which municipalities need support: finances, capacity, and a third area involving employment, child care and permanent housing for migrant families that I'll call "pathways."

Finances

The state has been doing a good job



By Adam
Chapdelaine

in providing per student, per diem funding to school districts. Cities and towns are relying on this funding in order to ensure that there are enough teachers, translators and other resources to adequately serve the children of the migrant families that are now attending schools across the Commonwealth. The MMA will continue to advocate for

this funding to be sustained in state budget bills.

Another area in the realm of finances relates to the local-option hotel/motel excise tax and the potential disruption of this important local revenue stream. State officials have informed local governments that they can only be assured of receiving this excise tax payment for the first 90 days of a stay at a hotel or motel. This is of course extremely problematic for local governments, as they have set their budgets months ago and are relying on these revenues to set their tax rates and end their fiscal year with a balanced budget. The Commonwealth needs to find a way to address this problem in order to keep cities and towns whole, and thereby prepared for the continued provision of services to the migrant families.

Capacity

Cities and towns of all sizes are hosting families through the emergency

■ DIRECTOR'S REPORT *continued on 28*

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

Gov. proposes support for federal funding efforts

By Jackie Lavender Bird

Gov. Maura Healey filed a bill on Oct. 19 that aims to improve the competitive position of Massachusetts and its local governments for winning federal funds.

The bill (S. 2482) proposes using interest on the state's stabilization fund, which now totals an all-time high of more than \$8 billion, toward state matching funds for federal dollars. The governor said the plan would leverage \$750 million in interest to establish a permanent PAYGO Capital Investment and Debt Reduction Fund, which would be used for three purposes:

- Leveraging federal grant opportunities under the Infrastructure Investment and Jobs Act, the Inflation Reduction Act, and CHIPS and Science Act
- Accelerating critical investments using pay-as-you-go capital funding
- Allowing for debt management strategies that would generate savings for the state

The bill would also dedicate \$50 million for a proposed local infrastructure bank

to fund capital expenditures that promote municipal, tribal and regional project readiness and enhance the competitiveness of federal funding applications under guidelines adopted by the Executive Office for Administration and Finance.

An additional \$12 million is proposed for planning support and technical assistance to municipalities in seeking competitive federal grants.

The governor also signed an Executive Order formally establishing the Federal Funds and Infrastructure Office, led by Quentin Palfrey, and formally establishing the [previously announced Massachusetts Federal Funds Partnership for Municipalities and Tribes](#).

MMA Executive Director Adam Chapdelaine said the administration's actions "offer an important framework to support cities and towns in developing successful applications and providing matching funds to maximize all opportunities."

The bill now moves to the Senate Committee on Ways and Means.



At the State House on Oct. 19, Gov. Maura Healey signs two executive orders intended to help improve the state's competitive position for federal funding. Among those joining her at the signing are, from left, Federal Funds and Infrastructure Director Quentin Palfrey, Lt. Gov. Kim Driscoll, Deputy Climate Chief Jonathan Schrag, and Energy and Environmental Affairs Secretary Rebecca Tepper. (Photo courtesy Joshua Qualls/Governor's Press Office)

- [Link to the governor's press release about her bill and executive orders](#)

New program intended to help municipalities win federal funds

By John Ouellette

Lt. Gov. Kim Driscoll kicked off the first meeting of the Massachusetts Federal Funds Partnership for Municipalities and Tribes on Oct. 25 via Zoom.

The partnership, intended to assist with efforts to apply for and win federal funding, will convene monthly and is open to elected leaders and staff from all 357 cities, towns and federally recognized Native American tribes in Massachusetts. The partnership, which was announced on Oct. 10, will provide targeted updates on relevant federal funding opportunities and resources for technical assistance and state matching funds.

The administration has also launched a [Federal Funds Information for Local Governments portal](#), which includes a listing of upcoming municipal-eligible grants and will include recordings of the monthly meetings.

As a former mayor, Driscoll said she knows "how hard it can be to navigate the process for available funds." The partnership will open lines of communication between the state, federal offices and municipalities.

The partnership will be overseen by the



Quentin Palfrey

Director of Federal Funds and Infrastructure Quentin Palfrey, who is charged with implementing an interagency strategy to maximize the federal dollars coming to Massachusetts.

In a statement, Gov. Maura Healey said the partnership reflects the administration's commitment "to aggressively compete for federal dollars to support crucial projects that support economic development in Massachusetts communities." She said the new partnership will help cities, towns and tribes "identify opportunities that they may be eligible for and provide them with the support they need to win."

On Oct. 19, the governor filed a [bill to provide a funding boost for federal grant matching funds](#).

The MMA and the state's [regional planning agencies](#) will be part of the new partnership's effort to ensure that municipalities and tribes know about recently announced grant programs and are connected with the many resources that the

RPAs, the MMA and state agencies have to support their federal funding applications.

"We look forward to working with the administration and this new partnership to help our member communities effectively access the once-in-a-generation federal funding available for infrastructure, climate resilience and other timely needs," said MMA Executive Director Adam Chapdelaine. "Technical assistance would be particularly beneficial to many municipalities that have limited staff and lack experience with the complicated federal process."

According to the Federal Funds and Infrastructure Office, municipal and tribal leaders will be able to explore federal funding opportunities, foster collaboration with state agencies, gauge barriers to applying for federal funds, and chart a path forward to enhance funding resources and support.

The office encourages municipal officials to share the meeting invitation with colleagues, fellow leaders and partners. Advance registration is required.

[Online registration](#) is available for upcoming meetings on Nov. 28, Dec. 19, and Jan. 23, 2024. ●

Administration gives emergency shelter update

By John Ouellette

With the emergency family shelter system quickly approaching its capacity limit, the administration on Oct. 30 gave an update on next steps.

“We are committed to ensuring that families know about resources available to them while we prioritize helping long-term shelter residents exit into more stable housing options and connecting them with work opportunities,” said Emergency Assistance Director Lt. Gen. Scott Rice. “The Healey-Driscoll administration continues to call on the federal government to act to address this federal problem, especially when it comes to the need for a large-scale, overflow site for families to stay until a shelter unit becomes available.”

On Oct. 16, Gov. Maura Healey [announced that the state does not have enough shelter space, service providers or funding to safely expand](#) beyond 7,500 families. The unprecedented demand on the system has led to safety, operational and fiscal challenges that limit further expansion, she said.

There are already more than 7,300 families in emergency shelters, and the limit was expected to be reached around Nov. 1, Healey said. At that time, newly arriving families will be assessed, and those with high needs, such as health and safety risks, will be prioritized for placement. Families who are not immediately connected with shelter will be placed on a waiting list.

Shelter system placements are spread out across more than 90 municipalities at hundreds of individual shelter sites, including a large number of hotels and motels. The administration said about half of the individuals in emergency shelters are newly arrived migrant families, and the other half are longtime Massachusetts residents.

Municipal resources

The administration has published an [FAQ document](#), updated on Oct. 27, for municipalities that host shelters, addressing questions such as, “How long will this capacity limit stay in effect?” and “Will placements continue to be made in my community?” The administration also launched a [website providing shelter placement data, listed by municipality](#), which is continually

updated.

The administration has shared a [10-page document](#) with local officials that includes a fact sheet, answers to frequently asked questions, answers to fiscal issues, and regional contacts for municipal officials.

The Department of Elementary and Secondary Education has created a [web resource area](#) for public school districts experiencing the impact of newly opened emergency assistance family shelters in the current school year. Resources include a webinar about supporting the new students, and a guidance document that includes FAQs. There’s also a link to request translation services and technical assistance.

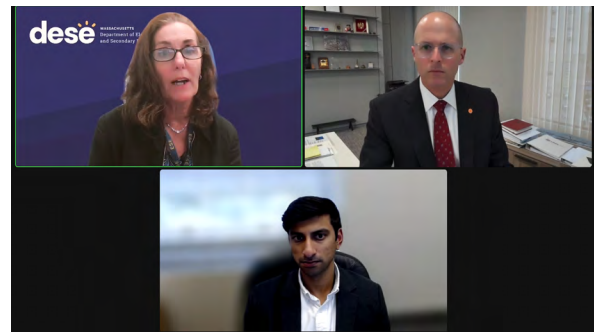
Administration officials are joining biweekly MMA briefings for chief municipal officials, where they provide updates and respond to questions from local officials who have placements in their communities. The next one-hour briefing is scheduled for Nov. 8 at 4 p.m. Invitations are sent to chief municipal officials from the MMA.

Looking ahead

Effective Nov. 1, families will apply for the Emergency Assistance program at [EA field offices](#) or the Quincy Family Welcome Center, or by calling 866-584-0653. If there is no capacity on a given day, families will be placed on a waitlist and will be notified when a unit becomes available.

Families placed on the waitlist will receive information about other resources available to them. They will also be assessed for basic needs and offered the opportunity to apply for public benefits through the Department of Transitional Assistance, receive necessities including diapers, hygiene products, and formula, and be referred to community-based resources.

In an effort to help families exit emergency shelter and move into more stable housing, the administration has expanded its HomeBASE program, which helps cover rent and other costs for families



Administration officials join a biweekly MMA briefing for chief municipal officials about the emergency shelter crisis on Oct. 25. Pictured, clockwise from top left, are Anne Marie Stronach, a senior advisor for the Department of Elementary and Secondary Education, MMA Executive Director Adam Chapdelaine, and Aditya Basheer, assistant secretary for the Executive Office for Administration and Finance.

with children under age 21 or pregnant women. The maximum HomeBASE benefit has been raised from \$20,000 to \$45,000. The administration will also offer mobile vouchers, also known as tenant-based vouchers, to the approximately 1,200 Emergency Assistance families who have been in the system longer than 18 months.

Work and legal services

Also on Oct. 30, the administration announced that it is coordinating with the U.S. Department of Homeland Security to host a work authorization clinic during the week of Nov. 13 for migrants staying in emergency shelters. The state will be providing transportation from shelter sites to the clinic, which will be held in Middlesex County. The Biden-Harris administration will be providing onsite support to help collect and process work authorizations.

The administration has also launched programs to provide legal assistance to Emergency Assistance families and help shelter residents start working, including a new partnership with Commonwealth Corporation Foundation to connect businesses to individuals in shelter who are still waiting for their work authorization but looking to gain on-the-job training and skills development.

Another program connects MassHire Regional Workforce Boards and careers centers to shelters statewide, with the

■ **SHELTERS** *continued on 23*

\$164M in Community One Stop grants awarded

At an event in Revere on Oct. 25, the Healey-Driscoll administration announced \$164 million for 338 grant awards through the Community One Stop for Growth program to support local economic development projects in 161 communities across the state.

[Community One Stop for Growth](#) is the Executive Office of Economic Development's application portal that provides a streamlined process for municipalities and organizations to apply for 13 state grant programs that fund economic development projects related to planning and zoning, site preparation, building construction, infrastructure, and housing development.

The announcement — attended by Gov. Maura Healey, Lt. Gov. Kim Driscoll, Economic Development Secretary Yvonne Hao and Housing and Livable Communities Secretary Ed Augustus — honored recipients of awards through the MassWorks and HousingWorks grant programs, two of the largest programs in One Stop. Revere is receiving a MassWorks award for the redevelopment of Suffolk Downs, as well as a Housing Choice program grant.

Healey said the funds “will help make possible community-led projects that build vibrant downtowns and unlock economic potential in every region of Massachusetts, while creating new jobs, housing, and opportunity.”

Driscoll pointed out that One Stop allows the administration to partner with cities and towns “to support their economic development goals while empowering them to pursue their vision for growth.”

For this round of One Stop, the state received 783 applications from 239 communities representing every region of the state, according to the administration.

Of the 336 grants awarded, 26% are locat-

ed in a rural or small town, 33% are located in a Gateway City, 61% are located in an [MBTA Community](#), and 49% are located in a [Housing Choice Community](#).

The Executive Office of Economic Development estimates that One Stop awards will help create 8,000 new housing units (including 3,000 new affordable units), 10,000 new permanent jobs, and more than 5.4 million square feet of new commercial development.

The fiscal 2024 One Stop awards include the following:

- [MassWorks Infrastructure Program](#): \$91 million for 53 projects
- [HousingWorks Infrastructure Program](#): \$33.5 million for 15 projects
- [Underutilized Properties Program](#): \$16.5 million for 39 projects
- [Rural and Small Town Development Fund](#): \$5 million for 17 projects
- [Housing Choice Community Grants](#): \$4.7 million for 34 projects
- [Site Readiness Program](#): \$2.86 million for 10 projects
- [Urban Agenda Grant Program](#): \$2.5 million for 28 projects
- [Community Planning Grants](#): \$4.85 million for 79 projects
- [Brownfields Redevelopment Fund](#): \$1.34 million for eight projects
- [Collaborative Workspace Program](#): \$950,000 for 39 projects
- [Massachusetts Downtown Initiative](#): \$550,000 for 22 projects
- [Commonwealth Places](#): \$375,000 for nine projects
- [Real Estate Services Technical Assistance](#): \$250,000 for eight projects



Lt. Gov. Kim Driscoll announces \$164 million for 338 grant awards through the Community One Stop for Growth program during an event on Oct. 25 in Revere. (Photo courtesy Joshua Qualls/Governor's Press Office)

The full list of grant recipients and project descriptions is available on the [EOED website](#).

MassWorks, one of the state's largest competitive grant programs, offers cities and towns flexible capital funding to support and accelerate housing production and job growth. This year, the administration is awarding grants to 50 communities, including five communities that are receiving their first-ever award. This year's projects include 26 that are supporting mixed-use or commercial developments and 15 that are improving road safety in small towns. These projects are expected to create 4,525 units of housing, as well as more than 4,100 permanent jobs and 9,800 construction jobs.

HousingWorks provides grants to municipalities for a variety of infrastructure improvements that spur housing development and preservation. In this inaugural year of the grant program, the Executive Office of Housing and Livable Communities awarded grants to 15 communities to support or preserve 2,108 units of housing. ●

MMHR to hold annual holiday meeting on Dec. 7

Massachusetts Municipal Human Resources will hold its annual holiday meeting virtually on Dec. 7.

The program will include an MMA legislative update and a workshop on developing resiliency through conflict management presented by Jon Wort-

mann, principal of Novel Communication.

The agenda is being developed, and more information will be posted on www.mma.org and emailed to MMHR members in the coming weeks.

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

Climate chief makes numerous recommendations

By John Ouellette

The state's climate chief, Melissa Hoffer, has published a wide-ranging report with 39 recommendations to implement the Healey-Driscoll administration's whole-of-government approach to addressing the climate crisis.

The [86-page report](#), released on Oct. 25, presents recommendations and strategies to:

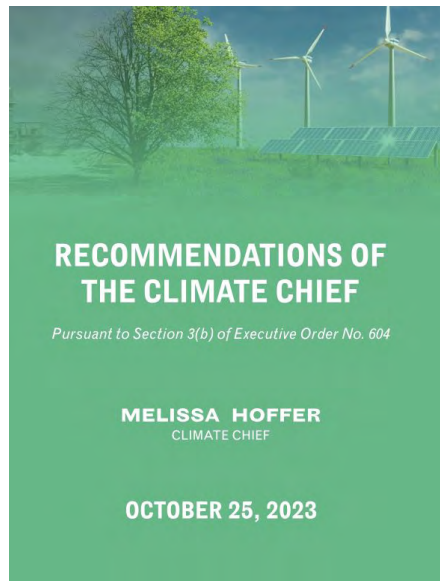
- Finance investments necessary to meet emissions reduction mandates and resilience goals
- Ensure spending is consistent with the statutorily mandated [Clean Energy and Climate Plan](#)
- Accelerate electrification of the power, building and transportation sectors while prioritizing energy justice
- Amplify the state's global leadership in clean energy and climate tech
- Grow the workforce necessary to build a clean energy future
- Protect natural and working lands that are vital to achieving "net zero" by 2050

Gov. Maura Healey created the Office of Climate Innovation and Resilience on her first day in office and later appointed Hoffer as the nation's first cabinet-level climate chief.

"We know that addressing the climate crisis requires a comprehensive, coordinated approach across all of state government," Healey said. "Chief Hoffer's recommendations will help us build on [our] progress to advance the ambitious climate and clean energy policies that we need to protect our future and power our economy."

Hoffer said her office's work is "intentionally disruptive," adding that "siloed approaches will only result in missed opportunities."

"We are focused on driving collaboration, spurring different ways of defining problems and opportunities, lifting up innovative and successful models, interrogating conventional wisdom and always ensuring that policy choices are informed by the best available climate science," Hoffer said. "These recommendations will set Massachusetts up as an example to other states on how to be a catalyst for climate innovation."



"These recommendations will set Massachusetts up as an example to other states on how to be a catalyst for climate innovation."
– Climate Chief Melissa Hoffer

Recommendations

The recommendations in Hoffer's report include the following:

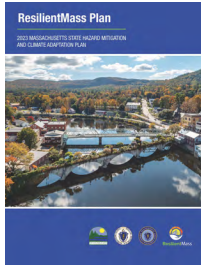
- All state agencies must think creatively about ways to leverage innovative clean energy, decarbonization and resilience funding tools to support policy goals.
- Massachusetts should prepare economic analyses of the total investment needed to achieve the greenhouse gas emissions reductions within the Clean Energy and Climate Plan, including the 2050 Net Zero mandate, and the statewide hazard mitigation and climate adaptation plan, [ResilientMass](#). These analyses should be paired with specific funding and financing strategies.
- Discretionary state spending should align with emissions reduction mandates in the Clean Energy and Climate Plan.
- Environmental justice should be a central consideration in climate policy and program implementation.

- The state should update procurement practices to require disclosure of emissions and climate risk.
- The state should issue an annual report card on the state's progress to meet CECP emissions reduction mandates. New housing production and preservation and the construction of new schools should be consistent with building sector electrification and decarbonization mandates.
- Efforts should be made to develop and implement a Comprehensive Coastal Resilience Plan.
- The state should prioritize investment to develop more energy-resilient infrastructure, such as microgrids, that can maintain power to critical infrastructure during extreme weather events.
- Massachusetts must be prepared for increasingly disruptive and dangerous impacts of climate change, such as inland flooding, heat, migration, crop loss, and droughts, and adverse health effects, including increased disease transmission and mental health issues.
- A comprehensive, cross-agency plan is needed that includes measurable targets to build a clean energy, climate and resilience workforce.
- A Climate Service Corps should be created to drive awareness, engage residents and institutions, and develop career paths integral to climate-critical solutions.
- A comprehensive clean energy and climate economic development plan should be created, as well as an investment strategy that ensures that climate technology companies have access to the capital required to innovate and scale in Massachusetts.
- Massachusetts should enhance its efforts to educate communities, including students, about the climate crisis, promoting a basic understanding of climate science and fostering the capacity of communities to deploy climate solutions.

• [Download the climate chief's report](#)

Administration unveils comprehensive climate plan

On Oct. 11, the Healey-Driscoll administration released a statewide hazard mitigation and climate adaptation plan that details 142 actions to be taken across state agencies, including the creation of an Office of Climate Science, making the state building code more resilient, and updating MBTA design standards.



State officials said the 360-page [ResilientMass Plan](#) — based on the findings, science and stakeholder engagement of the [2022 Massachusetts Climate Change Assessment](#) — is an effort to prepare the state for mounting extreme weather events. Among the most significant hazards to Massachusetts are flooding from heavy precipitation, coastal flooding and erosion due to sea level rise, and high heat.

ResilientMass is implemented by the inter-agency ResilientMass Action Team, and the new Office of Climate Science will support state agencies and municipalities in integrating climate change information into their plans and projects. Actions to respond to climate impacts will each be advanced by a designated lead state agency, in collaboration with other state and community partners. These actions can be tracked at resilient.mass.gov.

Gov. Maura Healey said ResilientMass “ensures that Massachusetts is well positioned for federal funds, while continuing our nation-leading work on climate.”

Lt. Gov. Kim Driscoll said the plan is a “whole-of-government approach” to “protecting communities from the harshest impacts of extreme weather.”

Massachusetts Emergency Management Agency Director Dawn Brantley said the plan “empowers emergency managers at every level of government with the data and information they need to develop plans and build resilience with a focus on lessening disproportionate impacts to environmental justice populations.”

The administration said it is confronting the climate crisis on two fronts: investing in innovative technologies and industries to reduce emissions and foster economic

development, and taking steps to prepare for extreme weather as global emissions rise.

Flooding

ResilientMass identifies inland flooding as the most significant climate hazard in Massachusetts. This past summer brought heavy rainfall and significant flood damages across Massachusetts, particularly affecting the farming sector. By 2070, Massachusetts is expected to receive 12% to 42% more winter precipitation, and the frequency and intensity of precipitation events is increasing. Environmental justice and priority populations live near commercial and industrial buildings that have a 57% higher risk of flood damage than the rest of the state.

Flood-related priority actions include:

- Development of a statewide floodplain management plan to coordinate agencies and partners across the Commonwealth
- Efforts to evaluate flood resilient construction standards in the state building code and develop a guide for municipalities to take impactful zoning actions to strengthen resilience to flooding
- Feasibility studies and resilience improvements to reduce flooding and heat risks at climate-vulnerable, state-aided public housing developments
- Continuing to expand the ClimateSmart Agriculture Program to support agricultural operations to assess risks from climate change and implement practices to build economic and environmental resilience

Heat

The ResilientMass analysis finds that average summertime temperatures in Massachusetts will feel like those in Maryland in 2050, North Carolina in 2070, and Georgia in 2090. Environmental justice communities will experience acute impacts. Forests and other natural ecosystems will also experience significant strains.

ResilientMass will guide initiatives to mitigate extreme heat equitably.

The Executive Office of Health and Human Services will coordinate a multi-agency effort to develop and implement a new Heat Flag system to effectively communicate heat risk to the

public.

The Department of Conservation and Recreation will work to improve more shaded areas and cooling structures on its properties, with priority given to properties in environmental justice communities.

The Executive Office of Energy and Environmental Affairs and the DCR will expand their Greening the Gateway Cities program in Barnstable, Malden, Taunton and Worcester, working toward planting 800 trees per year in these environmental justice communities experiencing significant urban heat island effects.

Coastal flooding

If global emissions are not significantly reduced, Massachusetts will experience sea level rise of up to 2.5 feet by 2050 and 4.3 feet by 2070, when compared to 2008 mean sea level.

ResilientMass prioritizes the following actions:

- The Office of Coastal Zone Management, in partnership with many agencies, will develop a coastal resilience strategy that considers climate-resilient development and standards in vulnerable areas and develops best practices for coastal adaptation.
- The CZM will develop best practices for the redesign of seawalls and revetments considering climate change.
- The MBTA will update its engineering design standards and emergency response plans to incorporate climate resilience and develop a GIS viewer for real-time storm response.

Other initiatives

The Executive Office of Energy and Environmental Affairs has launched an Office of Climate Science to increase state agency, municipal, and public access and understanding of statewide climate change projections and trends, and to provide technical assistance and guidance. The Office of Climate Science will convene a climate science advisory group of academics and researchers to share latest climate research findings, identify research gaps, and inform best practices.

The EOEEA and MEMA have awarded \$6.3 million in funding to agencies to

■ RESILIENTMASS *continued on 23*

DOER launches Climate Leader, awards grants

By Josie Ahlberg

The Department of Energy Resources has announced a new program that builds on the Green Communities designation and grant program.

The [Climate Leader Communities program](#) will support municipalities seeking to meet their own greenhouse gas reduction targets with a focus on emissions reduction for municipal operations and the wider community.

Climate Leader Communities will have access to tools and resources to help reduce emissions through electrification as well as maximizing efficiency of buildings and transportation.

Certification as Climate Leader Community will open doors to grant funding to support all or portions of costs for: siting activities and construction of renewable energy generating facilities on municipal property; adoption of energy efficiency policies; procurement of energy management services; and the study, design, construction and implementation of energy efficiency activities, measures and projects.

Municipalities seeking Climate Leader Community certification must meet the following criteria:

- Be a Green Community in good standing
- Have a local body that advises the municipality on clean energy/climate initiatives, such as a sustainability

committee, energy committee, or similar

- Commit to eliminate on-site fossil fuel use in municipal buildings and operations by 2050 through a resolution, climate action plan, or CMO affirmation
- Create a municipal decarbonization roadmap
- Adopt a zero-emission-vehicle-first policy
- Adopt the specialized opt-in building code

The decarbonization roadmap must outline how a community will decarbonize town and school buildings, drinking water and wastewater treatment plants, pumping stations, open spaces and vehicles. The roadmap should address “trigger events” for electrification or the installation of solar and storage opportunities, such as substantial renovations, replacement of equipment or roofs, or changes of use.

Technical assistance is being offered to communities for developing a municipal decarbonization roadmap, and [Expression of Interest forms](#) are due by Nov. 10. The interest form is not a formal application, but will help the department plan how to allocate resources. Technical assistance is expected to be awarded this winter.

Climate Leader Communities program guidance and eligibility criteria is posted

on the [program’s website](#). The DOER held an [introductory webinar](#) on Oct. 17, and the [slideshow presentation is available online](#).

Applications to become certified as a Climate Leader Community for fiscal 2025 will be accepted through June 30, 2024. Interested municipalities should contact their [Green Communities Regional Coordinator](#) to access the online certification application system.

Green Communities grants

The launch of the Climate Leader Communities program follows the latest round of Green Communities competitive grant awards, announced on Sept. 28, with \$3.3 million going to 27 municipalities across Massachusetts for clean energy projects.

Projects include the acquisition of hybrid police cruisers, battery-electric vehicles, EV charging stations, and air-source heat pumps. Other awards will help fund ventilation system upgrades, high efficiency lighting, and insulation and energy management systems in municipal buildings and facilities. ([See the full list of projects in this round.](#))

The Green Communities Program has awarded more than \$170 million in grants since 2010, and 291 municipalities are now Green Communities.

- [View the list of all Green Communities awarded projects](#)

MMA to hold virtual legislative briefing Nov. 20

MMA members are invited to a virtual legislative briefing on Nov. 20 to hear about the latest activity in the current legislative session that has implications for cities and towns.

The one-hour meeting will be held via Zoom beginning at noon.

Topics will include the recently passed fiscal 2024 state budget, cannabis regulations, zoning compliance guidelines for MBTA communities, a recently signed transportation bond bill, [PFAS contamination](#), and more.

City and town officials from every community are encouraged to take advantage of this opportunity to learn about these important issues from MMA



Legislative Division staff.

Members are asked to [register online](#).

The MMA’s Legislative team, shown here during a spring webinar, will host a webinar for local officials on Nov. 20. Pictured, clockwise from top left, are MMA Legislative Director Dave Koffman, Legislative Analyst Ali DiMatteo, Deputy Legislative Director Jackie Lavender Bird, Legislative Analyst Adrienne Núñez, Project Assistant Daniel Yi, and Legislative Analyst Josie Ahlberg.

Contact: MMA Legislative Research and Project Assistant Daniel Yi at dyi@mma.org

Final CCC marijuana regulations published

By Ali DiMatteo

The Secretary of the Commonwealth on Oct. 27 published the Cannabis Control Commission's [final updated regulations](#) governing adult and medical use of marijuana, the final step in enacting the new regulations.

The CCC had voted, 3-1, on Sept. 22 to approve the extensive revisions to the state regulations, which are now scheduled to go into effect on March 1, 2024.

A [comprehensive cannabis law enacted last August](#), Chapter 180 of the Acts of 2022, gave the CCC until Nov. 7 to

promulgate the new regulations.

The changes 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 require-

ments around community impact fees, including reporting requirements that the MMA has asserted are overly burdensome and stringent.

The MMA had strongly advocated for the 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. ●

MMA's DEI work moving forward on several tracks

By Candace Pierce

The MMA is continuing to move forward with its diversity, equity and inclusion work on a number of fronts.

The MMA recently hired the [Racial Equity Group](#) to develop a strategic plan for incorporating diversity, equity and inclusion values into the practices, policies and cultures of local government.

The Racial Equity Group is starting its work with a survey of all municipalities to better understand DEI baselines, establish best practices based on needs, and create benchmarks of success. The MMA will send the Municipal DEI Best Practices Assessment Survey to chief municipal officers, municipal DEI officers and local human resource directors in early November. The survey may be filled out by any or all of the recipients, and all information will be kept confidential.

The survey results will help the Racial Equity Group assess the level of progress municipalities have made in advancing DEI, and identify potential training and resource needs for supporting municipal leaders engaging in this work, according to their level of need.

The Racial Equity Group will also be conducting five member focus groups in November and December as another mechanism for gathering information about DEI work being conducted at the local level. Invitations have been emailed to members identified to participate.

Racial Equity Group CEO Bird Guess recently conducted two DEI training sessions with the MMA's DEI committee to provide a foundational understanding of



Bird Guess

systemic racism and the practices that have impacted people of color across Massachusetts.

DEI will also have a strong presence at the MMA Annual Meeting & Trade Show on Jan. 19

and 20. The opening keynote speaker will be [Eddie Glaude Jr.](#), a bestselling author, Princeton University professor and political commentator whose work helps people better understand the dynamics of race, democracy and religion in America. And [Gina McCarthy](#), one of the nation's most prominent voices on climate change, will discuss how climate work can provide more resources to traditionally under-

served communities.

A workshop on the basics of DEI and how it can be implemented at the local level will be repeated three times during the conference to give members multiple opportunities to attend the session. Other workshops will also discuss the focus topic from a DEI perspective.

MMA member groups also continue to bring DEI topics into their in-person meetings. The [Massachusetts Municipal Human Resources Fall Conference in September](#) included a session on transgender and nonbinary inclusion in the municipal workplace, and the group addressed how human resources staff can collaborate with their DEI officers during its Labor Relations Seminar in October. ●



Managers discuss ethics, WLG resources

Brookline Deputy Town Administrator Melissa Goff, co-chair of Women Leading Government, presents during the Massachusetts Municipal Management Association Boot Camp on Oct. 19 in Sharon. Goff highlighted the networking and professional development opportunities that WLG offers to women in appointed local government positions. Goff was joined by Sandwich Assistant Town Manager Heather Harper, who chairs the association's Ethics Committee, and facilitated a discussion about the association's Code of Ethics and its emphasis on remaining apolitical.

MMA holds fall Legislative Breakfast Meetings

By Daniel Yi

On two Fridays in October, legislators and local officials from across Massachusetts gathered for four MMA Legislative Breakfast Meetings.

The MMA holds the meetings around the state each spring and fall to provide an opportunity for local officials to engage in informal discussions with legislators, fellow local officials, and MMA staff.

The fall meetings kicked off with an update from MMA Legislative Division staff covering state revenue, the fiscal 2024 state budget, and key bills in the MMA's 2023-24 Legislative Package, among other topics.

The update was followed by an open-ended opportunity for legislators and local officials to discuss the many challenges facing communities.

Discussions centered on Chapter 70 education aid and how it impacts school districts, [PFAS contamination](#), the



Rep. Carmine Gentile, standing, speaks to local leaders during the Oct. 6 MMA Legislative Breakfast Meeting in Waltham.

Chapter 90 local road and bridge maintenance program, the recently signed tax relief package, and the emergency shelter crisis.

The hosts of the meetings were Sterling and Waltham on Oct. 6 and Becket and Sandwich on Oct. 13. More than 160 municipal officials and legislators registered for the meetings, including 12 state representatives, four state senators, and a number of legislative staff members.



Lenox Select Board Member Marybeth Mitts, left, Adams Town Administrator Jay Green, center, and Adams Selectman Christine Hoyt network during the Oct. 13 MMA Legislative Breakfast Meeting in Becket.

The MMA has hosted 228 breakfast meetings in more than 200 communities since 2007, with a goal of hosting a meeting in each of the state's 351 cities and towns. Communities that have not hosted a Legislative Breakfast but would be interested in doing so are asked to contact Daniel Yi at dyi@mma.org or 617-426-7272, ext. 125. ●

House and Senate adopt wage equity bill

By Dave Koffman

The House and Senate have both adopted their own versions of legislation aimed at closing gender and racial wage gaps in the Commonwealth.

Commonly referred to as the Frances Perkins Workplace Equity bill, the legislation would require Massachusetts employers with 25 or more employees to disclose wage or salary ranges when hiring for a position — something that is already a common practice across local government.

The bill would also require all Equal Employment Opportunity Commission reports to be collected by the Office of the Secretary of the Commonwealth and aggregated by the state's Executive Office of Labor and Workforce Development.

Like many employers, cities and towns are subject to certain federal reporting requirements, and municipalities with 100 or more employees must file reports with the U.S. Equal Employment Opportunity Commission. These biennial filings (EEO-4 reports) cover workforce demographic data, including data by race, ethnicity, sex, job category, and salary band.

Commonly referred to as the Frances Perkins Workplace Equity bill, the legislation would require Massachusetts employers with 25 or more employees to disclose wage or salary ranges when hiring for a position — something that is already a common practice across local government.

The Frances Perkins Workplace Equity Act would create a process for the state to compile and analyze the aggregated EEOC report data. The legislation also seeks to avoid any administrative burden on local officials by simply requiring the submission of any existing EEOC report to the secretary of state.

The MMA testified in support of the legislation in May, saying it is an appropriate first step toward closing gender and racial wage gaps in the Commonwealth. [MMA testimony](#) highlighted the leadership being demonstrated by local officials on wage equity issues and the importance of passing the bill this session.

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

The House and Senate have passed similar versions of the bill — the House on Oct. 4 and the Senate on Oct. 19 — but have appointed a conference committee to reconcile differences and propose a final version for passage. One component up for discussion will be whether to exempt state and local governments from the salary range requirement if they already make salary data publicly available.

Once a final bill is enacted, it would go to the governor for her consideration. ●

MassDEP awards \$5.2M for waste reduction efforts

By Josie Ahlberg

On Sept. 28, the Healey-Driscoll administration announced the award of \$5.2 million in grants to 283 municipalities and regional solid waste districts for recycling, composting, and waste reduction programs.

Gov. Maura Healey said the grants, from the Department of Environmental Protection's [Sustainable Materials Recovery Program](#) "help further our collective

efforts to meet our aggressive goal of 90% waste reduction by 2050, while also boosting local economies by investing in the waste reduction industry."

The SMRP's Recycling Dividends Program is distributing \$3.65 million to 278 municipalities and regional districts to improve community recycling efforts.

Other projects eligible for SMRP awards include [pay-as-you-throw programs](#), mattress recycling, household hazard-

ous waste collection, and food waste diversion.

The towns of Arlington, Marshfield, North Attleborough and Westborough received pay-as-you-throw awards of between \$150,000 and \$300,000 each, totaling more than \$1 million.

Eleven municipalities were awarded \$10,000 each to provide mattress

■ GRANTS *continued on 34*

Applications for sewage notification grant program due Nov. 10

Regional and municipal wastewater utilities have until Nov. 10 to apply for a grant to help them meet notification requirements for wastewater discharges.

The [Sewage Notification Assistance Grant Program](#) helps regional and municipal wastewater utilities comply with state regulations requiring public notification of discharges of untreated, partially treated, or blended wastewater, including for combined sewer overflows (CSOs) and sanitary sewer overflows (SSOs).

Notification Requirements to Promote Public Awareness of Sewage Pollution (314 CMR 16.00) were promulgated in 2022 following the passage of the [combined sewer overflow notification bill](#) in 2021.

Grant funding can support new or improved signage at public access points and CSO outfalls, public notification system design and implementation services, consultant and translation services, and the purchase and installation of meters to increase reliability, speed

of detection, and flow measurement. Existing and proposed projects are eligible to apply for funding.

The Massachusetts Department of Environmental Protection, which manages the grant program, anticipates that more than \$500,000 could be available in this award round.

Eligibility and application details are available on the [grant program's webpage](#).

- Josie Ahlberg

MVP Action Grant expressions of interest due Dec. 15

The Municipal Vulnerability Preparedness grant program is accepting Expression of Interest forms through Dec. 15 for its fiscal 2025 Action Grant round.

Action Grants offer financial assistance to communities and Native American tribes seeking to address climate change impacts and implement priority climate adaptation measures.

An Expression of Interest is not re-

quired, but preparing one allows potential applicants to receive feedback on up to two MVP Action Grant project ideas. The MVP staff will review submissions on a rolling basis, though earlier submissions will be prioritized and could receive feedback from other state agencies.

This process is intended to help design competitive applications, but does not

guarantee that a project will be funded.

Feedback on the project ideas will be provided ahead of formal applications. The fiscal 2025 Request for Responses date is tentatively set for mid-March of 2024.

The [Expression of Interest form](#) and more information are available on the [MVP program's website](#).

- Josie Ahlberg

Federal funding available for EV charging infrastructure

Applications are due by Nov. 13 for up to \$100 million in federal funding available for the repair and replacement of non-operational electric vehicle charging infrastructure.

The [Electric Vehicle Charger Reliability and Accessibility Accelerator](#), funded through the Bipartisan Infrastructure Law, focuses on repairing or replacing broken EV chargers to improve EV charging infrastructure.

Eligible applicants are limited to state departments of transportation and local governments with non-operational

chargers listed in the Alternative Fuels Station Locator, which is maintained by the National Renewable Energy Laboratory through its [Alternative Fuels Data Center](#).

Awardees must provide at least 20% of the total cost of the project as a matching share in cash or in-kind services.

Applications are to be submitted through [www.Grants.gov](#).

An [informational webinar](#) (passcode: 6agt=iHL) and [slides](#) are available online.

- Adrienne Núñez



Federal funding is available for the repair and replacement of non-operational electric vehicle charging infrastructure.

MMA starts Virtual Municipal Leadership Academy

Last month, the MMA launched its Virtual Municipal Leadership Academy to help promote professional development among municipal officials.

Cally Ritter, principal of Positive Ripple Training and Consulting, is leading the three-part pilot, which has attracted more than 300 attendees looking to improve their communication skills.

The first session of the series, on Oct. 17, explored how to set expectations and delegate effectively, and the second session, on Oct. 31, focused on delivering difficult feedback.

The third session of the pilot, on Nov. 8, will aim to increase attendees' abilities to give and receive critical feedback and to leverage feedback to strengthen per-



formance and workplace relationships.

Municipal officials can still [register online](#) for the 75-minute webinar being held on Nov. 8.

The launch of the Virtual Municipal

Leadership Academy coincides with the release of the MMA's [On-Demand Webinar Library](#), designed to enhance members' virtual learning experience. MMA members who were unable to attend the communication series live can [purchase each session on-demand](#).

The MMA will continue to provide professional development opportunities to municipal leaders throughout 2024. Members can expect Virtual Municipal Leadership Academy webinars on topics such as time and energy management, as well as emotional intelligence.

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

MMA launches new On-Demand Webinar Library

On Oct. 17, the MMA launched an [On-Demand Webinar Library](#) to enhance members' virtual learning experience.

The sortable and searchable library gives members access to a collection of archived webinars and the ability to save training content for later viewing.

Library features include:

- A customizable training dashboard
- “101” bundles for members who are new to a particular role
- Filtered categories to increase search efficiency
- Streamlined purchasing of on-demand recordings

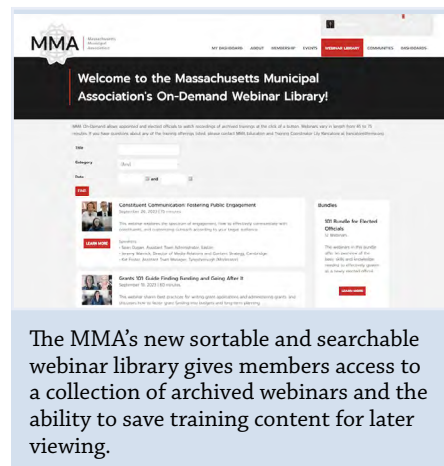
The launch of the on-demand library coincides with the opening of the MMA's

[Virtual Municipal Leadership Academy](#), which features professional development webinars led by highly experienced trainers.

The majority of MMA webinars will continue to be available free of charge — both on www.mma.org and MMA On-Demand — as an ongoing service to members. On-demand recordings available for purchase will primarily be from the Virtual Municipal Leadership Academy.

Members can [log into MMA On-Demand](#) now using their MMA username and password. ([Click here](#) if you're unsure of your username or password.)

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



The MMA's new sortable and searchable webinar library gives members access to a collection of archived webinars and the ability to save training content for later viewing.

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 [online nomination form](#) and submit their name for consideration by Friday, Nov. 10.

The WEMO steering committee consists of one mayor, three select board mem-

bers 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 Leadership Luncheon on Jan. 19, 2024, in Boston.

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

NECEC publishes guide to help local leaders

By John Ouellette

The Northeast Clean Energy Council has published a free guide to help municipal leaders navigate the complexities of the transition to a clean energy future and deliver results in their communities.

The “[Municipal Guide to Inclusive Climate Action and Equitable Procurement](#),” published on Oct. 3, is designed to help local leaders procure the services that can bring the environmental and economic benefits of a diverse climate economy to their municipality.

The NECEC says the 55-page guide is targeted to mid-size and small cities and towns with limited procurement staff and resources. It can help sustainability managers aiming to enhance their municipal climate action efforts through innovative procurement strategies. It can also help in crafting and implementing local decarbonization plans.

The guide includes tips on how to



diversify suppliers while accessing the best services available. It covers leveraging regional collaborations for effective climate change action, accessing technical resources and plans, and exploring opportunities for federal funding. The guide highlights membership organizations and coalitions that offer support, consulting and networking opportunities for municipalities, and features plans, roadmaps and frameworks to guide municipalities in decarbonizing their energy systems and promoting sustainable practices.

[Northeast Clean Energy Council](#) President Joe Curtatone, who was mayor of Somerville for 18 years, writes in the guide that “local government is where

decarbonizing our society for an equitable and sustainable future will either succeed or fail.”

“Local government is all about delivering results,” he states. “We are facing a ticking clock, and the only way we can possibly reach federal and state decarbonization goals is if municipalities take a leadership role in a just energy transition. Local government is going to play a determining role in whether the benefits of clean energy and climate tech (healthier living conditions, new job opportunities, lower bills, more reliable infrastructure) reach everyone.”

Also on Oct. 3, the NECEC released “[Collaborating With Municipalities: A Climate Tech Startup’s Guide to Successful Municipal Engagement](#).”

The NECEC is a blend of a trade organization and a nonprofit “dedicated to leading the just, equitable and rapid transition to a clean energy future and a diverse climate economy.” ●

Administration awards \$7.9M in coastal resilience grants

The Healey-Driscoll administration on Oct. 2 announced \$7.9 million in grants to help Massachusetts coastal communities prepare for storms, storm surge, flooding, erosion, and sea level rise.

The awards through the Office of Coastal Zone Management’s [Coastal Resilience Grant Program](#) will support 19 projects involving local planning and shoreline management efforts to address climate change impacts.

“We need urgent action to address these escalating impacts of climate change,” said Gov. Maura Healey. “Building resilience along our coastal communities is a matter of public health, safety, and a strong economy. This grant program demonstrates our administration’s



Nearly \$8 million in grants from the Office of Coastal Zone Management will support 19 projects to help coastal communities prepare for storms and climate change.

commitment to working with our local partners to expand and improve climate change solutions.”

The Coastal Resilience Grant Program

provides funding and technical assistance for local efforts to evaluate vulnerabilities to climate impacts, increase community awareness and understanding of these issues, plan for changing conditions, redesign vulnerable community facilities and infrastructure, and restore shoreline systems through non-structural approaches. Grants may fund feasibility assessments, public outreach, design, permitting, construction, and monitoring of projects that enhance or create natural buffers to erosion and flooding.

Since 2014, the Coastal Resilience Grant Program has awarded \$45.7 million for 219 projects.

• [See list of projects receiving grants](#)

MMCA to hold training session for newly elected councillors on Dec. 9

The Massachusetts Municipal Councilors’ Association will hold its third biennial training session for newly elected councillors on Saturday, Dec. 9.

The free meeting will be held at the Devens Conference Center from 9 a.m. to 3 p.m.

The program will begin with “You’ve Been Elected — Now What? Navigating

Your Role as a Councillor” — a panel discussion with experienced councillors who will share guidance on topics ranging from constituent services to working with department staff to all other aspects of the role.

Other sessions will cover budgeting and operating with a code of conduct. There will also be a dedicated networking session.

The meeting is targeted to newly elected officials, but all city and town councillors are invited. An invitation and registration information will be sent to all councillors and will be available on www.mma.org.

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

Thriving Communities program seeks applications

By Adrienne Núñez

The U.S. Department of Transportation is accepting applications for its fiscal 2023 Thriving Communities Program, which provides free technical assistance, planning, and capacity building support to help communities scope, fund and develop infrastructure projects that advance broader community goals.

The [Thriving Communities Program](#) provides two years of “deep-dive” assistance and three years of facilitated peer learning support to selected communities to help them plan and develop a pipeline of comprehensive transportation, housing and community revitalization activities.

Applicants must identify community partners and jointly submit a [Letter of Interest](#) using a USDOT webform by

Nov. 15. Additional information, including [informational webinars](#), is [available online](#).

The USDOT is also accepting applications for the Thriving Communities National Capacity Builder Program and a new Regional Pilot Program. Capacity builders provide technical assistance, planning and capacity building support to disadvantaged and under-resourced communities. [Applications](#) for both opportunities are due via Grants.gov by Nov. 28.

The [Thriving Communities National Capacity Builder Program](#) is a collaborative opportunity for nonprofit organizations, philanthropic entities, and other partners, including academic institutions or private sector organizations, with demonstrated experience develop-

ing and providing technical assistance, planning and capacity building to a range of communities located across multiple states and regions. Winning applicants will receive \$4 million to \$5 million over three years.

For the Thriving Communities Regional Pilot Program, selected applicants will receive \$1 million to \$2 million over three years to provide technical assistance, planning and capacity building support and peer learning opportunities to communities located within their own jurisdiction or service area and selected by the applicant.

[Information for capacity builders](#) and related [informational webinars](#) are available online. ●

EPA opens 2023 Clean School Bus Rebate Program

By Adrienne Núñez

The 2023 Clean School Bus Rebate Program, which promotes the replacement of school buses with clean and zero-emission models, is open for applications through Jan. 31.

The U.S. Environmental Protection Agency has updated the guidance and application process for the program, which is funded through the Bipartisan Infrastructure Law.

Eligible applicants include local or state governmental entities responsible for providing school bus service to one or more public school systems or responsible for the purchase, lease, license or contract for service of school buses.

Also eligible to apply are third-party contractors that have the capacity to sell, lease, license or contract for service clean or zero-emission school buses or related charging or fueling infrastructure to school bus owners; or arrange financing for such a sale, lease, license or contract for service.

For the 2023 program, the EPA anticipates offering at least \$500 million in total funding, though it may adjust this total depending on demand and other considerations.

School districts applying directly for funds may submit only one application to replace up to 25 buses. Districts that contract with multiple private fleets may list more than one private fleet in their application.

Other eligible applicants may submit multiple applications, but each application must be for buses serving a different school district.

The maximum rebate amount per bus is dependent on:

- The replacement bus fuel type
- The replacement bus size
- Whether the school district served by the buses is prioritized

Applicants are able to request up to \$20,000 per bus in additional funds for ADA-compliant replacement buses equipped with wheelchair lifts.

Selectees may be eligible for Inflation Reduction Act tax credits applicable to their bus and infrastructure purchases — namely, the Commercial Clean Vehicle Credit, which provides up to \$40,000 for qualified commercial clean vehicles, and the Alternative Fuel Vehicle Refueling Property Credit, which provides up to \$100,000 for qualified charging and refueling infrastructure.



The federal Clean School Bus Rebate Program is accepting applications through Jan. 31.

In the 2023 program, funding can also be used for costs associated with workforce training for drivers, mechanics, electricians and other essential personnel.

High-need school districts, rural school districts, Bureau of Indian Affairs-funded school districts, and school districts that receive basic support payments for children who reside on Indian land will be prioritized.

For more details, including bus eligibility, visit the 2023 [Clean School Bus Rebate Program website](#). Questions may be submitted through cleanschoolbus@epa.gov through Jan. 10, 2024. ●

Changes proposed for CDBG one-year action plan

The Executive Office of Housing and Livable Communities is proposing changes to the Massachusetts Community Development Block Grant program for federal fiscal 2024.

The initial step in an annual CDBG round is the issuance of proposed changes to the one-year plan. The changes include the period of performance for 2024 grants, limitations on the use, and timely expenditures.

The proposed changes memo has been posted on the [EOHLC's CDBG website](#), along with a notice containing the meeting link to the corresponding virtual public information session on Nov. 6 at 10:30 a.m.

The [FFY2024 CDBG Proposed Changes Memo is also available here for download](#).

Interested parties are encouraged to

submit comments in advance of the public session, or by Nov. 22. Comments may be sent by email to Community Development Manager Kathryn McNelis at kathryn.mcnelis@mass.gov.

While only non-entitlement communities are eligible to receive an award, the EOHLC is required to disseminate the proposed changes as broadly as possible.

MMHR seminar focuses on DEI, negotiations, accommodations

By Anneke Craig

Diversity, equity and inclusion, union contract negotiations, reasonable ADA accommodations, and health plan conversations were the main topics of the Massachusetts Municipal Human Resources Labor Relations Seminar on Oct. 27 in Devens.

The program opened with a keynote panel, "Opportunities for Municipal HR Departments in the Field of DEI," moderated by Jen Breaker, the assistant town manager in Danvers and a member of the MMHR Board and the MMA's DEI Commission. The panel included both DEI and human resources professionals from municipalities, who discussed best practices for collaboration between the two fields, as well as how to identify and navigate where they overlap.

DEI and HR professionals from Springfield — Chief Diversity and Inclusion Officer Judith Crowell and Assistant HR Director Caitlyn Julius — shared how they work together on recruitment and hiring efforts.

"Keeping communication and building a plan for how you work together on recruitment" is key, Julius said.

When recruiting, Crowell said, it's important to consider the scope of DEI.

"It's more than a culture or ethnicity," she said. "It's ADA, veterans, so much more, and that will apply to your community. There are so many facets of our cities."

The afternoon featured four concurrent sessions on labor relations topics.

"Union Contract Negotiations in the Public Sector: Creative Solutions for a Competitive Labor Environment," was led by attorney Tim Zessin of KP Law.

He reviewed legal updates on public sector bargaining, offered tips on how to prepare to enter negotiations, and discussed creative solutions for reaching agreements with unions.

"Engaging is the key takeaway here," he said. "The process of talking is so critical, and asking questions both for your own understanding and to get unions talking about what's important to them."

Other sessions included "Effective Labor Relationships for Health Plan Conversations," led by Sue Shillue and Jill Gallant-Shaw of Cook & Company Insurance Services, and "Uncharted Waters: Reasonable Accommodations in the Post-COVID Workplace," led by attorneys Jim Pender and Nikki Davies of Morgan, Brown, & Joy.

Judith Crowell and Michael Obasohan, chief diversity officer in Pittsfield, led a DEI and HR roundtable session to expand upon the conversation from the morning panel.

Also at the seminar, Dolores Hamilton presented the 2023 Emil S. Skop Award to Breaker. Hamilton, the 2022 Skop Award recipient and MMHR vice chair, recognized Breaker for her outstanding contributions to MMHR and the field of municipal human resources manage-



Lynn Chief Diversity and Inclusion Officer Faustina Cuevas discusses collaboration between municipal human resources and diversity, equity and inclusion departments during the Massachusetts Municipal Human Resources Labor Relations Seminar on Oct. 27.



Danvers Assistant Town Manager Jen Breaker, center, who's also secretary of Massachusetts Municipal Human Resources, receives the MMHR's Skop Award from MMHR Chair and Southborough Assistant Town Administrator Vanessa Hale, left, and MMHR Vice Chair and Stow Town Administrator Dolores Hamilton.

ment. She highlighted Breaker's leadership within MMHR, her committee participation, and her work developing innovative MMHR programs such as the MMA's "Reframing Recruitment" webinar series held this past spring.

Attorney Mellissa Murray of Norris, Murray & Peloquin provided a labor law update, and MMA Legislative Director Dave Koffman provided a legislative update. ●

Augustus to address MSA Leadership Conference

Housing and Livable Communities Secretary Ed Augustus will be the keynote speaker at the Massachusetts Select Board Association's annual Leadership Conference on Dec. 8 in Stow.

Augustus will take questions following his presentation.

The conference will begin with an MMA legislative update, followed by a workshop on seeking and administering grants, led by Northern Middlesex Council of Governments Executive Director Jennifer Raitt and Hudson Planning and Community Development Director Kristina Johnson.

The keynote will be followed by two additional workshops.

Easton Assistant Town Administrator Sean Dugan and Brianna Sunryd, public



Ed Augustus Jr.



Jennifer Raitt



Kristina Johnson

by Lexington Select Board Member Jill Hai, who also serves as MSA District 2 representative and MMA president.

Conference registration and a networking breakfast will begin at 8 a.m., and

the conference, to be held at the Pompositicut Community Center, will conclude at 1 p.m. with a networking lunch.

The agenda is continuing to be developed, and further details will be posted on www.mma.org and emailed to select board members in the coming weeks.

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

MMA, Suffolk kick off fall Finance Seminar, with 3 planned for 2024

On Oct. 20, the MMA and Suffolk University kicked off the 12th session of their Municipal Finance Management Seminar.

In 2024, the MMA and Suffolk University will once again offer three Municipal Finance Management Seminars. 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 aspects of finance structure, systems and processes in cities and towns. Topics include budgeting, financial reporting, treasury functions, property assessment, and costing out contracts.

Bernie Lynch, a senior instructor in the program, said it's a great example of the MMA and Suffolk's partnership on efforts to address timely issues affecting Massachusetts cities and towns.

"One of the most significant issues facing communities is the loss of so many municipal finance officials through retirements and the gap in finding new people to step into these crucial positions that manage and control municipal resources," he said. "The seminar has far

exceeded expectations in its popularity and in helping to build up the bench of long-term municipal employees and introducing new employees transitioning from the private sector to understand the big picture of municipal finance."

The seminar is designed 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 prior approval from their municipal manager, administrator or mayor.



Students gather online for the Oct. 20 orientation for the fall 2023 MMA-Suffolk Municipal Finance Management Seminar. Twenty-six students are participating in this 12th session of the finance seminar.

The application deadline for the winter session has passed. The application deadline for the spring session is Jan. 15.

The application for the 2024 seminars

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

The application deadline for the winter session has passed. The application deadline for the spring session is Jan. 15.

Questions

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

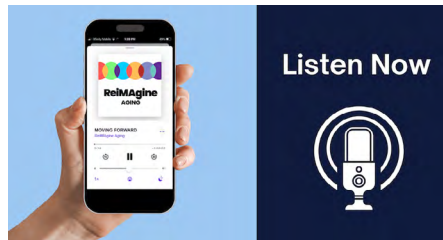
Podcast covers age- and dementia-friendly efforts

The administration on Oct. 10 announced the release of a podcast series on age- and dementia-friendly innovations across Massachusetts called “[ReiMagine Aging](#).”

The series tells the story of the age- and dementia-friendly movement in Massachusetts, highlighting local efforts to create great places to grow older, including updating infrastructure, promoting volunteer and employment opportunities, expanding affordable supportive housing, increasing transportation options, supporting caregivers, and improving digital access.

“This podcast shines a light on the experiences of older adults, as well as the individuals and organizations who work hard to care for them,” said Gov. Maura Healey. “We hope listeners are inspired by these audio stories and take action to make their own communities age- and dementia-friendly.”

Massachusetts joined the [AARP Network of Age-Friendly States](#) and Communities in 2018 and released the [Age-Friendly Massachusetts Action Plan](#), which defines tangible and measurable goals to advance Massachusetts as an age- and dementia-friendly state. More than 200 communities in Massachusetts are working on age- and dementia-friendly initiatives, including earning the [Age-Friendly](#)



The Executive Office of Elder Affairs and the Massachusetts Healthy Aging Collaborative launched a podcast series on age- and dementia-friendly innovations across Massachusetts called “ReiMagine Aging.”

[designation](#) and/or signing a [Dementia Friendly Pledge](#). Cities and towns are implementing changes to local policies, programs, services and the built environment to create communities where older people can thrive.

Lt. Gov. Kim Driscoll said the administration is committed to ensuring “we are at the forefront of this movement.” The Executive Office of Elder Affairs, which leads the Commonwealth’s work on age- and dementia-friendly initiatives, envisions a state in which all 1.7 million older adults and their caregivers “have the tools, resources, and help they need to fully embrace the aging experience.”

Health and Human Services Secretary Kate Walsh said the “work happens across all sectors” and her office “will continue to seek new partners” and connect across agencies and organizations to develop a more age- and dementia-friendly Massachusetts.

The “ReiMagine Aging” podcast highlights voices from statewide and community leaders, older adults, and nonprofits through six compelling stories:

- Aging with Purpose and Meaning
- Buildings That Bring People Together
- Enhancing Digital Equity for All
- Moving Forward
- Savoring Food That Matters
- Shaping Compassionate Communities

“ReiMagine Aging” was produced by the Executive Office of Elder Affairs and the [Massachusetts Healthy Aging Collaborative](#), with funding from [Point32Health Foundation](#). It is available on Spotify, Apple Podcasts, and at [reimagineaging.net](#).

For more information about becoming a more age- and dementia-friendly community, visit [mass.gov/reimagineaging](#). ●

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 [2024 MMA Trade Show web page](#) for more information, including the contract for exhibit space, a current exhibit hall floor plan, and a list of 2024 exhibitors (with a link to their website).

Sponsorship opportunities are also available. Sponsorship is an opportunity to give more exposure to your company.

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 are now available.

– **Karen LaPointe**



Municipal officials can meet with exhibitors and learn more about products and services that could benefit their communities during the MMA Trade Show in January.

ANNUAL MEETING

Continued from page 1

Kouchakdjian, the first registrant for the 2024 conference. “To put it simply, attending the MMA conference will make me a better public servant!”

The [MMA's Annual Meeting website](#) 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 practices in community governance.

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

The [speaker](#) lineup includes:

- Opening Keynote [Eddie Glaude Jr.](#), a bestselling author, Princeton professor and political commentator who provides a better understanding of race and democracy in America
- Women Elected Municipal Officials Leadership Luncheon speaker [Melissa Hoffer](#), the first-ever cabinet-level climate chief in the nation
- Saturday Keynote [Gina McCarthy](#), the White House's first-ever climate advisor, a former EPA administrator, and one of the country's most prominent voices on climate change and the environment

Over two days, 21 [workshops](#) will cover key municipal issues such as artificial intelligence, boosting local business districts, building affordable housing, community outreach, climate change and property coverage, cybersecurity, data-driven decision making, decarbonization, diversity, equity and inclusion, education funding, federal funds, fiscal outlook, happiness in the workplace, labor law, labor relations, managing a disaster, municipal law, solid waste contracts, and unemployment fraud.

Workshop titles, descriptions and panelists will be published later this month. Descriptions of the six Learning Lab sessions, to be held on the Trade Show floor, will also be published in mid-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



Eddie Glaude Jr.



Melissa Hoffer



Gina McCarthy

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.

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

and government agencies interested in exhibiting at the meeting can find [details and contract information on the MMA website](#).

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

The MMA Annual Meeting & Trade Show typically attracts well above 1,000 local leaders and more than 200 exhibitors.

Registration

Online registration is available at www.mma.org/register, 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 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

MMA Partnership Program members qualify for member rates. Partners must be in good standing as of Dec. 30, 2023, to be eligible to register and attend the MMA Annual Meeting & Trade Show. New MMA Partner Program applications will not be accepted after Nov. 30. 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 on-site 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 MMA also has a limited room block available at the nearby Marriott Copley Place (for Thursday and Friday) at the reduced rate of \$222 per night.

The reduced-rate rooms are expected to sell out quickly, so early reservation is advisable to take advantage of the special rates.

Hotel reservations must be made directly with the hotel. To make reservations, call the Sheraton at 888-627-7054 or Marriott Copley Place at 617-236-5800 and mention the Massachusetts Municipal Association, or use the special MMA event link for the [Sheraton](#) or the [Marriott](#).

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

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

MMA webinar to review state-level disaster response

The MMA will host a free, one-hour webinar on Nov. 13 with the [Massachusetts Emergency Management Agency](#) sharing municipal best practices for before, during and after an emergency or disaster.

Panelists will discuss MEMA's role in disaster response and the Federal Emergency Management Agency's recovery programs and processes, including timelines, thresholds, and damage assessment processes.

Speakers from MEMA will include:

- Director Dawn Brantley



Dawn Brantley



Patrick Carnevale



Simon van Leeuwen

- Deputy Director Patrick Carnevale
- Simon van Leeuwen, assistant director for recovery and mitigation

Municipal officials are invited to [register online](#). The webinar will begin at noon.

For more information, contact MMA Education and Training Coordinator Lily

Rancatore at lrancatore@mma.org.

Timely responses sought for Survey of Occupational Injuries

The Bureau of Labor Statistics is reminding selected municipal departments to continue their record-keeping efforts needed to complete the Survey of Occupational Injuries and Illnesses, a federal/state program that collects information on and provides estimates of nonfatal occupational injuries and illnesses.

Estimates derived from the SOII are used to identify workplace injury and illness trends, which can be used to develop strategies with the goal of reducing preventable and costly injuries and illnesses.

Departments or locations selected for the 2023 survey were notified in late 2022 and should be actively keeping records for the 2023 calendar year.

Their response is required in early 2024. During the first week of January, the BLS will notify the 2023 selected entities that the survey information is due within 30 days.

According to the Massachusetts Department of Labor Standards, being selected to participate in the SOII is random, and it only includes the department or location on the notification — not the entire municipality. Some municipalities might have multiple locations selected to participate in one survey year.

The BLS provided instructions and OSHA recordkeeping forms needed to complete the survey. Completion of the SOII involves submitting injury and illness data to the Massachusetts Depart-

ment of Labor Standards.

Most of the injury and illness information submitted to comply with the SOII are similar to the OSHA injury and illness (Form 300A) data submission requirements of the Workplace Safety and Health Program, but the SOII submission is separate, and submitting the injury and illness data for one of these requirements does not satisfy both. Completion of the SOII is mandatory.

Locations selected to participate in the SOII for 2024 will be notified in mid-December.

For more information or questions, contact Jason Ross at DLS at Jason.K.Ross@mass.gov.

MMA webinar to review effective meeting management

A free MMA webinar on Nov. 15 will share valuable tips for running an effective meeting from start to finish.

Panelists will cover best practices for agenda preparation, holding meetings in person as well as virtually, and drafting meeting minutes. They will also discuss how to establish expectations and manage public hearings.

Speakers will include:

- Diane Kennedy, Advisory Committee member and former Select Board member in Cohasset



Diane Kennedy



Michael Bettencourt



Karis North

- Michael Bettencourt, Select Board member in Winchester
- Attorney Karis North of Murphy,

Hesse, Toomey & Lehane

Appointed and elected municipal officials are invited to [register online](#). The 75-minute webinar will begin at noon.

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



Turning Passion Into **Action**

NETWORKING

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



TRADE SHOW

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

WORKSHOPS

Workshops cover the latest developments affecting local government, on topics including:

- Artificial Intelligence
- Boosting Local Business Districts
- Building Affordable Housing
- Community Outreach
- Climate Change and Property Coverage
- Cybersecurity
- Data-Driven Decision Making
- Decarbonization by 2050
- Diversity, Equity and Inclusion
- Education Funding Overview
- Federal Funds Road Map
- Fiscal Outlook
- Happiness in the Workplace
- Labor Law Update
- Labor Relations
- Managing a Disaster
- Municipal Law Update
- Solid Waste Contracts
- Unemployment Fraud



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

For complete MMA Annual Meeting information, visit www.mma.org.
And follow [#MassMuni24](https://twitter.com/MassMuni24) on X/Twitter and [massmunicipal](https://www.facebook.com/massmunicipal) on Facebook.

SPEAKERS



Opening Keynote: Eddie Glaude Jr.

The bestselling author, Princeton professor and political commentator helps students, readers and viewers better understand the dynamics of race and democracy in America.



WEMO Luncheon: Melissa Hoffer

The Commonwealth's first-ever climate chief is the first person to hold such a state-level position anywhere in the nation.



Saturday Keynote: Gina McCarthy

The White House's first-ever climate advisor is also a former EPA administrator and one of the country's most prominent voices on climate change and the environment.



Headshot Station

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



REGISTER TODAY!

Visit www.mma.org/register

Make the most of your MMA Annual Meeting experience with our official app. Find out how to get it in the December Beacon.



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 [Operational Services Division'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



Patricia Burke



Jackie Needham

Jackie Needham, both local government

account managers.

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 [register online](#). The webinar will begin at noon.

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

MMCA seeks nominations for its Board of Directors

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

Any councillor in Massachusetts may complete the [online nomination form](#) and submit his or her name for consideration. The form must be completed by Nov. 14.

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 recommending 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 www.mma.org/members/councillors.

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

'Form of Government FAQ' webinar is Nov. 29

The Massachusetts Municipal Management Association will host a "Form of Government FAQ" webinar for all MMA members on Nov. 29 from noon to 1 p.m.



Michael Dutton

Speakers will include:

- Bridgewater Town Manager Michael Dutton, chair of the MMMA's Form of Government Committee

- Sudbury Town Manager Andy Sheehan
- Amherst Town Manager Paul Bockelman
- Retired Town Manager Julie Jacobson
- Zack Blake, chief of the Division of Local Services' Financial Management Resource Bureau
- Kenneth Woodland, chief of the DLS's Municipal Finance Law Bureau

The webinar will focus on common questions asked during a charter review or government study process, including CEO titles (primarily town manager and

town administrator).

Speakers will discuss the positions that are often under consideration for changing from elected to appointed: town clerk, treasurer/collector, planning board, and assessor.

The legal process for charter change will be reviewed, along with resources to assist communities.

[Zoom registration is now available.](#)

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

State offers grants for AED equipment

The Office of Grants and Research will make \$330,000 in state funds available to equip public safety and first responder vehicles with automated external defibrillators.

The [AED Equipment Program](#) will award individual recipients up to \$2,500 to purchase allowable AED equipment.

Eligibility is limited to Massachusetts cities and towns, state public colleges and universities, and nonprofit organizations with first responder vehicles.

The application deadline is Nov. 17, but applications will be considered as they are received, and funding will be prioritized by submission date.

The Office of Grants and Research promotes public safety and security in Massachusetts communities through the management of grant funds and research programs focused on crime prevention and intervention, traffic safety, law enforcement and homeland security initiatives. ●

HOUSING

Continued from page 1

bonizing” public housing through the installation of heat pumps and electric appliances and another \$15 million for accessibility upgrades.

Another \$200 million would be authorized for the Housing Innovations Fund to support alternative forms of rental housing for people experiencing homelessness, housing for seniors and veterans, and transitional units for persons recovering from substance abuse.

In addition to helping to “green” Massachusetts’ public housing stock, the bill includes \$115 million to ensure that new affordable housing developments meet increased standards while remaining economically viable. All the state’s housing investments would be required to prioritize and incorporate the state’s climate and decarbonization goals.

Policy initiatives include a local-option real estate transaction fee of 0.5% to 2% on the portion of a property sale over \$1 million, or the county median home sale price. The administration said the fee would affect less than 14% of all residential sales, and would be paid by the seller of the property, with the money to be used to fund affordable housing developments within any community that adopts the provision.

The bill would add inclusionary zoning

to the list of zoning changes that can pass by a simple majority, instead of the two-thirds supermajority, under the 2020 “Housing Choice” law.

The bill would allow accessory dwelling units of up to 900 square feet as of right throughout the state, with the ability for communities to set “some reasonable restrictions.” The MMA is opposed to this potential preemption of local zoning decision-making and will be raising these concerns as the bill makes its way through the legislative process.

Funding directed to housing production and preservation includes:

- \$800 million for the Affordable Housing Trust Fund to provide resources to create or preserve affordable housing for households whose incomes are not more than 110% of area median income, and up to \$50 million for MassDreams to create first-time homebuyer opportunities for households in Disproportionately Impacted Communities
- \$425 million for the Housing Stabilization and Investment Fund to support preservation, new construction, and rehabilitation projects
- \$175 million for the HousingWorks Infrastructure Program to fund municipal infrastructure projects to encourage denser housing development

- \$100 million for Commonwealth Builder to spur construction of affordable homeownership opportunities
- \$100 million for Mixed-Income Housing to support middle-income housing production
- \$50 million for the Momentum Fund, a new initiative designed to leverage state resources to support large-scale, mixed-income multifamily development

The bill would also make the Community Investment Tax Credit Program permanent, and increase it from \$12 million to \$15 million per year, to support the work of Community Development Corporations. A new Homeownership Tax Credit would be created to spur production of homes affordable to first-time homebuyers earning not more than 120% of area median income.

Gov. Healey said she will also sign three executive orders creating a [Housing Advisory Council](#) to develop a statewide housing plan, creating an [Unlocking Housing Production Commission](#) to develop recommendations for streamlining housing production, and directing state agencies to develop an [expanded inventory](#) of state-owned land suitable for housing.

The administration has posted an [Affordable Homes Act Fact Sheet](#) as well as [policy briefs](#). ●

SHELTERS

Continued from page 4

goal of assessing skills and work readiness of residents who have their work authorization. For example, MassHire South Shore is working with Dunkin’ Donuts to fill 30 employment openings and coordinating with the Plymouth Area Coalition shelter provider to connect shelter residents to jobs.

The administration has also launched the Immigrant Assistance Services program and additional legal aid services led by resettlement agencies. This fall, the administration launched a Pro Bono Program with immigration organizations to provide services for more than 100 families at large shelters, and began contracting with legal services agencies to provide services in 25 shelter sites across the state.

Related resources

- [Emergency Shelter Resources](#) (English)
- [Recursos Para Refugios de Emergencia](#) (Spanish)
- [Resous Chèltè Nan Ka Ijans](#) (Haitian Creole) ●

RESILIENTMASS

Continued from page 7

implement key plan actions, building on the \$13 million awarded thus far. Funded efforts include resilience improvements at state-aided public housing authorities, expanding the ClimateSmart Agriculture Program, and updating environmental regulations to consider climate change

impacts. The EOEEA has hired a new deputy director of climate resilience and finance to identify new funding and finance streams for state and local resilience projects.

The Federal Emergency Management Agency recently announced that three Massachusetts resilience projects will be reviewed for more than \$60 million in

funding from the competitive Building Resilient Infrastructure and Communities program. The projects are Chelsea and Everett’s Island End River Coastal Flood Resilience Project, the MBTA’s Blue Line Tunnel Airport Portal Flood Protection Project, and Avon’s Emergency Interconnection Pump Station Project.

- [Download the full report](#) (25MB PDF)

Around the Commonwealth

Worcester

City receives federal funds for lead remediation

Worcester has received a \$4.1 million grant from the U.S. Department of Housing and Urban Development for a lead hazard reduction program for qualified property owners. The city plans to use the grant to rehabilitate 165 units that house low-income families with children.

The city has been involved with the Lead Paint Abatement and Healthy Home grant program since 2005 and has received numerous grants over the years, but this is the city's largest single lead reduction grant to date.

"Like many cities in the state, we are very old," Housing Development and Healthy Homes Director James Brooks said. "Most of our housing stock was built before 1940, so there is a high likelihood that there's lead in the buildings."

State lead poisoning prevention and control regulations require all children to be tested for lead poisoning between 9 and 12 months, and again at ages 2 and 3. Worcester has a 61% screening rate, somewhat behind the state average of 70%, and is considered a high-risk community.

There are two pathways for a housing unit to get into the system for lead remediation through the Worcester Lead Abatement Program. The first occurs when a tested child has a high level of lead in their bloodstream. The city has a community health worker who becomes the first point of contact for the family during medical care and the process of addressing lead contamination. The city gets about half of the cases this way, Brooks said, with the other half coming from the city's outreach to landlords and homeowners.

For the program, HUD requires a housing unit to meet a low-income standard and house a child under the age of 6. Once the unit is found eligible, a lead inspector visits the property and a state and federal report are completed. Lead specialists will do a scope of work, which the city reviews with the homeowner. The city also maintains a list of pre-approved contractors for homeowners to access. After the project goes to bid and a contract is awarded, the city meets with the homeowner and the

contractor and will have rehabilitation specialists on site while the work is being done. Afterwards, the lead inspector comes back in to confirm the work is complete.

The city helps residents access federal funds for temporary relocation required while the work is being done.

The city has also dedicated \$1 million of its American Rescue Plan Act funds to help rehabilitate units in the same building as a qualified unit that may not qualify individually, so a full building may be rehabilitated from two separate funding sources.

The city also has an ARPA rehabilitation funding program for other areas of concern in a unit to try to address them all at once, like heating systems and mold, which can have an impact on asthma. (Worcester has a high rate of childhood asthma.)

While a lot of larger cities receive grant funding through HUD, Brooks said the state is making an effort to help smaller mill towns get access to funding by applying for a capacity grant of \$2.5 million to put together a statewide program.

—Meredith Gabriliska

Great Barrington, Lee, Lenox, Stockbridge

Berkshire County towns consolidate building inspection services

Faced with a staffing crunch and a lack of qualified job applicants in the region, Great Barrington, Lee, Lenox and Stockbridge have created a regional building inspection department to serve the four towns.

The four towns began sharing building inspection services on Oct. 1, in a department based in Great Barrington. So far, the towns have a commissioner and one inspector who had worked in Lee and Lenox, with plans to hire two more inspectors.

The arrangement is one of numerous regional services in the western part of the state, as communities face a tight labor market and compete over the few applicants who do emerge, particularly in more technical fields.

Great Barrington Town Manager Mark Pruhenski said he started the discussion with the other towns earlier this year after

the town's inspector retired, and after spending 18 months advertising for a vacant assistant inspector position without luck.

"That kind of gives you an idea for the situation we're in out here in western Mass.," Pruhenski said. "There's just a very limited pool of candidates, but in some cases there is no pool at all, of qualified candidates."

The new department is built around a new commissioner, Matt Kollmer, who worked as Great Barrington's assistant inspector for six years before becoming the building commissioner for Lee and Lenox. (It was Kollmer's assistant position that Great Barrington couldn't fill for 18 months.) On the side, he also served as Stockbridge's building inspector.

"He's had experience in all four towns, which made that nice," said Lee Town Administrator R. Christopher Brittain. "So we kind of just made that official as an (intermunicipal agreement) with the four towns."

Brittain said discussions about the new department took place over the summer, and the four select boards approved the intermunicipal agreement in September.

The arrangement grants communities some autonomy in enforcing zoning rules and issuing fines. While the towns share resources, Pruhenski said, the agreement states that any proceeds originating from enforcement actions, and any costs incurred by hearings and enforcement, belong to the town that initiated the action. And while the department operates from Great Barrington, each community will provide administrative staff and office space to serve the public.

The shared department is expected to provide several benefits, officials said, including that the four towns no longer have to compete over building inspector applicants. The towns can now create a succession plan and ensure continuity of services when an employee gets sick, takes a vacation or resigns.

"I hope to see it as a long-term solution," Brittain said. "When you have these one-person departments and somebody leaves — particularly when they leave without a lot of notice — it becomes a crisis for a small town. So we're hoping that this will

■ COMMONWEALTH *continued on 25*

Around the Commonwealth

COMMONWEALTH

Continued from page 24

work well and prevent that.”

Under the arrangement, the towns will divide costs based on the percentage of permits each town issued in the most recent fiscal year, which works out to Great Barrington paying 32%; Lee, 24%; Lenox, 26%; and Stockbridge, 18%.

Pruhenski said the four-person department is expected to cost \$345,000 this fiscal year, including \$120,000 for the commissioner and \$75,000 for each inspector.

Berkshire County towns have many combinations of communities sharing services, including human resources, public health and transportation. Earlier this year, Great Barrington, Stockbridge and several other towns launched the [TriTown Connector](#), an on-demand, public ride-share service for residents. And Lee, which already provides ambulance service to Stockbridge, is conducting a study with Stockbridge about the possibility of sharing both fire and emergency medical services, Brittain said.

— Jennifer Kavanaugh

Reading

Town looks to address flooding, watershed concerns

In collaboration with regional partners, the town of Reading has embarked on a project to reduce the effects of precipitation-based flooding from the Aberjona River, a Mystic River tributary, by constructing a stormwater wetland storage system, essentially a series of storage pools.

The headwaters of the river begin in Reading and flow through multiple municipalities before draining into Boston Harbor. The waters pass through the Maillet, Sommes and Morgan conservation land in the town, where the system is being built.

Reading is using a \$2.1 million Municipal Vulnerability Preparedness Action Grant to fund the project. (Reading received its MVP Community designation in 2020.) The project also received \$75,000 from the Reading American Rescue Plan Act Committee and the Select Board. The project is expected to be completed next June.

“When this project was introduced, we looked at several sites, and this site was



Reading has begun construction on a wetland water storage system in the Maillet, Sommes and Morgan conservation land. (Photo courtesy Horsley Witten Group)

large enough, had the watershed, and had access to the river,” said Reading Conservation Administrator Charles Tirone. “The site chosen needed to receive water during rain storms to take out a certain amount of rainwater and keep it out of the storm system to help [mitigate] downstream flooding.”

The stormwater wetland storage system will capture stormwater in seven constructed pools, some as deep as 10 feet, in order to divert it from local roadways and culverts during high rain events and protect downstream communities. The system is designed to help alleviate flooding when storms drop up to 10 inches of precipitation in a single day.

The system will also help to filter pollutants and debris from the captured stormwater before it rejoins the river.

Tirone said “co-benefits” of the project include the removal of invasive species, improved water quality, improved ADA accessibility, and public access and improvement of the trail network.

The effort is part of a larger partnership with the Mystic River Watershed Association and Resilient Mystic Collaborative and the 20 other communities included in the watershed to address climate-related stormwater and flooding concerns.

Using a Municipal Vulnerability Preparedness Action Grant, Resilient Mystic Collaborative investigated 465 possible locations for stormwater storage, and the Reading site was deemed a top-three location, along with sites in Lexington and Woburn.

“We need to start looking forward and make our communities resilient in the face of a changing climate,” Tirone said. “With the flooding happening downstream in these communities, they are eager to get involved to address this issue.

“If a lot of communities do this then the storage capacity will be very helpful. We hope that this helps them.”

— Meredith Gabriliska

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.



Managers offer advice

Several municipal managers share their experiences and wisdom during a “Management 101” panel held during the Massachusetts Municipal Management Association’s Boot Camp on Oct. 19 in Sharon. The panel included, left to right, North Andover Deputy Town Manager Denise Casey; Carlisle Town Administrator Ryan McLane; Westborough Town Manager Kristi Williams; Medfield Town Administrator Kristine Trierweiler; Stow Town Administrator Denise Dembkoski; Danvers Town Manager Steve Bartha; and Franklin Town Administrator Jamie Hellen. The panel offered practical advice on topics including board relations, community engagement and pride, communications, and managing staff. The MMMA Boot Camp, in its 15th year, is designed to educate and encourage candidates in the municipal management profession.

Now is the time to prepare for winter maintenance

By Jennifer Ranz

With unpredictable weather patterns and a volatile property insurance market, it's more crucial than ever to complete comprehensive maintenance protocols ahead of winter.

Investing the time and resources needed to thoroughly complete maintenance checklists now will significantly reduce the risk of costly property losses — and associated costs — over the winter months, when storms are likely to hit.

What to expect

After a rainy and windy summer, weather forecasters are predicting an El Niño winter that could cause robust coastal storms. In previous El Niño years with a similar forecast, the East Coast experienced warmer weather generally, but also snowy, wet weather and repeated blizzards throughout the Northeast. According to a recent [Stanford University study](#), however, the changing climate and “chaotic nature” of the Earth's temperature trends is making forecasting farther out than a couple of weeks extremely challenging.

Meanwhile, property insurance and

reinsurance costs [are rising](#), as well as the costs for mitigating property losses overall. A [First Street Foundation study](#) showed that many properties are now at higher risk of flooding, both in coastal areas and further inland. As more people began working remotely, the pandemic also led to a property development boom in coastal and remote areas that are at higher risk for flooding or wildfires.

As the risk of extreme events, and associated damages, rises globally, the [cost of insurance](#) impacts everyone. Even when policyholders in higher risk areas are charged higher premiums, insurance companies may still not make enough to cover the total cost of property damage in case of a major weather event. Insurance companies must rely on reinsurance to cover these gaps, and reinsurers are raising prices because of the increase in global events.

Inspect, test, prepare

With weather unpredictability and rising insurance costs in mind, it is crucial to complete preventive maintenance and service-related tasks, said Stephen Batchelder, MIIA's vice president of Claims

Operations and Risk Management.

“Getting back to basics with the fall maintenance checklist is going to prevent a lot of unforced errors, ancillary damage, and disruption,” he said. “Particularly with all the rain and wind we've had in recent months, activities like trimming branches around power lines and checking roofs, gutters, and drains are extremely important.”

Starting sooner is better, as there are typically some unexpected cold days during fall when the heat suddenly needs to be turned on, Batchelder said. He recommends testing and servicing HVAC systems, cleaning filters, and testing generators to ensure everything is working properly.

Unit ventilators in schools are a common source of maintenance issues, as dampers can collect debris that prevents them from properly closing during operation, which limits functionality and prevents proper heating and ventilation. [MIIA recommends](#) that facilities staff check unit ventilator filters, inspect intake boxes for debris, ensure that furniture is not block-

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Addressing causes of slips, trips and falls

By Jennifer Ranz

Slips, trips and falls — most commonly caused by wet surfaces, spills, and weather-related hazards — are a major source of workplace injuries across the U.S.

According to the [U.S. Centers for Disease Control and Prevention](#), 18% of all nonfatal work injuries resulting in days away from work are the result of slips, trips and falls. More than [1,000 deaths per year](#) result from slips, trips and falls, as well as many more injuries ranging from minor to serious — including hip fractures and broken arms.

Schools are by far the most common

place for falls resulting in injury, said Carrie Franciosa, MIIA's director of workers compensation claims.

“We see many of these injuries occur when teachers and school staff members are rushing across parking lots in the winter to get into the building and they hit a patch of black ice,” she said.

Such incidences — where employees are in a rush and wearing inappropriate footwear or not paying attention — are among the most frequent workplace slip injuries nationwide, reports the [Occupational Health and Safety Administration](#).

Other causes of workplace slip and fall

injuries include leaky water fountains in schools, tracked-in moisture during rain and snowstorms, condensation on floors brought on by high humidity, and uneven floors in older buildings, Franciosa said.

Municipal leaders can help prevent these injuries by taking steps to improve safety, such as by using “wet floor” signs, installing rubber mats in entrances and by sinks in school cafeterias, and being diligent with snow and ice cleanup in parking lots and on sidewalks.

MIIA offers its members a [free training course](#) on slips, trips and falls, including prevention tips.

People



Lisa Kouchakdjian

Sudbury Select Board Member **Lisa Kouchakdjian** was the first person to register for the 45th MMA Annual Meeting & Trade Show, just minutes after registration opened on Oct. 2.

Kouchakdjian registered at 9:02 a.m. A Select Board member since the spring of 2022, she attended her first Annual Meeting this past January. Living by the adage “the early bird catches the worm,” she said she registered quickly to make sure she got a ticket for the popular Women Elected Municipal Officials Leadership Luncheon and to ensure a reduced hotel room rate.

“I knew I wanted to go, and there was no reason to wait to register,” she said.

Speaking of her first MMA Annual Meeting, Kouchakdjian said she appreciated the professional development opportunities and the informative workshops, and she found the speakers to be engaging and inspirational. She also enjoyed meeting fellow municipal officials, particularly learning from them and hearing about initiatives in their communities.

“Having the opportunity to collaborate and network with each other was invaluable,” she said. “The conference was a great opportunity to support other municipal officials through challenges they face, and to celebrate each other’s achievements and milestones.”

This year, Kouchakdjian said she is looking forward to attending more workshops and learning ways to improve her advocacy skills and how she works with her select board colleagues and her town’s administration.

“To put it simply,” she said, “attending the MMA Annual Meeting will make me a better public servant!”

Brooke Shulda became the new town administrator in Rowe on Sept. 22.

Shulda had been working in Rowe since August 2022, when she was hired as



Brooke Shulda

an administrative assistant. She became interim town administrator in July.

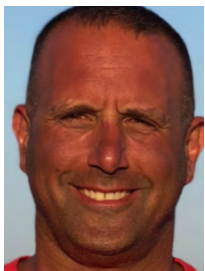
Before coming to Rowe, Shulda worked for three years as a campus security officer at Deerfield Academy.

She has experience working in restaurant service and in retail, and in providing home care services to seniors. She has also assisted with the work of the Rowe Council on Aging.

Shulda replaces **Janice Boudreau**, who served the town for the past decade before her recent retirement.

Aaron Langlois joined the Oakham Board of Selectmen after winning a Sept. 14 special election. Langlois filled the seat left vacant by the July resignation of Bradford Taylor. His term ends in May 2024.

Timothy Sayre joined the Wellfleet Select Board after winning a special election on Sept. 27. He filled the seat left vacant by the July resignation of Kathleen Bacon. Sayre’s term ends in May.



Gregg Bruno

Gregg Bruno joined MIIA on Oct. 2 as the organization’s emergency vehicle operator course simulator instructor.

Bruno is working as a part-time instructor for MIIA while continuing his duties on the

Cranston Police Department in Rhode Island, where he has served since 1996. He is currently a K9 sergeant in the department; his other roles on the force have included patrol sergeant, motorcycle officer, traffic accident investigator and patrol officer. He also served as an emergency vehicle operation instructor

for the Rhode Island Municipal Police Academy from 2004 until 2018. In addition to graduating from the police academy, he has an associate’s degree in criminal justice from the Community College of Rhode Island, and a bachelor’s degree in criminal justice from Roger Williams University.



Barbara Deveau

Barbara Deveau joined MIIA on Oct. 12 as a retiree and Medicare specialist.

Most recently, Deveau worked as interim director of sales and marketing for Riverglen House Assisted Living. Previously, she worked for Boston’s

Office of Human Resources, Health Benefits Division, first as a retiree benefits manager from 2019 to 2021, and then as a Medicare benefits specialist from 2021 to 2022. She also served as the assistant director of the SHINE Program in the state’s Executive Office of Elder Affairs from 2014 to 2019, and as the senior services coordinator for the town of Lexington, from 2007 to 2014. She has a bachelor’s degree in sociology/gerontology from the State University of New York at Cortland, and a master’s degree in business administration from Southern New Hampshire University.



Emily Coderre

Emily Coderre joined MIIA as a wellness representative on Oct. 12.

For the past year, Coderre served in the town of Ware as a project coordinator for community health. Previously, she worked as a key leader and educator

for Lululemon in Longmeadow, and as a sales representative and assistant manager for Club Pilates in Avon, Connecticut. She has a bachelor’s degree in public health with a concentration in commu-

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People

PEOPLE

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nity health education, and a master's degree in public health/community health education, both from UMass Amherst.



Lauren Faro Griffin

Lauren Faro Griffin joined MIIA as a wellness representative on Oct. 17.

Griffin was the director of rehabilitation for Preferred Therapy Solutions for the past year and a half after working there as

an occupational therapist for more than three years. Previously, she worked as an occupational therapist for Symbria and Fusion Therapy, and as a senior research associate in the Division of Rheumatology at Brigham and Women's Hospital. She has a bachelor's degree in kinesiology from UMass Amherst, and a master's degree in occupational therapy from Springfield College.

Maddie Roberts became the MMA's new receptionist and administrative assistant on Oct. 25.



Maddie Roberts

Roberts has experience as a nanny in Pennsylvania and as a desk assistant at the Syracuse University Office of Student Living. She was a research assistant for the forthcoming book "White Is Not a Country," for Pulitzer Prize-winning journalist Jose Antonio Vargas. She has a bachelor's degree in anthropology, with a minor in African American studies, from Syracuse University.



Jordan Levy

Jordan Levy, a former Worcester mayor and city councillor, died on Oct. 5 at age 79.

Levy served as mayor from 1980 to 1981, and again from 1988 to 1993. He was on the Worcester City Council for almost

two decades, starting in 1975.

He also served on the Board of the Massachusetts Turnpike Authority and

as a member of the Governor's Council. In Worcester, he also served as chair of the Worcester Licensing Commission for a decade and as chair of the Worcester State College Board of Trustees. He was a former president of the Worcester State College Foundation.

A graduate of Worcester Junior College, Levy worked for many years at Parker Affiliated Companies, where he became president and CEO. He was also well known as the host of "The Jordan Levy Show" on WTAG radio.

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.

DIRECTOR'S REPORT

Continued from page 2

sheltering program, but some communities, particularly smaller ones, need state help with building the capacity necessary for providing the basic needs of the migrant families. At last week's briefing hosted by the MMA, we heard from a community on the South Shore expressing serious concerns about the lack of essentials and hygienic products that are needed by these families. The state needs to continue to develop ways to rapidly respond to these needs so that communities are better prepared and supported in meeting the basic needs of families that are arriving.

Pathways

Perhaps more than anything else, both the migrant families and cities and towns

need the state and federal government to cooperate on the development of pathways to employment, pathways to accessing affordable child care, and pathways to finding, securing and maintaining permanent housing.

This first pathway lies squarely in the hands of the federal government. The migrants that have arrived are willing and ready to work, but they need the federal government to authorize them to do so. [The MMA has joined the Healey-Driscoll administration](#) in imploring the Biden administration to act on this need with requisite haste. Absent employment, it will be nearly impossible for these families to establish a stable life here in the Commonwealth.

Following this, the state needs to work with providers to ensure that safe and

affordable child care is available to these families. Without this care, it will be hard for these families to work, thereby once again creating a significant impediment to creating a stable life here in the Commonwealth.

Finally, the state, in partnership with local government, needs to begin work on developing pathways to affordable housing for these migrant families. Given the current shortage of available housing in the Commonwealth, this is no small task, but it is still one that needs to be addressed with a combination of urgency and planfulness. ●

Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Town Accountant

Town of Duxbury

The town of Duxbury is accepting applications for a full-time Town Accountant. The Town Accountant manages and supervises the proper expenditure of all town funds and the proper recording and maintenance of financial records, approves all financial payments and audits financial records and transactions. The Town Accountant is responsible for maintaining and improving upon the efficiency and effectiveness of all areas under his/her direction and control. The employee is required to perform all similar or related duties. Posting begins Oct. 27, and will remain open until filled. Salary range is \$78,381 to \$109,734. For the full job description and to apply, visit: townofduxburyjobs.easyapply.co.

Fire Chief

Town of Salem, New Hampshire

The growing town of Salem, in southern New Hampshire, seeks a versatile fire safety leader with significant emergency operations experience to join its fire department as its next Fire Chief. This exciting opportunity is for the fire professional who has: Served in all fire service functions and roles with a history of advocating for best practices in staff recruitment, retention, fiscal wellbeing, and succession planning, as well as acquisition and access to equipment, technology, and training. Experience in a similar-sized growing community. Gradually and purposefully led departments through seasons of growth. Utilized innovative methods to identify and secure resources to address departmental needs. The Fire Chief is responsible for all operations in the Salem Fire Department and manages critical incidents. The next Fire Chief will lead the department through a pivotal time of change and growth, including building infrastructure in the three existing stations, and enhancing the department through a review of operations to provide maximum efficiency. About the Town, Department, and Position: Operating under a Town Council-Manager form of government, the Town Manager reports to the nine at-large council members. Salem's recent growth has increased demands on town services, the cost of which is reflected in the town's 2023 fire department general fund budget of \$15.9 million. For over 100 years, the Salem Fire Department has been committed to serving the community by protecting life and property through prevention, education, and emergency medical and fire services. The department operates out of three stations and covers a 25-square-mile district with a population of nearly 31,000. Serving multiple roles in the community, the Salem Fire Department holds an ISO Class 3 rating, providing fire suppression, emergency ambulance transport, fire prevention, inspection services and education, fire alarm and communications, as well as disaster control services. Reporting to the Town Manager, the Fire Chief prepares and manages the department's budget and oversees the department of 88 personnel, which includes career staff, dispatchers, and inspection services. The Chief has three direct reports (Assistant Fire Chief, Deputy Fire Chief and Administrative Assistant). The next Fire Chief will be a principled leader who values accountability while holding realistic and fair expectations of self and others with the demonstrated ability to manage the department's

budget and supervise the work of personnel. Qualifications: A bachelor's degree in a related field and certification or enrollment as an executive fire officer from the National Fire Academy is required; a combination of education and experience will be considered. Advanced training through the Center for Public Safety Excellence or National Fire Academy or interest in participating in such programs is desirable. Applicants should have experience (five years plus) in a command level position with progressive responsibility, including administrative, labor relations, supervisory, and budgetary experience in fire prevention and fire suppression work, preferably with a municipal, county, or state fire department or district. Preference is given to candidates with experience in a similar and/or larger fire department. Salary and Benefits: The hiring range for the position is \$110,000-\$150,000, commensurate with education and experience. The town of Salem offers a comprehensive benefits package that includes PTO, medical, dental, vision, and state retirement. A rating of your application will be based on your education, assessment, training, and experience as it relates to the requirements for this position. Therefore, it is essential that you provide complete and accurate educational and employment information on your application. All applications for this position will be held in confidence. The full scope of responsibilities associated with this position and town applications are available online at www.salemnh.gov. Qualified candidates must submit a cover letter, current resume, and three professional references to: hr@salemnh.gov. Applicants should apply by Nov. 22. The hiring team will invite successful semi-finalists to virtual interviews on Dec. 7 and 8. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. The town of Salem is an equal opportunity employer.

Regional Public Safety Dispatch Director

Town of Duxbury

The town of Duxbury is accepting applications for the position of [Regional Public Safety Dispatch Director](#). This position is responsible for complete

operational, administrative and financial oversight of the public safety dispatch function, including supervision and job performance of all Public Safety Dispatchers. The Director will work closely with the Fire Chiefs, Police Chiefs and town administration of all communities served, but will be a direct report to the Town Manager. The Director will be on-call in the event of an emergency and will be required to work and travel outside of regular office hours. Hiring Salary Range: \$111,601 to \$156,242 annually.

Jail Diversion Program Co-Response Clinician

Town of Holliston

The town of Holliston, in coordination with the towns of Sherborn and Hopkinton, is seeking applicants for the full-time position of JDP Co-Response Clinician. The JDP Co-Response Clinician will deliver overall clinical services alongside police personnel in the communities of Holliston, Hopkinton and Sherborn. The Co-Response Clinician will provide crisis response to individuals in need to offer on-scene de-escalation, support, assessment of mental status, social functioning and determine the level of risk to self and others. Clinician services will include co-response with police to dispatched calls, ride-along on patrols, follow-up visits to identified persons after a law enforcement encounter, assessment of persons, provision of information and referral, applicable data-related tasks, coordination of jail/arrest diversion program activities among all participating communities, and participation in community and statewide forums that relate to the jail/arrest diversion program's mission. This is a grant-funded position, stationed at the Holliston Police Department, and managed by the Holliston Police Chief. The Holliston Police Department will use grant funds to meet the necessary employee-related expenses and equipment needs of the Co-Response Clinician. This is a full-time, benefits eligible position at 40 hours per week. Pursuant to the town's consolidated personnel bylaws,

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Classified advertising rates and information

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

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

Classified advertising rates

Classified ad rates include publication in The

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

December Beacon

Deadline: November 27
Publication: December 1

January Beacon

Deadline: December 27
Publication: January 4

Placing an ad

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

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

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

See www.mma.org for details.

Classified Advertisements

CLASSIFIEDS

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this position is classified as Grade 700 and the starting salary range is \$75,000 to \$80,000. The successful candidate will have a master's degree in counseling, psychology, or related field. A candidate with current Massachusetts independent practice licensure in mental health counseling, social work, or psychology is strongly preferred. A candidate with direct experience with the co-response model in a law enforcement agency is strongly preferred. Must have working knowledge of the current version of the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders. Four or more years of experience in crisis work is preferred. [Please see the job description on the town website for further detail.](#) Please email your application, and resume to Human Resources at townhr@holliston.k12.ma.us. Applications can be obtained on the town's website at www.townofholliston.us. Applications may also be dropped off to Cheryl Houle, Human Resources at Town Hall, 703 Washington St., Holliston, MA 01746. The deadline to submit applications is noon on Wednesday, Nov. 8. Position will remain open until filled. The town of Holliston is an equal opportunity employer.

Financial and Management Analyst Town of Holliston

The town of Holliston is seeking applicants for the full-time position of Finance and Management Analyst. This position performs professional, technical, and analytical work to evaluate, optimize, and monitor operations within the Treasurer's Office. Under the direction of the Finance Director, the Finance and Management Analyst will be assigned projects, review and analyze data, and provide reports. Provides reconciliation of accounts, assists with budget preparation, payroll entries and new employee set up. Tracks, reconciles and pays the department's bills. Please see the job description on the town website for further detail: <https://www.townofholliston.us/human-resources/pages/job-opportunities>. Successful candidates will have a degree in public administration, finance, economics, or a related field. Master's degree preferred. Some knowledge of municipal finance, laws, statutory requirements and cash processing experience is preferred. Two years of related policy analysis and operations experience, preferably in a municipal setting is desired. This is a full-time benefits eligible position, 35 hours per week. The position is Grade A1, and the starting salary range is \$48,765-\$51,632 annually. The full salary range is \$48,765-\$65,976 annually. Please email your application and resume to townhr@holliston.k12.ma.us by noon on Monday, Nov. 6. Applications can be found on the town website. Applications may also be dropped off at Town Hall in the Human Resources Office. The position will remain open until noon on Nov. 6 or until filled. The town of Holliston is an EOE/AA.

Public Health Agent Town of Dudley

The town of Dudley is seeking a highly motivated and qualified individual for the full-time position of Public Health Agent. This exempt position serves as the Health Enforcement Officer under the supervision of the Board of Health and Town Administrator. The successful candidate will be responsible for inspections, enforcement and assuring compliance

with state and local health and environmental codes and regulations. Duties will include periodic inspection of housing, beaches, camps, campgrounds, and food establishments. In addition, the successful candidate will be required to respond to complaints relating to the above type of establishments as well as public nuisance complaints in a timely manner. Qualifications and Experience: Bachelor's degree in public health, or related field preferred; three years' experience in a field offering exposure to environmental/sanitary health mandates; or any equivalent combination of education and experience. Must hold or be willing to achieve certification as a food handler, title five inspector, pool operator, animal inspector, soil evaluator, lead determinate and/or other specialized training as the Town Administrator deems necessary. Successful candidates must be able to work independently; should be highly organized with excellent writing and communication skills; and be familiar with basic office software (Word, Excel, PowerPoint, etc.); must also possess a valid motor vehicle operator's license. A CORI background check and pre-employment physical is required. A full job description for the position of Health Agent is available for download at dudleyma.gov/human-resources by selecting the "employment opportunities" link. This position is considered of an emergency nature and may be required to work under emergency circumstances outside of core hours. Interested persons should forward an employment application, resume and cover letter to the Board of Selectmen Office at selectaa@dudleyma.gov. This position will be open until filled. The town of Dudley is an equal opportunity employer and values diversity at all levels of the workforce. Job Type: Full-time. Salary: \$73,143-\$76,984 per year with benefits. EOE

Director of CRESS (Community Responders for Equity, Safety, and Service)

Town of Amherst

The Job: The town of Amherst is looking for a Director of the Community Responders for Equity, Safety, and Service (CRESS) Department. The Director of CRESS will lead the department to provide an alternative response in non-violent, public safety situations, while employing an anti-racist and behavioral health lens. The Director will lead a team of up to eight responders to provide services and respond to situations such as minor disputes and disturbances, loitering, mental health issues, homelessness, substance abuse, trespass, truancy, and wellness checks. The successful candidate will partner with schools and community organizations to support youth and other vulnerable populations. This position requires some night and/or weekend work. The Skills: If you have a bachelor's degree in a related field, and five to seven years of experience with public safety, behavioral health, mental health, social services, and/or other closely related field (or an equivalent combination of education and experience, including lived experience); and a commitment to racial justice and building community relationships, apply today. The Deal: The town enjoys a long tradition of active, participatory, and professional government. Join a talented team working to make Amherst the best, most progressive community in the commonwealth. Also, Amherst has great employment benefits. To view the CRESS Director position description and to apply, please visit the town of Amherst, Massachusetts job opportunities website at: ma-amherst.civicplushrms.com/careers. Amherst seeks a workforce that reflects the diversity of the community. AA/EEO

Finance Director Town of Amherst

The Job: The town of Amherst is looking for a Finance Director. The Finance Director is a key player on the town of Amherst senior leadership team. The successful candidate will provide collaborative, strategic, and forward-thinking leadership to administer the town's financial management strategies, policies, and actions. Responsibilities include administering the annual town operating and capital budgets; overseeing accounting, revenue collection systems, and internal controls; financial reporting; debt management; procurement; and contracting. This position will supervise a large, high-quality staff, including the Comptroller, Assessor, Procurement Officer, and Collector. The Skills: If you have a bachelor's or advanced degree in business, public administration, accounting, or related field, with seven to 10 years' experience in finance (or any equivalent combination of education and experience); plus at least five years' supervisory experience and exceptional analytical and Microsoft Excel skills, apply today. The Deal: The town enjoys a long tradition of active, participatory, and professional government. Join a talented team working to make Amherst the best, most progressive community in the commonwealth. Also, Amherst has great employment benefits. To view the Finance Director position description and apply, click: town of Amherst, Massachusetts, job opportunities (civicplushrms.com). Amherst seeks a workforce that reflects the diversity of the community. AA/EEO

Town Accountant Town of Wellfleet

Date Posted: Oct. 6. Review of Resumes Begins: Oct. 31. The Town Accountant serves as an integral member of the administration's financial team. The Town Accountant performs professional accounting work and is charged with the responsibility for maintaining the town's fiscal health, managing the general ledger, overseeing accounts payable, ensuring the expenditure of town funds complies with budget and account requirements. The Town Accountant prepares numerous financial reports in accordance with applicable local, state, and/or federal laws and regulations. The position is salaried with a 40-hour workweek and excellent benefits. The current salary range is \$75,000-\$115,000. The salary is negotiable, depending on qualifications and experience. The full position description may be found through this link: [Town Accountant](#). As indicated above, all applicants must complete the town's application (link: [required application](#)), even if a resume is attached, and submit by email to the HR recruitment email: humanresources@wellfleet-ma.gov.

Town Treasurer Town of Wellfleet

The Town Treasurer serves as an integral member of the administration's financial team. The Treasurer performs professional treasury work and is charged with the responsibility for the receipt, expenditure and custody of municipal funds, the timely investment of funds, and the borrowing of money. The Treasurer manages the custody of tax title properties, within guidelines established by statute and professional standards. The department manages payroll. The Treasurer prepares numerous financial reports in

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Classified Advertisements

CLASSIFIEDS

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accordance with applicable local, state and/or federal laws and regulations. The position is salaried with a 40-hour workweek and excellent benefits. The current salary range is \$75,000-\$115,000. The salary is negotiable depending on qualifications and experience. The full position description may be found through this link. [Town Treasurer](#). All applicants must complete the town's application (link: [required application](#)) and submit a resume to the HR recruitment email: humanresources@wellfleet-ma.gov.

Administrative Assistant Brockton Retirement Office

The Brockton Retirement Office is looking for a highly motivated individual, who enjoys working independently and collaboratively in a small office environment, and provides excellent customer service to our members. This is a new position to the office, and the perfect candidate will assist in formulating their own job description based on the skills and knowledge they bring to the office and learn on the job. The right candidate will be familiar with Microsoft Office, (Word and Excel required). The pay range is \$60,000-\$80,000, depending on experience and skill set; plus robust benefits. For more information, see www.brocktonretirement.com.

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 begins Aug. 9, and will remain open until filled. For the full job description and to apply, go to: townofduxburyjobs.easyply.co.

Highway Superintendent

Town of Savoy

The town of Savoy is seeking a full-time Highway Superintendent. For details, please see the listing on the town of Savoy's website at townofsavoy.com.

Town Accountant

Town of Oakham

The town of Oakham is seeking an experienced part-time Municipal Town Accountant. For a full job description and job application, please visit www.oakham-ma.gov/home/news/town-accountant-job-opportunity.

Human Resources Assistant

Town of Hadley

Hadley has an immediate opening for a full-time Human Resources Assistant. The Municipal Human Resources Assistant to the Payroll and Benefits Coordinator is responsible for providing essential administrative support to the Human Resources department, with a primary focus on assisting the Payroll and Benefits Coordinator. This full-time position is crucial in ensuring accurate and efficient payroll and benefits administration for municipal employees. The incumbent will play a key role

in maintaining records, assisting with employee inquiries, and helping manage various HR processes. For a complete job description and to apply, visit www.hadleyma.org or email your resume to hr@hadleyma.org. Position is available until filled.

Council on Aging (COA) Director Town of Hadley

In our beautiful recently built facility, the Director will lead a team which provides services and activities to the Hadley senior population. Under the supervision of the Town Administrator, and in collaboration with the COA Board, the Director will oversee the daily operations of the Council on Aging, develop and implement programs, supervise personnel, manage departmental budget, file annual reports and other required materials, maintain accurate records of the COA's activities, write annual grants, prepare/submit COA payroll, and respond to the public at large. Position will remain open until filled. Email your resume to hr@hadleyma.org.

Police Officer

Town of Groton

The town of Groton Police Department is seeking applicants for a full-time Police Officer. Minimum Qualifications: U.S. citizen, 21 years of age or older, a valid license to carry (LTC), a valid driver's license, a bachelor's degree is preferred, and must reside or be willing to relocate to reside within 15 miles of the limits of Groton. Preference will be given to candidates that have MPTC full-time academy or equivalent certification and have ability to achieve and maintain Massachusetts POST certification. Candidates must be able to perform duties under stressful conditions and to communicate effectively, both orally and in writing. Candidates will be selected on their ability to serve the community and represent the town of Groton in a professional and courteous manner. The current yearly salary range is \$61,890.25-\$74,887.21. The town of Groton offers a competitive and comprehensive benefits package. To apply for this position, please submit a cover letter and resume to Human Resources Director, Melisa Doig, 173 Main St., Groton, MA 01450 or by email to mdoig@grotonma.gov. Deadline for applications: Nov. 3. The town of Groton is an equal opportunity employer.

Deputy Director, Airport Facilities

Massachusetts Port Authority

As Deputy Director, Airport Facilities, you are a visionary leader with strong technical acumen, dedicated to ensuring the safe and efficient operation of our expansive, multifaceted airport facilities. Boston-Logan airport is a Large-Hub, Category X airport with over 50 domestic and international airlines with approximately 1,100 take-offs/landings per day. There are currently over 19,000 airport employees who hold Massport-issued identification and we see approximately 140,000 airline passengers every day. We operate and maintain 19 miles of public roadway, 163 lane miles of runways and taxiways, 150 acres of aircraft parking ramp, 8,000 airfield lights, 400 airfield signs, 2.3 million square feet of terminal buildings, and over 90 outlying buildings with a robust five-year capital improvement program. Directs the activities of staff (three direct reports; 42 supervisors/managers, and over 200 union members) engaged in carrying out departmental objectives within each unit. Responsible for the performance of multiple operations critical to the success of Boston-Logan Airport including, but not limited to, landside/airside fleet maintenance (approx. 700

assets), structural shop, central stockroom, airport sign shop, central heating plant, HVAC unit, electrical unit, aviation energy manager, contract services, asset maintenance, etc. Experience: 10+ years' experience in the management and involvement in the operational requirements of a major international airport required. Supervisory experience required. Please apply online at www.governmentjobs.com/careers/massport/jobs/4238584/deputy-director-airport-facilities.

Highway Department Laborer/Driver/ Equipment Operator

Town of Douglas

The town of Douglas Highway Department is now accepting applications for a full-time (40-hour) position of Laborer/Driver/Equipment Operator. Applicants must possess a valid Massachusetts Class B CDL and have, or be willing to obtain 2B, 4E, and 4G hoisting licenses. Must have knowledge of construction and maintenance operations and be willing to be on call, work overtime, nights, weekends, and holidays. Starting pay range is \$20.31 to \$23.76 per hour with full benefits. The position will remain open until filled. Employment applications and a complete job description are available on the town's website at www.douglas-ma.gov. AA/EOE

Assistant Assessor

Town of Wilmington

The town of Wilmington is seeking qualified applicants for the position of Assistant Assessor. This role supports the Principal Assessor in performing the administrative functions related to identifying and tracking building permits and business personal property activity. Also assists in processing abatements associated with real estate, personal property and motor vehicle excise. Work environment includes an office environment and limited outside environments. An associate degree in business, finance, or related field and a minimum of two years of administrative assessing experience, or any equivalent combination of experience and education preferred, with exceptional customer service skills. www.wilmingtonma.gov/sites/g/files/vyhlif5221/f/uploads/2023_10_11_assistant_assessor_external_posting.pdf

Town Treasurer

Town of Wellfleet

The town of Wellfleet is seeking to fill the position of Treasurer to perform 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; and, with respect to the custody of tax title properties, within guidelines established by statute and professional standards. Full-time position, 40 hours per week with benefits. Compensation Range: \$75,000-\$115,000, 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.

Town Accountant

Town of Wellfleet

The town of Wellfleet is seeking to fill the position of Town Accountant to provide professional accounting work of an administrative, supervisory and participatory nature with responsibility for

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Classified Advertisements

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maintaining the town's fiscal health including, but not limited to, maintenance of the town's general ledger, the processing of accounts payable, and overseeing and monitoring the expenditure of town funds versus budgetary amounts, classification of revenues and the preparation of various financial reports in accordance with applicable local, state, and/or federal laws and regulations. Full-time position, 40 hours per week with benefits. Compensation Range: \$75,000-\$115,000, 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.

Treasurer/Collector

Town of Duxbury

The town of Duxbury is accepting applications for a full-time Treasurer/Collector. Position is responsible for the receipt, expenditure, and custody of all municipal funds; managing the town's debt service functions, including the issuance of bonds, the custody of tax title properties and collection of money due to the town; and manages annual budgets for departments. Bachelor's degree in finance or accounting with five to seven years' related work experience; or any equivalent combination of education, training and experience. Certification by the Massachusetts Treasurer/Collector's Association within three years of appointment; ability to be bonded. To view the full job description and apply, visit: townofduxburyjobs.easypaply.co.

Office Clerk

Town of Georgetown

Hiring Immediately: Georgetown Water Department is seeking a part-time Office Clerk. Minimum Qualifications: High school diploma or equivalent. Requires three years of responsible administrative experience. Knowledge of financial accounting, accounts payables, Microsoft Office, Outlook, and Excel. Basic knowledge of Invoice Cloud and Northern Data Systems billing software. Excellent written, oral and interpersonal communication skills. Ability to work independently or with other department employees and to maintain good public relations. Ability to understand and follow written and oral instructions. Excellent benefit package and pension eligibility. Email resume with cover letter to Marlene Ladderbush, Utility Director, mladderbush@georgetownma.gov.

Mechanic - Fire Department

City of Quincy

This position is responsible for mechanical work in the repair, overhaul, and maintenance of light and heavy automotive equipment, trucks, and fire apparatus. This position performs repairs, diagnoses problems on gas engines and diesel engines, and is responsible for preventive maintenance. Performs major tune ups and repairs differentials, transmissions, electrical systems, drive trains, suspension, and hydraulic systems. A valid Massachusetts driver's license and CDL, Class B license are required. For more information, visit: www.quincyma.gov/departments/human_resources/job_postings.php.

Civil Engineer

Town of Yarmouth

The town of Yarmouth seeks a self-driven individual to join our Public Works Department team in our Engineering Division. This position performs supervisory and professional civil engineering work relating to the plan, design, construction and maintenance of assigned engineering and land survey projects. Bachelor's degree in civil or environmental engineering and three years of full-time professional technical experience in civil engineering, or any equivalent combination of education and experience. Engineer in training (EIT) required. Submit an employment application form, resume, and cover letter to humanresources@yarmouth.ma.us with "Civil Engineer" in the subject line. Open until filled. www.yarmouth.ma.us/Jobs.aspx?Uniqueid=77&From=All&CommunityJobs=False&JobID=Civil-Engineer-96

Accounting Clerk

Upper Blackstone Clean Water

Part-time Accounting Clerk; \$22.53-\$28.66/hour; flexible hours. This Clerk will be responsible for monitoring the outflow of capital for the company along with various ad hoc projects as directed. Typical tasks for this position include, but are not limited to, excellent organizational skills and attention to detail; ability to maintain confidential and meticulous records; ability to work with computer accounting systems; proficiency in Microsoft Office Suite, primarily Excel; and good time management skills. High school diploma required, associate's degree in business or accounting preferred. Minimum of two years' accounts payable experience (including internships) or an equivalent combination of training and experience. Must possess a valid driver's license. Upper Blackstone offers a competitive benefits package, including medical, dental, vision, and 403(b) retirement plan. Employees are part of the Mass. state retirement system. Send cover letter and resume to: Human Resources Manager, hr@ubcleanwater.org.

Heavy Motor Equipment Operator

Town of Raynham

Raynham Highway Department is seeking qualified candidates for the position of Heavy Motor Equipment Operator. This position is full-time, 40 hours (Monday-Friday). Base hourly wage is \$19.96-\$26.11. Two or more years' relevant experience and licensing (Mass. CDL Class B with air brakes, minimum 2B hoisting license; 1B, 2A, 4G is required within a 12-month probationary period, subject to skills testing/evaluation). Full job description is available at the Raynham Highway Department. Raynham is an EOE. Submit application to humanresources@town.raynham.ma.us or Raynham Highway Department, 1555 King Philip St., Raynham, MA 02767.

Senior Civil Engineer

City of Boston

The City of Boston is seeking a full-time Senior Civil Engineer. Under the direction of the Principal Civil Engineer, the Senior Civil Engineer is responsible for performing engineering duties that support the Public Works Department's mission of maintaining, enhancing, and evolving the public rights of way in the city of Boston. Boston residency is required. Please apply here: careercenter-boston.icims.com/jobs/intro?hashed=-435683065. Enter 23640 in the search field. Contact: Meghan O'Neil, meghan.oneil@boston.gov.

Special Heavy Motor Equipment Operator

City of Boston

The city of Boston is seeking full-time Special Heavy Motor Equipment Operators. Operators will be responsible for a wide variety of special heavy motor equipment. Candidates must possess a valid Massachusetts commercial driver's license (CDL) and hoisting license, and complete the civil service labor service registration process for the position at www.mass.gov/hrd/macs, in addition to completing the city of Boston career center application. Boston residency is required. Please apply here: careercenter-boston.icims.com/jobs/intro?hashed=-435683065. Enter 25289 in the search field. Contact: Darlene Bufford, darlene.bufford@boston.gov.

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.

Municipal Support Services

Capital Strategic Solutions (CSS) is a Massachusetts-based, 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 www.capital-strategic-solutions.com, 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

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information, contact Mark Morse, President, MMA Consulting Group Inc., 101 Court St. #7, Plymouth, MA 02360; 508-746-3653; mmacginc@gmail.com.

Municipal Accounting Services

Marcum LLP (formerly Melanson) is a national Certified Public Accounting firm and has been a leader in the accounting and auditing profession for more than 60 years. Our assurance professionals, most of whom have been focused in the governmental arena throughout their entire careers, have an in-depth understanding of the complex economic and political environment in which these entities operate. Their knowledge and experience allow us to provide the highest level of professional service to our governmental clients. We provide both long- and short-term services as well as flexible access, either remotely or on-site, without adding to your long-term employee benefit costs. Contact us today! info@marcumllp.com

Executive Recruiting, Management and Governance Consulting Services

Community Paradigm Associates provides comprehensive professional services to public sector, private sector, and not-for-profit clients, including organizational and management studies, executive recruiting, operational analyses, personnel studies, compensation and classification plans, charter development, strategic planning, leadership training,

and facilitation services. Community Paradigm Associates has a team of seasoned associates with expertise in all aspects of municipal government. For more information, contact Principal Bernard Lynch at 978-621-6733 or Blynch@CommunityParadigm.com; www.communityparadigm.com.

Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

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

Town Counsel Services

KP | Law is a municipal law firm. With offices in Boston, Hyannis, Lenox, Northampton and Worcester, we serve as town counsel to more than 125 towns throughout Massachusetts, from Provincetown to Williamstown, and as special counsel to another 90. For more than 30 years, we have devoted ourselves to municipal law and have become experts in the defense of all areas of municipal trial matters. We have specialists in all areas of municipal law and maintain an environmental and land use law department that is on

the cutting edge of planning, zoning and conservation. KP | Law is highly sensitive to the limited legal services budgets of Massachusetts communities and thus has highly competitive billing rates to give your town the best quality legal counsel in the most cost-efficient manner. There is never a need for special counsel. Our breadth and depth of experience helps keep our cost per opinion to a minimum and enables us to service our clients quickly and efficiently, and is consistent with our commitment to excellence. For additional information on the legal services that KP | Law provides, please visit www.k-plaw.com or contact Lauren Goldberg, Esq., at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

General Consultant, Recruiting and Special Studies

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

Organizational Development and Conflict Resolution

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

Town Counsel Services

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

Tax Title Legal Services

KP | Law has been providing a full range of legal services to municipal treasurers and collectors for more than 30 years. Our experienced tax title attorneys draft collection letters and payment agreements; prepare all instruments relative to tax takings and tax sales; draft

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State House event focuses on Chapter 90

Southampton Highway Superintendent Randall Kemp speaks during an Oct. 17 briefing on municipal roads and bridges at the State House. The event was hosted by the MMA in collaboration with Rep. Michelle Ciccolo, standing nearest to the podium, to celebrate the state's investments and support for cities and towns, while also providing insights about road and bridge funding in a variety of communities. Massachusetts Department of Transportation Highway Administrator Jonathan Gulliver discussed MassDOT projects and municipal grant programs, and municipal officials spoke to their unique road and bridge funding processes and challenges, and the importance of state support. Other speakers included Granby Highway Superintendent Dave Desrosiers, a Massachusetts Highway Association Board member; Gloucester Public Works Director Mike Hale, a Massachusetts Highway Association Board member; and Worcester Transportation and Mobility Commissioner Steve Rolle.

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pleadings for Land Court foreclosures; and provide full representation of municipalities in Land Court actions. We also provide assistance with disposition or reuse of tax parcels. The breadth of our experience, volume, use of experienced paralegals, state-of-the-art computer and informational services, and close proximity to the Land Court enables us to provide prompt, cost-effective services. For additional information, please visit www.k-plaw.com or contact Lauren Goldberg, Esq. at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

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

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

Labor Counsel Services/Municipal

Human Resources Specialists

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

Municipal Financial Management Services

Eric A. Kinshurf, 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 Kinshurf at eric@erickinshurfcpa.com or at 508-833-8508. Learn more at www.erickinshurfcpa.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 Bartlett St., Suite 186, Andover, MA 01810; 978-474-0200; hsrcounseling@comcast.net; or visit www.hrsconsultinginc.com. WBE certified.

Executive Recruitment and Municipal Management

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

MIIA

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ing units, and check all belts, traps, and control components.

Other MIIA recommendations for winter preparedness include:

- Inspect drainage and sump pump areas to ensure they are free of debris and blockages
- Establish snow and ice maintenance plans, including contractor arrangements and confirmation
- Test generators and service as necessary
- Conduct infrared thermography

inspections to identify building areas vulnerable to cold air penetration

- Check for areas vulnerable to water damage, and consider installing water detection sensors in high-risk areas
- Inspect plumbing connections, as well as sprinklers, boilers, hot water heaters, and other major equipment

Because water losses and other weather-related damage often occurs over weekends or during school vacations, Batchelder said it is important to track weather forecasts, plan ahead for extreme cold and storms, prepare buildings in advance, and plan for staff to be on-site when buildings are unoccupied.

Despite building automation and technology in use today, staff should still physically inspect buildings ahead of time to ensure that windows and doors are closed, and that heating units are working properly. In some cases, heating systems may need a manual override to ensure they stay on and keep buildings warm enough to prevent freeze-ups.

MIIA offers its members a variety of risk management resources, including detailed winter preparedness and maintenance checklists.

Jennifer Ranz is a freelance writer.

GRANTS

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collection containers, as the ban on the disposal of mattresses and box springs approaches its one-year anniversary on Nov. 1. ([View the MMA webinar on this topic.](#))

The South Shore Recycling Cooperative, which represents 12 communities, received a grant of \$250,000 to establish

a regional household hazardous waste facility at the Hanover Transfer Station, where area residents will be able to bring hazardous waste year-round, with materials collected from the station monthly.

Medford received a \$105,000 grant for wheeled-carts for curbside collection of food waste, and Nahant and Norwood received funding for a curbside food waste collection pilot program.

The SMRP grant program was created by the Green Communities Act of 2008, which required a portion of state proceeds from the sale of Waste Energy Certificates to be directed to waste-reduction programs approved by the MassDEP. The SMRP has awarded more than \$55 million to recycling programs since 2010.

- [View the full list of SMRP grant award winners](#)

Calendar



The Beacon

Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

NOVEMBER

2 Women Leading Government, meeting, 9 a.m.-1 p.m., The Manor, West Boylston. Contact: MMA Senior Member Program Coordinator Denise Baker

4 Association of Town Finance Committees, Annual Meeting, 9 a.m.-2:15 p.m., Sharon Community Center, Sharon. Contact: MMA Senior Member Program Coordinator Denise Baker

7 MMA webinar, demonstration of COMMBUYS, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

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

13 MMA webinar, disaster response and recovery, 12-1 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

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

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

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

15 MMA webinar, "Running an Effective Meeting," 12-1:15 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

For more information, visit www.mma.org

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

20 MMA webinar, legislative session review, 12-1 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

29 MMA webinar, forms of government, 12-1 p.m. Contact: MMA Senior Member Program Coordinator Denise Baker

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

DECEMBER

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

7 Massachusetts Municipal Human Resources, holiday meeting, 9:30-11:30 a.m., virtual. Contact: MMA Member Program Coordinator Anneke Craig

8 Massachusetts Select Board Association, Leadership Conference, Pompositticut Community Center, 8:30 a.m.-2 p.m., Stow. Contact: MMA Member Program Coordinator Anneke Craig

9 Massachusetts Municipal Councillors' Association, newly elected councillors training, 9 a.m.-2:15 p.m., Devens Common Center, Devens. Contact: MMA Senior Member Program Coordinator Denise Baker

12 MMA webinar, POST update, 12-1 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

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

JANUARY

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

FEBRUARY

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

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

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

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

MMA contacts

Denise Baker can be reached at dbaker@mma.org

Timmery Kuck can be reached at tkuck@mma.org

Candace Pierce can be reached at cpierce@mma.org

Anneke Craig can be reached at acraig@mma.org