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# Lt. Gov. to address MMA Annual Meeting

#### By John Ouellette

A year into her tenure as lieutenant governor — following 17 years as mayor of Salem — Kim Driscoll will address local leaders during the MMA's Annual Business Meeting on Saturday morning, Jan. 20, in Boston.

Driscoll is expected to discuss the importance of the state-local partnership, how her experience as mayor informs her current work, the administration's focus on housing and climate issues, and the fiscal constraints facing cities and towns, among other timely topics.

The business meeting is held during the <u>MMA Annual Meeting & Trade Show</u> at the Hynes Convention Center.

In January, Driscoll and Gov. Maura Healey became the state's first all-women administration, and Massachusetts is one of the two first states in the country, along with Arkansas, to have women occupying the two top executive roles. Driscoll was also the first woman to serve as mayor in Salem when she was elected in 2005 as the city's 50th mayor.

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Lt. Gov. Kim Driscoll speaks with local leaders during the 2023 MMA Annual Business Meeting. She will return for this year's meeting on Jan. 20.

Driscoll had previous experience as chief legal counsel and then deputy city manager in Chelsea, as community development director in Beverly, as a councillor in Salem, and as an intern in Salem's Planning Department. Driscoll majored in political science and played basketball at Salem State University before earning a law degree at the Massachusetts School of Law.

As mayor, Driscoll was credited with helping to improve Salem's finances, overseeing infrastructure upgrades, investing in public school improvements, championing climate initiatives, prioritizing downtown and waterfront revitalization, and promoting equality, among other accomplishments.

She had been actively involved in the MMA and served as president of the Massachusetts Mayors' Association in 2012. She had also served as chair of the North Shore Coalition of the Metropolitan Area Planning Council, and served on the Massachusetts Workforce Development Board, the U.S. Environmental Protection Agency's Local Government Advisory Committee, the Massachusetts Seaport Economic Council, and the Massachusetts Economic Development Planning Council, among other activities.

## State budget writers to hold revenue hearing

#### By Jackie Lavender Bird

The fiscal 2025 state budget process will begin in earnest on Dec. 4 with the annual hearing where the Department of Revenue and other fiscal experts and economists discuss the prospects for the economy and state revenue over the second half of the current fiscal year and in the fiscal year to come.

The consensus revenue hearing, convened by the governor's budget team and the House and Senate Ways and Means committees, will start at 1 p.m. in Gardner Auditorium at the State House, with streaming for the public and press available through the <u>Legislature's website</u>.

Following the hearing, legislative leaders and the administration will reach agreement on a tax revenue forecast for fiscal 2025 that will be used in the governor's budget recommendation, which is due to be filed in January, and the House and Senate budget plans, which are customarily released in April and May, respectively.

The hearing is important for municipal officials because it provides insights into the direction of the economy and anticipated state revenue available to fund municipal and school aid programs next year, particularly Unrestricted General Government Aid.

Through almost the midpoint of fiscal 2024, state tax collections have been falling below expectations. On Nov. 3, the Department of Revenue announced that year-to-date tax collections for fiscal 2024 totaled approximately \$11.84 billion, which is 2.9% less than the year-to-date benchmark. ●

## 2023 MMA Board of Directors

The MMA Board of Directors holds regular meetings in Boston, followed by a meeting of the Local Government Advisory Commission with the administration. Board members are chosen by: Massachusetts Mayors' Association, Massachusetts Municipal Councillors' Association, Massachusetts Municipal Management Association, Massachusetts Select Board Association, Association of Town Finance Committees.

## **Executive Committee**

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MMA Executive Director

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# **Executive Director's Report**

# December is a great time to think about the year ahead

Let's be honest, December is a wild time of year. The holidays are upon us, and we all have what seems to be a never-ending series of personal and professional events to attend (and maybe host).

At the local level, many of you are working to simultaneously set your tax rates for the current fiscal year while preparing your budget submissions for

next fiscal year. This all adds up to a packed schedule, feelings of stress and anxiety, and an open question of whether you'll be able to get it all done. (Spoiler alert, you always do.)

All of this might make it feel like there's no room for anything else, but I would argue that there is no better time than the end of the year to take stock of what you've accomplished for your community over the past 12 months and to think about and plan for what you want to accomplish in the year ahead. Setting aside time to do this can provide you with a positive boost when you consider all that you've been able to accomplish, while also helping you manage the stress of what lies ahead by mapping out your priorities, along with strategies for making them a reality.

Taking a look at what you and your team have done this year is a great place to start. Knowing where you've been and what you've done will likely fill you with a sense of pride, and provide you with a

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By Adam Chapdelaine

good framework for outlining what needs to be accomplished going forward.

Many of you have managed through budget challenges, overseen school and municipal building projects, directed the investment of significant ARPA dollars, and supported your communities as they coped with the various traumas that have occurred in 2023. There

are likely many more things that you can put on your own list of achievements. Take stock of this work, consider celebrating it with your team and community, check how it aligns with your goals and priorities, and then, I'd argue, you will be in a good position to start thinking of the year ahead.

Looking forward, it's likely that you have plenty of projects and initiatives underway that will continue in 2024. This work will be critical, and it's important to account for the time that it will take to get it done. Beyond that, what are your emerging priorities for the new year? Is there a new budget initiative that you're considering? Are you aiming for a new and enhanced pursuit of federal grant opportunities? Perhaps you have an override or debt exclusion campaign coming up soon. Communities across the Commonwealth are considering all of this and more as the new year approaches. Taking time now to think about what

■ DIRECTOR'S REPORT continued on 26

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

# More MMA Annual Meeting details finalized

## By John Ouellette

In the past few days, the MMA has announced its roster of <u>workshops</u> and another key speaker, <u>Lt. Gov. Kim Driscoll</u>, for the 45th <u>MMA Annual Meeting &</u> <u>Trade Show</u>, which will be held on Jan. 19 and 20, 2024, at the Hynes Convention Center in Boston.

The MMA has also published the two proposed resolutions for the <u>MMA Annual</u> <u>Business Meeting</u>.

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

The largest conference for municipal officials in the state features:

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

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

"The MMA Annual Meeting fosters an atmosphere of collegiality and encourages a growth mindset," said Sudbury Select Board Member Lisa Kouchakdjian, who was the first registrant for the 2024 conference. "To put it simply, attending the MMA conference will make me a better public servant!"

<u>Convenient online registration</u> is available now.

## Speakers

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

 Opening Keynote <u>Eddie Glaude Jr.</u>, 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 <u>Melissa</u> <u>Hoffer</u>, the first-ever cabinet-level climate chief in the nation
- Saturday Keynote <u>Gina McCarthy</u>, 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
- Lt. Gov. <u>Kim Driscoll</u>, who will address local leaders during the <u>Annual Business</u> <u>Meeting</u>

## Workshops

Over two days, 21 <u>workshops</u> 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, state and local finances, happiness in the workplace, labor law, labor relations, managing a disaster, municipal law, solid waste contracts, and unemployment fraud. (<u>See</u> <u>the website for details</u>.)

## **Trade Show**

The MMA has published, and is continually updating, the list of exhibitors for its lively <u>Trade Show</u>, which will be open on Friday, Jan. 19, from 11:15 a.m. to 5 p.m., and on Saturday, Jan. 20, from 9:30 a.m. to 1:30 p.m. Companies, nonprofits and government agencies interested in exhibiting at the meeting can find <u>details</u> and contract information on the MMA website. The Trade Show will also feature six Learning Lab sessions on Friday, Jan. 19.

## **Other features**

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.

A special session on Saturday morning, "Polishing Your Interview Skills," will feature a panel of executive recruiters offering advice.

The two-day event also features networking receptions, awards programs and other activities. Attendees can use the



MMA President and Lexington Select Board Member Jill Hai, right, connects with Sharon Select Board Member Kiana Pierre-Louis during the 2023 MMA Annual Meeting & Trade Show.

event's <u>free mobile app</u> to make the most of their conference experience. A guide to accessing the app will be emailed to registrants in the weeks leading up to the Annual Meeting.

## Registration

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

Only online registrations will be accepted. No registrations can be accepted by mail or over the phone. The MMA accepts credit cards for Annual Meeting transactions, or we will invoice your municipality after the meeting. MMA staff are happy to help anyone who needs assistance. Attendees may use their unique username and password to register. Those who don't have a username and password, or who have forgotten them, may email amregistrations@mma.org.

MMA Partnership Program members qualify for member rates. 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 onsite rate of \$290.

## **Annual Meeting to feature 21 timely workshops**

Timely and informative workshops are a central feature of the MMA Annual Meeting & Trade Show in January, and this year attendees can learn how to protect municipal infrastructure from climate impacts, improve their advocacy for their community, boost their local diversity, equity and inclusion efforts, and build thriving business districts, among other topics.

The MMA will offer 21 workshops at the Hynes Convention Center in Boston on Jan. 19 and 20. Attendees will gain insights from experts on a range of topics and hear from fellow members who have developed best practices in their communities.

The following are the Annual Meeting workshop titles for 2024:

### Friday, First Session, 2-3:15 p.m.

- Briefs on Briefs: Updates on Municipal Laws\*
- Climate's Impact on the Municipal Property Market\*
- Crash Course in Responding to Grievances and Navigating Arbitration
- Diversity, Equity, and Inclusion (DEI): The Significance for Municipalities\*

- Equitable Engagement: Best Practices and Blind Spots
- Fiscal and Economic Outlook
- Municipal Cybersecurity Update\*

## Friday, Second Session, 3:30-4:45 p.m.

- Are You Paying Too Much for Trash and Recycling Services?
- Beacon Hill Basics: How to be Your Municipality's Best Advocate
- Diversity, Equity, and Inclusion (DEI): The Significance for Municipalities\*
- Housing Converts
- The Latest in Labor Law\*
- Unemployment: What Your Municipality Needs to Know\*
- What To Expect When You're Not Expecting Weather!\*

## Saturday Session, 1:45-3 p.m.

- AI in Local Government: Enhancing Services and Empowering Communities
- Cleaning and Greening Up Municipal Buildings and Fleets\*
- Diversity, Equity, and Inclusion (DEI): The Significance for Municipalities\*



Local leaders attend a workshop during the 2023 MMA Annual Meeting in January. The 2024 conference will feature 21 workshops exploring current municipal topics.

- From 9-5 to 24/7: Building Thriving Business Districts
- Practice Resilience: Be Happier at Work\*
- Unlocking Federal Funds
- Using Data to Tell Your Story Workshops with an asterisk are eligible for MIIA Rewards credits.

<u>Full workshop descriptions and panelists</u> <u>are available on the MMA website</u> and will be available in the MMA's Annual Meeting app.

## FY23 closeout supplemental budget moves a step closer

## By Jackie Lavender Bird

A legislative conference committee named to iron out differences between House and Senate versions of a fiscal 2023 closeout supplemental budget released a compromise bill on Nov. 30.

The bill (H. 4204) has not yet crossed the finish line, however. It will need to pass during an informal session in both chambers, as the House and Senate were unable to reach a consensus on a bill before the formal legislative session came to a close for the year on Nov. 15.

The compromise bill includes \$250 million to address the emergency shelter crisis, with \$50 million set aside for an overflow shelter site and \$75 million targeted for school funding relief related to the shelter crisis, both priorities of the House. The bill would also require the administration to report on its spending of the shelter funds every two weeks, a Senate priority.

In addition to the shelter crisis funding, the compromise bill includes \$75 million to address extraordinary cost increases for special education in eligible school districts, in response to a decision made last October by the Operational Services Division that allows out-of-district special education private schools to increase tuition by 14% in fiscal 2024.

The compromise bill also includes a section to address costs associated with administering early voting and mail-in voting, providing \$5 million for grants from a reserve account to be issued by the secretary of state. And the bill would schedule the state's 2024 primary election on Sept. 3.

The bill includes \$15 million for disaster relief for municipalities affected by storms and natural disasters in 2023. The bill also would authorize municipalities to amortize, over fiscal 2025 through 2027, costs incurred as a result of recent natural disasters, an important mechanism for impacted communities.

The compromise bill also includes several of the <u>municipal finance law changes</u> included in a <u>supplemental budget</u>



A legislative conference committee is working out differences between House and Senate bills that include \$250 million to address the emergency shelter crisis.

<u>bill filed by the governor in March</u>. Of note, the bill would provide important clarity on the process for spending and accounting for opioid settlement funds.

The bulk of the spending in the bill, \$2.12 billion, is for MassHealth fee-forservice payments.

The bill must be approved by each branch before it can be sent to the governor. Legislative action will need to be conducted during informal sessions, when objections from a single legislator can derail a bill.

# Federal funds office provides support to municipalities

## By Jackie Lavender Bird

Looking to maximize federal funding for Massachusetts through the Bipartisan Infrastructure Law, Inflation Reduction Act and <u>CHIPS and Science Act</u>, a new state office is reaching out to cities and towns with key details on grant opportunities and technical assistance to help them reel in federal dollars.

The Office of Federal Funds and Infrastructure is convening the Massachusetts Federal Funds Partnership for Local Governments each month for a series of webinars highlighting key components of the three major federal funding sources, outlining eligibility requirements, and sharing tips for strengthening applications.

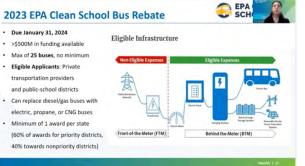
The first two webinars, held on Oct. 25 and Nov. 28, discussed funding opportunities in the areas of school bus electrification, broadband infrastructure, climate pollution reduction, and flood mitigation.

## The <u>Office of Federal</u>

Funds and Infrastructure website has recordings of the webinars, as well as registration for monthly webinars scheduled through next March.

The office has also created a <u>project intake form</u> for municipalities to complete if they have applied for a federal grant or are seeking funds for a particular project.

Last month, the Healey-Driscoll administration announced that it has <u>filed</u>



The Massachusetts Federal Funds Partnership for Local Governments convenes for a series of monthly webinars highlighting key components of major federal funding sources, outlining eligibility requirements, and sharing tips for strengthening applications.

> <u>legislation</u> intended to provide matching dollars for federally funded programs, as well as technical assistance for municipalities.

## Cities, towns have 1 year to obligate ARPA funds

## By Jackie Lavender Bird

Cities and towns have about a year left — until Dec. 31, 2024 — to obligate their State and Local Fiscal Recovery Funds under the American Rescue Plan Act.

Those State and Local Fiscal Recovery Funds must then be expended by Dec. 31, 2026.

ARPA, enacted in March 2021, provided \$350 billion in COVID-19 pandemic relief to state, county, tribal and local governments. For the first time in history, every municipality in the country received federal non-competitive grant funds, known as State and Local Fiscal Recovery Funds.

In its final rule, the U.S. Department of the Treasury issued further guidance on the term "obligated" and how

### municipalities should comply. The final rule states that obligation means "an order placed for property and services and entering into contracts, subawards, and similar transactions that require payment." According to the National League of Cities, this means that it is not enough for local governments to simply budget the money, but rather they must place an order for property or services that require payment. In the case of payroll, grantees need to follow state and local established practices.

The National League of Cities recently outlined best practices for municipalities, including:

• Be mindful of the definition of obligation. A municipality must create a contract, subaward or similar transaction requiring payment.



The deadline for municipalities to obligate their State and Local Fiscal Recovery Funds under the American Rescue Plan Act is Dec. 31, 2024.

- All municipalities should have a plan to obligate State and Local Fiscal Recovery Funds by the deadline, Dec. 31, 2024.
- It can take time to negotiate and execute a contract, so local leaders should include this time in their plans.

## MMA webinar on Dec. 11 will discuss new CCC regulations

A free MMA webinar on Dec. 11 with attorney Nicole Costanzo of KP Law will discuss the Cannabis Control Commission's <u>newly promulgated</u> <u>regulations</u> and their impact on host communities.

Beginning on March 1, 2024, the CCC will be reviewing host community agreements — including pre-existing



Nicole Costanzo

ones — to determine compliance. In addition, host communities are now required to implement social equity mandates by May 1, 2024.

Costanzo will

explore the regulations and significant changes to the state's cannabis law that may impact host communities.

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

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

# MMA to present fiscal policy, climate resolutions

Local leaders from across Massachusetts will consider two resolutions during the MMA's Annual Business Meeting on Jan. 20 in Boston — one on the state-local fiscal partnership and one on climate challenges.

## <u>MMA members will also hear from Lt.</u> <u>Gov. Kim Driscoll</u>.

The proposed "Resolution Supporting an Enduring Fiscal Partnership Between Cities and Towns and the Commonwealth in Fiscal 2025 and Beyond" was drafted by the MMA Fiscal Policy Committee this fall, and the proposed "Resolution Supporting a Local-State-Federal Partnership to Address Climate Change, Enhance Resilience, and Bolster Adaptation Initiatives" was drafted by the Policy Committee on Energy and the Environment.

Both drafts were approved by the MMA Board of Directors on Nov. 14.

The fiscal resolution lays the groundwork for an effective revenue-sharing program, identifying municipal needs in areas such as unrestricted aid, education and charter school finance, capital needs such as road maintenance and municipal and school



climate resilience, broadband and cyber preparedness. The climate resolution identifies

facilities, water and

wastewater systems,

Lt. Gov. Kim Driscoll the many impacts communities face as severe weather events become more

frequent, and supports key actions to strengthen and expand existing resiliency programs, strengthen decarbonization efforts, and adapt to the changing climate.

The MMA is welcoming member comments through Dec. 29 in order to review any input before the Annual Business Meeting. Municipal officials may submit any comments to the MMA's Legislative Division at 3 Center Plaza, Suite 610, Boston, MA 02108 or dyi@mma.org.

The MMA's Annual Business Meeting is a key component of the MMA Annual Meeting & Trade Show, which is held each January in Boston. The policy discussions at the business meeting help to guide the advocacy work of the MMA in the year ahead.

## Voting at the business meeting

Voting at the Annual Business Meeting is open to all municipal members of the MMA through voting delegates as defined by the MMA's bylaws.

Individuals eligible to vote at the meeting are:

- In the case of a city, its chief executive or a councillor designated in writing by the chief executive, or
- In the case of a town, the chair of the select board or town council, or another select board member or councillor designated in writing by the chair, or the manager designated in writing by such chair.

In early January, the MMA will be sending a letter about voting procedures to chief municipal officials in each community.

Those who will be voting on behalf of their community should visit the credentials table outside of the business meeting between 9 and 10 a.m. Only one voting card will be issued per member community.

## Proposed Resolution Supporting an Enduring Fiscal Partnership Between Cities and Towns and the Commonwealth in Fiscal 2025 and Beyond

Whereas, the well-being and success of the residents and businesses of the Commonwealth depends on the fiscal health of cities and towns and the ability of local government to provide efficient and progressive public services and adequately invest in reliable and resilient public infrastructure; and

Whereas, cities and towns are highly reliant on the tightly capped property tax to fund local budgets and capital programs, and this heavy reliance on the property tax severely limits the ability of cities and towns to respond to new challenges and opportunities, as well as adequately support necessary essential services for the public; and

Whereas, adequate and sustained state support for local public schools is essential for student success and the health of the Massachusetts economy; and

Whereas, the state's charter school finance statute imposes significant financial and program challenges for public school districts, particularly in regions where there is a large concentration of charter schools; and

Whereas, state law limits the allowable growth in municipal revenues to a level that is far below the region's rate of inflation, exacerbated by significant non-discretionary cost drivers, which continue to

grow at an unprecedented magnitude during the Proposition  $2\frac{1}{2}$  era; and

Whereas, to avoid becoming overly reliant on the property tax and to ensure that municipalities have the fiscal capacity to deliver the high-quality municipal and school services that are essential to support local economies and families in every corner of the Commonwealth, it is imperative that cities and towns receive an adequate share of state revenues, have an effective and fair municipal tax system, have the tools necessary to plan for and fund longterm liabilities, have state support for investments in the municipal workforce and capital investments, and receive full funding for any new or existing state mandates;

Therefore, it is hereby resolved that the members of the Massachusetts Municipal Association support the following essential policy positions to ensure a strong partnership between cities and towns and the Commonwealth in fiscal 2025 and beyond:

## In the Area of Municipal and School Aid

• In fiscal 2025, unrestricted municipal aid should grow by at least the same rate as the growth in state tax collections, and be distributed without earmarks, conditions, or restrictions to all cities and towns, so

.....

that local officials and residents can adequately fund public safety, public works, and all basic municipal and school services while avoiding an overreliance on the property tax;

 All State Lottery proceeds, and the revenue from expanded gaming that is statutorily dedicated to pay for municipal services, should be used to support the Commonwealth's commitment to unrestricted municipal aid;

 Chapter 70 school aid should be increased in fiscal 2025 consistent with the Commonwealth's constitutional obligation to ensure adequate funding in all schools, at a minimum following the updated spending standard and original phase-in schedule adopted in the 2019 Student Opportunity Act, with each city, town, and school district receiving a minimum increase of \$100 per student;

 The Governor and the Legislature should review the calculation of the required local contribution under Chapter 70, including the "target local share," and adopt changes to mitigate reliance on the property tax to fund local schools, and should review and address fiscal challenges facing rural schools;

• The Governor and the Legislature should amend charter school finance law, to bring transparency

**RESOLUTIONS** continued on 18

## **Administration launches coastal resilience initiative**

## By John Ouellette

At an event held at a waterfront park in Beverly on Nov. 28, the Healey-Driscoll administration announced a new effort to pursue a holistic strategy for addressing the impacts of climate change along the Massachusetts coastline.

In collaboration with the state's 78 coastal communities, the ResilientCoasts initiative will work to identify regulatory, policy and funding mechanisms that will support focused, long-term solutions, according to administration officials. The initiative will be led by a new chief coastal resilience officer within the Office of Coastal Zone Management.

The ResilientCoasts team will establish regional Coastal Resilience Districts based on their unique climate impacts, and will develop a coastal resilience strategy that aligns with the state's <u>ResilientMass Plan</u>.

"Climate change poses a very real threat to our coastal way of life, but it also presents a unique opportunity for us to build communities that are safer and more equitable for years to come," said Gov. Maura Healey. "Our coastal cities and towns have been weathering erosion, sea level rise and extreme storms without a holistic state strategy. ... Our ResilientCoasts initiative will allow us to bring the full powers of the state to deliver real solutions to our coastlines."

She said the initiative is the state's first effort to address the resilience of the entire Massachusetts coastline, from Amesbury to Seekonk and the islands, and to encourage the sharing of best practices and strategies statewide.

Massachusetts has more than 1,500 miles of coastline, spanning salt marshes, beaches, rocky shores, dunes, ports and harbors, and residential and commercial areas. Healey said the coastline's geographic differences, along with variations in development, habitats and other factors, point to the need for a regional approach to resilience. ResilientCoasts will collaborate with communities to implement tailored resilience policies and regulatory strategies and leverage multiple state and federal funding opportunities.

The new chief coastal resilience

officer will oversee ResilientCoasts and provide cross-agency coordination. Healey said the Office of Coastal Zone Management's experience with technical assistance, funding, partnerships and regulatory review to address coastal threats will allow the administration to act swiftly in mitigating the impacts of climate change.

Lt. Gov. Kim Driscoll, who was previously mayor of the coastal city of Salem, said she and the governor

"feel strongly about the need for both strong statewide support and local collaboration."

MMA Executive Director Adam Chapdelaine applauded the administration "for launching this bold and timely effort."

"Bringing these communities together in a deliberate manner certainly holds potential for a once-in-a-generation effort to protect both property values and ecosystems that are critical to the future of the Commonwealth," he said. "The MMA looks forward to working with the administration and representing the needs and interests of local government as this critical initiative gets underway."

## **Coastal impacts**

If global greenhouse gas emissions are not significantly reduced, according to the administration, Massachusetts is planning for sea level rise of as much as 2<sup>1</sup>/<sub>2</sub> feet by 2050 compared to 2008, which will worsen both tidal and storm-related flooding. By 2070, statewide annual average damages to coastal structures could be more than \$1 billion per year. The total value of structures within the floodplain for the current 100-year coastal storm is about \$55 billion, of which about \$40 billion is residential, \$12 billion is industrial, and \$2.5 billion is commercial. The number of vulnerable infrastructure assets and anticipated loss will grow over time as rising seas expand the coastal floodplain.

Of the nearly 2.5 million people that live in Massachusetts coastal



Gov. Maura Healey announces the launch of the administration's ResilientCoasts Initiative at the Carriage House at Lynch Park in Beverly on Nov. 28. (Photo courtesy Joshua Qualls/Governor's Press Office)

communities, approximately 55% live within Massachusetts-designated Environmental Justice Block Groups, representing communities of color, low-income populations, and/or communities facing language barriers.

Energy and Environmental Affairs Secretary Rebecca Tepper said the state is "not going to stand by" while storms destroy homes, businesses and seawalls.

"We have some tough questions ahead," she said. "Where will it be safe to build? How can we preserve our historical landmarks? What infrastructure will withstand ever-worsening weather? We're taking on some of the difficult aspects of coastal resiliency, and we're doing it in partnership with municipalities, lawmakers, academics, and advocates to build consensus along the way."

## **Resilience strategies**

ResilientCoasts will identify resilience strategies both for statewide implementation and tailored to each region.

The CZM will work with relevant state agencies to evaluate building standards, financing strategies, and scientific best practices, among other pursuits. It will also work with communities to assess strategies such as nature-based solutions, dredging, coastal nourishment, roadway elevation, and managed retreat. The Massachusetts Emergency Management Agency will lead an evaluation of a statewide buyout program.

Healey said ResilientCoasts will work to identify innovative new financing mechanisms for climate resilience projects.

**COASTAL RESILIENCE** continued on 26

## MMA seeks members for its five policy committees

Local officials are invited to fill a limited number of positions available on the MMA's five policy committees for 2024.

More than 100 local officials from communities across Massachusetts serve on MMA policy committees, which advise the MMA Board of Directors, MMA staff and MMA members on legislative, regulatory and public policy issues.

- Online application form
- Deadline: Jan. 25

The committees also draft resolutions for the MMA's Annual Business Meeting, municipal best practices for the MMA's Best Practices series, and bills (biannually) for the MMA's legislative package.

Each committee has a regular schedule of meetings, usually one per month. Additionally, committee members may be asked to read legislative summaries, bill text, and/or position papers to prepare for meetings.

Each committee is assigned an MMA staff member to assist with its research, consideration of issues, and administrative functions.

Each committee has 23 members, including mayors, select board members, councillors, city and town managers/administrators, and finance committee members, plus four presidential appointees and four technical appointees.

The MMA president names the chair and members of the committee, subject to approval by the MMA Board of Directors.

Those with the interest and time to serve on a policy committee are asked to fill out the application form on the

<u>MMA website</u> by Jan. 25. The form provides space to list areas of interest and expertise so that a good match can be made between volunteers and the work of the committees.

# About the policy committees

• **Fiscal Policy Committee:** This committee considers all municipal finance issues. Legislation that

has a fiscal impact is referred to this committee from other committees as well. This committee also develops a policy framework for local government financing in the future.

- Policy Committee on Energy and the Environment: This committee formulates policy in the following areas: water quality, water supply, air quality, solid waste and recycling, hazardous waste, wetlands, coastal areas, wastewater treatment, renewable energy and energy conservation.
- Policy Committee on Municipal and Regional Administration: This committee considers issues that relate to the organization, structure, efficiency, and productivity of local and regional government and the relationships between the two levels of government. Issues include housing and zoning, procurement, economic development, regulation of marijuana, open meeting law and public records law, public health and safety, and licensing.



Enrique Zuniga, executive director of the state's Peace Officer Standards and Training Commission (back corner, by the window), gives an update on POST's work during the June 23 meeting of the MMA Policy Committee on Personnel and Labor Relations. The MMA's five policy committees are seeking new members for 2024.

- **Policy Committee on Personnel and Labor Relations:** This committee considers issues in the following areas: collective bargaining, civil service, employee benefits and pension reform.
- Policy Committee on Public Works, Transportation and Public Utilities: This committee considers issues that relate to regional and metropolitan transportation, transportation planning, the relationship between local governments and the Massachusetts Department of Transportation, and the question of local control in joint statelocal public works programs.

The MMA is the one voice that advocates for direct aid and support for core municipal and public education services provided by every community in Massachusetts. The MMA's advocacy efforts are focused on a single goal: Building strong communities in Massachusetts.

For more information, contact Daniel Yi at dyi@mma.org or or visit <u>www.mma.org/</u>advocacy.

## MMA holds legislative briefing for municipal officials

As a busy formal legislative session recently came to a close, the MMA's <u>Legislative Division hosted a webinar</u> for local officials on Nov. 20 to provide updates on key legislative and regulatory matters and highlight MMA priorities for the next several months.

The briefing covered the fiscal 2024 state budget as well as the <u>fiscal 2023 closeout</u> <u>supplemental budget bill</u>, the <u>recently</u> <u>enacted tax relief package</u>, increased <u>road and bridge funding and related new</u> <u>grant programs</u>, <u>new cannabis regula-</u> <u>tions</u>, <u>municipal electricity aggregation</u>, PFAS contamination, water and sewer updates, and other issues.

In addition to the supplemental budget bill, which is now before a conference committee, other legislative issues on the horizon include emergency shelter assistance, a <u>housing bond</u> <u>bill</u>, PFAS, and remote public meetings.

- <u>View the webinar</u>
- Daniel Yi



The MMA's Legislative team holds a webinar for local officials on Nov. 20. Pictured are (top, l-r) Deputy Legislative Director Jackie Lavender Bird, Legislative Analyst Josie Ahlberg, and Research and Project Assistant Daniel Yi, and (bottom, l-r) Legislative Analyst Ali DiMatteo, Legislative Director Dave Koffman, and Legislative Analyst Adrienne Núñez.

# MMA webinar shares meeting best practices, pitfalls

### **By Lily Rancatore**

An <u>MMA webinar on Nov. 15 reviewed</u> <u>best practices for running an effective</u> <u>meeting</u> from start to finish.

Norwell Assistant Town Administrator Kim Roy moderated the panel discussion, which covered agenda preparation, chair responsibilities, public participation, holding meetings in person as well as virtually, and drafting meeting minutes.

Panelist Mike Bettencourt, a Select Board member in Winchester, recommended establishing norms and goals that align with the common interest of a board or committee. Working within set guidelines will help define leadership roles and create a less combative and better managed environment, he said.

Regarding agenda preparation, Diane Kennedy, an Advisory Committee member and former Select Board member from Cohasset, stressed the importance of the "big picture." Understanding how a meeting will progress creates more balance, structure and efficiency, she said.

"The placement of public comment in an agenda can also change things," she said, "which is why the norms Mike mentioned are so important."

Attorney Karis North of Murphy, Hesse, Toomey & Lehane discussed the responsibilities of a chair during meetings. As the presiding officer, the chair must remain impartial while enforcing the rules of the board, keeping the discussion focused on the pending motion, recognizing speakers during public comment, and putting motions to a vote.

Above all, the panelists agreed, the chair must strive to create a comfortable environment so that the meeting fosters



An MMA webinar reviews best practices for running an effective meeting from start to finish. Speakers include (clockwise from top left) Winchester Select Board Member Michael Bettencourt, Norwell Assistant Town Administrator Kim Roy, Cohasset Advisory Committee Member Diane Kennedy, and attorney Karis North of Murphy, Hesse, Toomey & Lehane.

trust and welcomes discourse.

Panelists said public comment periods work best at the end of meetings, with a time limit. Kennedy said it's important to allow the public to comment, as long as the process is well-managed. North explained how public comment periods have evolved since the <u>Supreme</u> <u>Judicial Court ruling in the Barron v.</u> <u>Southborough case</u>.

Bettencourt explained how the public sector was thrust into hybrid meetings following the pandemic, adding that the format is convenient and enhances public participation. Managing agendas for remote meetings, however, is even more important, he said, given that chairs and other leaders have less control than they would in a physical meeting space.

The panel concluded by reviewing best

Committee and

the latest agency

ing the release of

milestones, includ-

disciplinary records.

Key provisions for

appointing author-

ities and priorities

for the upcoming

year will also be

discussed.

practices and requirements for meeting minutes. Due to public demand, Kennedy and Bettencourt said their communities have hired staff to document and distribute minutes, eliminating bias and increasing efficiency.

North emphasized that minutes should be a written summary of the meeting; video and audio recordings are not a supplement. The date, time and location of the meeting are required, as well as the list of members present and any votes/ motions approved, among other details.

Roy moderated 15 minutes of questions and answers, which addressed inquiries about generating public interest in town meetings, making agendas manageable, and managing unruly public participation.

<u>View the webinar</u>

## MMA webinar to offer 2nd annual POST update

A free MMA webinar on Dec. 12 will review common themes of policing reform, as well as the charge of the Peace Officer Standards and Training Commission.



Enrique Zuniga

Panelists will discuss the commission's recent collaboration with the Municipal Police Training



Cindy Campbell

Speakers from the POST Commission will be Executive Director Enrique

Zuniga and Communications Director Cindy Campbell.

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

The first POST webinar, "<u>Peace</u> <u>Officer Standards and Training: What</u> <u>Municipalities Need to Know</u>," was held on Dec. 7, 2022, and is available online.

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

## **EPA announces \$4.3B in grants for GHG reduction**

## By Josie Ahlberg

The U.S. Environmental Protection Agency has announced the second stage of federal funding for the Climate Pollution Reduction Grants program.

The program was established by the Inflation Reduction Act in 2022 to help develop plans to reduce greenhouse gas emissions and implement corresponding actions. The EPA, which administers the program, has announced details on the implementation phase of funding that follows the <u>\$250 million for planning</u> grants announced earlier this year.

The notice of funding opportunity is for approximately \$4.3 billion for programs, policies, projects and measures that will help reduce greenhouse gas emissions. Priority Climate Action Plans, a vital component of the planning grant program, will help to identify projects for implementation.

Examples of greenhouse gas reduction measures in sectors ranging from transportation to agriculture can be found within the <u>general competition</u> <u>notice of funding opportunity</u>.

The Commonwealth of Massachusetts successfully applied for the planning grant program and is eligible for implementation funding, as are municipalities within two Massachusetts-based metropolitan areas: the <u>Boston-Cambridge-Newton, MA-NH MSA</u>, which covers 188 municipalities, and the <u>Worcester, MA-CT MSA</u>, which covers 48.

The EPA expects to award between 30 and 115 Climate Pollution Reduction implementation grants, ranging from \$2 million to \$500 million. Additional rounds of funding are not anticipated, so all available implementation grant funds will be awarded next year.

Applicants are asked to submit an optional, informal, non-binding notice of intent by Feb. 1 to CPRG@epa.gov for this grant opportunity, to allow the EPA to gauge the level of interest and capacity across the country. The funding amount requested, and a brief description of the scope and sector of emission reduction measures likely to be included in the formal application, are requested for this notice of intent.

The deadline to submit questions to CPRG@epa.gov regarding this opportunity is March 15.

A questions and answers document regarding the CPRG implementation grants program, as well as program guidance, is available on the <u>EPA's website</u>.

Applications must be submitted to <u>Grants.gov</u> by 11:59 p.m. on April 1, 2024. Award notification is expected in July of 2024, with awards anticipated in October of 2024.

The EPA provides tools and technical assistance, including links to helpful webinars on the grant program, <u>on its</u> website.

## MMA's DEI work progresses with best practices survey, focus groups

### **By Lily Rancatore**

In early November, the MMA launched a <u>Municipal DEI Survey</u> to better understand the progress municipalities have made in advancing diversity, equity and inclusion.

The survey is designed to identify how municipalities have emphasized DEI in municipal practices, policies and culture.

The MMA hired the <u>Racial Equity</u> <u>Group</u> to assist with this effort, as well as to develop a strategic plan for the organization.

By participating in the survey, members

will help the Racial Equity Group identify the resources and education needed to support municipal members engaged in this work, according to their level of need, and establish benchmarks for success.

The survey was sent to chief municipal officers, municipal DEI officers, and local human resource directors. The anonymous survey may be filled out by any or all of the recipients, and all information will be kept confidential. Responses must be submitted by midnight on Dec. 8.

The Racial Equity Group is also

conducting a series of member focus groups throughout the remainder of the year. The first of five small group discussions was held on Nov. 27. The focus groups will serve as another mechanism for gathering information about DEI work being conducted at the local level.

DEI will also have a strong presence during the <u>MMA Annual Meeting &</u> <u>Trade Show</u> on Jan. 19 and 20. The event will feature an opening keynote by <u>Eddie Glaude Jr.</u> and a recurring workshop on the basics of DEI and how it can be implemented within cities and towns.

## **Municipal Cybersecurity Awareness Grant Program opens**

The Executive Office of Technology Services and Security has opened the Municipal Cybersecurity Awareness Grant Program for 2024.

The program improves overall cybersecurity posture by helping organizations mitigate their human risk through awareness training and monthly threat simulations (phishing campaigns).

The program is open to all local government agencies (municipalities, public school districts, libraries, police departments, fire departments, planning commissions, and municipally run utility departments and airports), as well as members of the PERAC Retirement System.

The Office of Municipal and School Technology, within the Executive Office of Technology Services and Security, procures the user licenses and manages the program, making it free to participating organizations.

Applications are now available, and the

application period will close when all available seats are taken, or on Jan. 10, 2024, whichever occurs first.

## Details about the program <u>are available</u> <u>on the program's website</u>.

Two information sessions were held in November, and two more will be held on Dec. 6 and 13 to provide more details on the grant program and to answer any questions. Details and registration are <u>available online</u>.

## MMCA to hold training session for new councillors

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

John McLaughlin

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



Lisa Blackmer

discussion with veteran councillors who will share guidance on topics ranging from constituent services to working with department staff to all other aspects

Your Role as a

Councillor," a panel

of the role. Panelists will include John McLaughlin of Waltham, Lisa Blackmer of North Adams, Claire Freda of Leominster, Lisa Feltner of Watertown, and Brendan Sweeney of Beverly.

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 has been sent to all councillors and is available on <u>www.</u> <u>mma.org</u>.

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

## **Voters elect 33 mayors across Massachusetts**

### **By John Ouellette**

Voters on Nov. 7 elected mayors in 33 cities across the state, including nine new mayors.

The following mayors were elected (\* denotes incumbent):

Agawam: Chris Johnson Amesbury: Kassandra Gove\* Attleboro: Cathleen DeSimone\* Beverly: Michael Cahill\* Braintree: Erin Joyce Brockton: Robert Sullivan\* **Chicopee:** John Vieau\* Fall River: Paul Coogan\* Fitchburg: Samantha Squailia Gardner: Michael Nicholson\* **Gloucester:** Greg Verga\* Greenfield: Virginia "Ginny" DeSorgher Haverhill: Melinda Barrett Leominster: Dean Mazzarella\* Malden: Gary Christenson\* Marlborough: Christian Dumais Medford: Breanna Lungo-Koehn\* Melrose: Jen Grigoraitis Methuen: Neil Perry\* New Bedford: Jon Mitchell\* North Adams: Jennifer Macksev\* **Peabody:** Edward Bettencourt\* Pittsfield: Peter Marchetti **Quincy:** Thomas Koch\* Revere: Patrick Keefe Jr.\* **Somerville:** Katjana Ballantyne\* Springfield: Domenic Sarno\* Taunton: Shaunna O'Connell\* Waltham: Jeannette McCarthy\* Westfield: Michael McCabe\* Wevmouth: Robert Hedlund\* Woburn: Michael Patrick Concannon **Worcester:** Joseph Petty\*



During an MMA event in Worcester on Nov. 29, Lt. Gov. Kim Driscoll, center, speaks with new incoming mayors from across the state who were elected on Nov. 7. Also pictured are Haverhill Mayor-Elect Melinda Barrett, left, and Greenfield Mayor-Elect Virginia "Ginny" DeSorgher. The MMA holds the training session for newly elected mayors every two years.

Because they are in the middle of four-year terms, mayors were not on the ballot in Boston (Michelle Wu), Easthampton (Nicole LaChapelle), Everett (Carlo DeMaria Jr.), Framingham (Charlie Sisitsky), Holyoke (Joshua Garcia), Lawrence (Brian De Peña), Lynn (Jared Nicholson), Newburyport (Sean Reardon), Newton (Ruthanne Fuller), Northampton (Gina-Louise Sciarra), Salem (Dominick Pangallo), and West Springfield (William Reichelt).

The mayors of Cambridge and Lowell will be chosen from their respective city councils in January.

The mayors elected on Nov. 7 will begin their terms in early January.

The following 11 communities with a city form of government have councils but do not have mayors: Amherst, Barnstable, Bridgewater, Chelsea, East Longmeadow, Franklin, North Attleborough, Palmer, Randolph, Southbridge, Watertown and Winthrop. Of this group, Bridgewater, East Longmeadow, North Attleborough, Palmer and Southbridge did not vote on Nov. 7, as they hold their elections each spring.

A regular municipal election was also held on Nov. 7 in the town of Saugus, which follows a city election schedule, where voters elected selectmen, town meeting members and other town officials.

# MMA webinar reviews best practices in emergencies

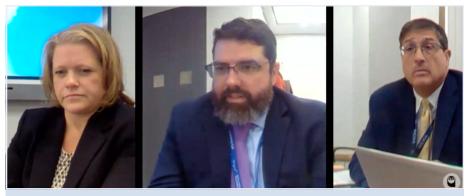
## **By Lily Rancatore**

An <u>MMA webinar on Nov. 13 with the</u> <u>Massachusetts Emergency Management</u> <u>Agency shared municipal best practices</u> for before, during and after an emergency or disaster.

MEMA Director Dawn Brantley opened with a review of the disaster timeline and state response coordination. While primary responsibility for disaster response and recovery lives within municipalities, she said MEMA works side-byside with localities providing assistance, support, resources and guidance to help them protect their communities and recover.

MEMA leads the state response to events of significant scope and scale, guided by strategy and policy decisions made by the governor, and supported by more than 70 partner agencies and organizations. MEMA also has three Regional Emergency Operation Centers, located in Agawam, Franklin and Tewksbury, that support the <u>State</u> <u>Emergency Operations Center</u> at all activation levels.

Brantley said recovery from a disaster begins before the incident is over. MEMA works closely with municipalities and the Federal Emergency Management Agency after large events to facilitate the emergency declaration process and implement or support any FEMA or <u>Small Business Administration</u> <u>programs</u> made available as a result of



An MMA webinar with the Massachusetts Emergency Management Agency shares municipal best practices for before, during and after an emergency or disaster. Pictured, l-r, are MEMA Director Dawn Brantley, MEMA Assistant Director Simon van Leeuwen, and MEMA Deputy Director Patrick Carnevale.

the declarations.

The declaration process begins with a <u>FEMA Preliminary Damage Assessment</u>, where MEMA's Recovery Program and local coordinators work with state and local agencies to collect damage estimates to determine if state and county thresholds might be met.

Simon van Leeuwen, MEMA's assistant director for recovery and mitigation, reviewed <u>Individual Assistance Criteria</u>, which is more subjective than FEMA's <u>Public Assistance Threshold</u>. The principal factors used to determine a request for an Individuals and Households Program are the estimated cost of IHP assistance and the state's fiscal capacity compared to the impact on the state, which is represented through an IHP cost-to-capacity ratio.

Brantley moderated 15 minutes of questions and answers, which addressed inquiries about emergency procurement, ongoing programs and grants, and incorporating climate change into funding and planning. MEMA Deputy Director Patrick Carnevale joined Brantley and van Leeuwen for the Q&A.

• <u>View the webinar and the presentation</u> <u>slides</u>

## Gov. appoints Monica Tibbits-Nutt as Transportation secretary

Gov. Maura Healey announced on Nov. 13 that she was appointing Monica Tibbits-Nutt as secretary of the Massachusetts Department of Transportation, effective immediately.

Tibbits-Nutt had been serving as acting secretary since her predecessor, Gina Fiandaca, resigned in mid-September,

and was previously undersecretary for transportation.

As acting secretary, Healey said, Tibbits-Nutt "hit the ground running by working with the MBTA to prepare a first-of-its kind plan to fix the tracks by the end of next year, taking important



Monica Tibbits-Nutt steps to integrate climate planning across MassDOT, securing federal funding to support infrastructure needs, and stepping up for communities that were devastated by extreme weather. She prioritizes community engagement and equity at every turn."

Tibbits-Nutt said she and her entire department "share a mitment to delivering the refe

deep commitment to delivering the safe, reliable, resilient and equitable transportation system that the people of Massachusetts deserve."

Healey appointed Tibbits-Nutt as undersecretary of transportation in January 2023. She previously served on the MassDOT Board of Directors and as vice chair of the Fiscal Management and Control Board that oversaw the MBTA from 2015-2021. For 13 years (2010-2023), she was executive director of <u>128</u> <u>Business Council</u>.

Tibbits-Nutt is vice president of the nonprofit <u>Youth Engagement Planning</u> (YEP!), which brings urban planning and community advocacy into K-12 environments.

She is a member of the American Institute of Certified Planners and a LEED-accredited professional in building design and construction with the U.S. Green Building Council.

# **MMA webinar reviews key features of COMMBUYS**

## **By Lily Rancatore**

An MMA webinar on Nov. 7 with the Operational Services Division's Local Government Enablement Team demonstrated how to navigate the <u>COMMBUYS landing page</u> and conduct an advanced search for contracts, vendors and grants.

OSD Local Government Account Managers Jackie Needham and Trish Burke began by discussing the efficiency of the wide-ranging statewide contracts, which meet the requirements of the state's Uniform Procurement Act (<u>Chapter 30B</u>) and offer competitive pricing with pre-negotiated benefits.

Needham said the <u>Operational Services</u> <u>Division</u> has developed a <u>statewide con-</u> <u>tract reference sheet</u> and <u>user guides</u> to make it easier for buyers to understand the key aspects of each statewide contract, enabling them to make informed purchasing decisions and place orders in COMMBUYS.

Burke presented key features of the <u>COMMBUYS</u> landing page, including the Statewide Contract and Tradespersons Indexes. The <u>Statewide Contract Index</u> is a downloadable Excel file that can be navigated using the Alphabetical Index and Expanded Search features. The spreadsheet contains essential contract criteria, vendor information, and program designations.

Similarly, once downloaded, the <u>Tradesperson Index</u> can be used to search for vendors by county and trade



An MMA webinar covers how to navigate the COMMBUYS landing page and conduct an advanced search for contracts, vendors and grants. Speakers include (clockwise from top left) Local Government Account Manager Patricia Burke from the Operational Services Division, North Andover Assistant Town Manager and Director of Operations Laurie Burzlaff, OSD Director of Strategic Sourcing Services Tim Kennedy, and OSD Local Government Account Manager Jackie Needham.

## category.

Using the database's Advanced Search Tool, Burke demonstrated how to find bid solicitations, blankets and vendors. The Bid Solicitation search allows users to locate references and files for specific goods and services used by other municipalities. With the Blankets and Vendors search, users can verify which Statewide Contracts are eligible for certain vendors.

Burke also discussed <u>how to post a bid</u> <u>notice</u>.

North Andover Assistant Town Manager and Director of Operations Laurie Burzlaff moderated 25 minutes of questions and answers, which addressed inquiries about confirming vendor pricing, <u>PunchOut Catalogs</u>, and searching for contracts using keywords. Tim Kennedy, director of strategic sourcing services at OSD, joined Needham and Burke for the Q&A.

• <u>View the webinar and presentation</u> <u>materials</u>

## MBI launches \$145M broadband infrastructure grant program

The Massachusetts Broadband Institute at MassTech has launched a new competitive grant program that aims to deliver highspeed internet infrastructure to areas that currently lack broadband-level service.

The Broadband Infrastructure Gap Networks Grant Program aims to expand connectivity to unserved and underserved locations throughout the state to help bridge the digital divide, with a particular focus on communities with substantial low-income households and disadvantaged populations.

The program is funded by \$145 million from the U.S. Department of Treasury's Capital Projects Fund. Details on program requirements and a technical assistance webinar held on Nov. 17 are available on the <u>MassTech procurement page</u>.

The Gap Networks program will consist of two solicitation grant rounds:

Round 1

Application deadline: Dec. 11, 2023

Expected awards: January/February 2024

## Round 2

Application deadline: April 17, 2024

Expected awards: May/June 2024

As outlined in the <u>grant solicitation</u> (PDF), organizations that are eligible to submit

applications for awards include:

- Private entities: corporations, limited liability companies, general partnerships, limited partnerships, etc.
- Local governmental entities: municipalities or municipal light plants that offer broadband service, Native American Tribes, and nonprofit organizations
- Cooperatives, electric cooperatives, and utilities
- Public-private partnerships: long-term agreements between local government entities and private entities for the

**BROADBAND** continued on 17

## Form of government webinar answers FAQs

## By Denise Baker

A Massachusetts Municipal Management Association <u>"Form of</u> <u>Government FAQ's" webinar</u> on Nov. 29 addressed common questions that arise when a community is considering a change in governance.

The questions include the difference between town manager and town administrator, and moving certain boards and key positions from elected to appointed.

Speakers were retired Town Manager Julie Jacobson, Amherst Town Manager Paul Bockelman, Bridgewater Town Manager Michael Dutton, Sudbury Town Manager Andy Sheehan, Division of Local Services Financial Management Bureau Chief Zack Blake, and DLS Law Bureau Chief Ken Woodland.

Woodland and Blake focused on the legal and technical aspects of a charter change, including applicable state laws, and highlighted the various ways the Division of Local Services can be helpful to communities as they review their

On Nov. 14, the Massachusetts Broadband Institute opened a monthlong public comment period to gather feedback about the state's Internet for All Plan.

The MBI is gathering input from residents, municipalities and organizational stakeholders across Massachusetts in order to deploy more than \$145 million for broadband and digital equity projects allocated to the state through the Bipartisan Infrastructure Law.

A year of <u>planning efforts</u> has resulted in two documents to guide the state's <u>Internet for All Plan</u>: a <u>Statewide Digital</u> <u>Equity Plan</u>, and the <u>Initial Proposal</u> for the Broadband Equity, Access, and <u>Deployment</u> program.

Residents are encouraged to review the plans and provide direction, suggestions and data in response to direct future digital equity efforts and community investments.

An <u>Executive Summary</u> of Internet for All plan is available online and in multiple languages.

The Statewide Digital Equity Plan is a



A Massachusetts Municipal Management Association "Form of Government FAQ's" webinar addresses common questions that arise when a community is considering a change in governance. Speakers include (top, l-r) Amherst Town Manager Paul Bockelman; Zack Blake, chief of the Financial Management Resource Bureau, Division of Local Services; Sudbury Town Manager Andy Sheehan; and (bottom, l-r) Bridgewater Town Manager Michael Dutton; Kenneth Woodland, chief of the Municipal Finance Law Bureau, Division of Local Services; and former Auburn Town Manager Julie Jacobson (now retired).

charter or bylaws.

Members of the Massachusetts Municipal Management Association's Form of Government Committee are available to help communities considering a change. For information, contact Senior Member Services Coordinator Denise Baker at dbaker@ mma.org.

• <u>View the webinar</u>

## Broadband Institute seeks feedback on Internet for All plan

vision for statewide digital equity that will guide broad strategies and goals. The plan is in response to federal requirements for the Digital Equity Act, a \$2.75 billion federal program that's part of the Bipartisan Infrastructure Law.

The Initial Proposal for the Broadband Equity, Access, and Deployment program outlines funding and deployment of high-speed internet access across the state. The document is in response to federal requirements for the <u>BEAD</u> program, created by the Bipartisan Infrastructure Law, which provides \$42.5 billion to expand high-speed internet access across all 50 states.

Together, these documents will serve as the roadmap for the allocation of millions of federal dollars and investments for those most impacted by the digital divide.

After reading the plan documents, residents may submit comments, by Dec. 15, <u>electronically</u> or in writing using the <u>printable form</u>, which can be mailed to Massachusetts Broadband Institute, Attn: MBI Public Comment, 75 North Drive, Westborough, MA 01581. The National Telecommunications and Information Administration suggests that commenters provide substantive data, facts and opinions, including lived experience; clearly identify the plan section they are commenting on; and suggest an alternative when relevant and include an explanation of how the alternative might be more effective.

More information is available on the <u>Internet for All Plan website</u>.

The <u>Massachusetts Broadband Institute</u> is also conducting digital equity work across the state through its <u>Municipal</u> <u>Digital Equity Planning Program</u> and the <u>Digital Equity Partnerships Program</u>.

In October, the MBI launched the <u>Gap</u><u>Networks Grant Program</u> to expand access in unserved and underserved locations throughout Massachusetts. The program is accepting applications, and the deadline for the first round is Dec. 11. ●

# MMA and Suffolk offer robust program lineup in 2024

## By Katie McCue

The MMA and Suffolk University will hold five programs in 2024, as well as the fourth year of the MMA-Suffolk Municipal Fellowship Program.

## **Certificate program**

In September 2024, the MMA and Suffolk University will launch the 23rd and 24th sessions of the Certificate in Local Government Leadership and Management program.

The graduate-level academic program provides a solid grounding in municipal management, and covers topics such as human resources management, budgeting and financial management, and strategic leadership.

The program is held over the course of 25 Fridays from September through May. The 2024-2025 certificate programs will be hosted in Sharon and Pittsfield; the program is held in person (40%) and on Zoom (60%). The schedule is likely to begin and end with in-person classes for each of the five modules, with the three classes in between held virtually via Zoom.

An information session about the MMA-Suffolk certificate and finance programs will be held on Zoom on March 13 at 10 a.m. To register, visit <u>www.mma.org</u> or <u>click here</u>.

The certificate program application will become available on the <u>MMA website</u> on Feb. 1, and the deadline to apply is April 30. Applicants will be notified of their status by mid-May. **Municipal Finance Management** 

The MMA and Suffolk University are offering three Municipal Finance Management Seminars in 2024.

The program 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.

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 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 approval from their municipal manager, administrator or mayor.

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

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

An information session about the MMA-Suffolk certificate and finance programs will be held on Zoom on March 13 at 10 a.m. To register, visit <u>www.mma.org</u> or <u>click here</u>.

## **Municipal Fellowship**

For a fourth year, the MMA is partnering with Suffolk University on a Municipal Fellowship program, which is designed to offer exceptional municipal managers the opportunity to receive a scholarship of up to \$28,000 toward a master's degree in public administration at Suffolk University.

Candidates will partner with their community to continue their employment while completing their academic studies part-time.

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

The fellowship application will be available on the <u>MMA website</u> on Feb. 1.

A Zoom information session will be held on Feb. 8 at 10 a.m. To register, visit www.mma.org or <u>click here</u>.

## Questions

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

## Going to MMA's Annual Meeting? There's an app for that

## By Meredith Gabrilska

Attendees of the MMA Annual Meeting & Trade Show in January can use the event's free mobile app to make the most of their conference experience.

Now in its sixth iteration, this year's app will be provided by a new vendor and is expected to provide a better user experience.

The app, available for all smartphones and tablet devices, is the primary resource for planning and navigating the

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Annual Meeting. Users will find schedule details, workshop listings, speaker profiles, exhibitor information, an interactive map of the Trade Show floor, and much more.

Attendees can use the app to personalize their meeting schedule, network with other attendees, and receive up-to-theminute updates and alerts.

A guide to accessing the app will be emailed to registrants in the weeks leading up to the Annual Meeting. The app features a login process so its users are only Annual Meeting attendees.

Advance registration for Annual Meeting is advised, so attendees have time to explore the app and take advantage of its many features.

Assistance will be available at the Annual Meeting to answer any questions and help on-site registrants.

## **MMA Trade Show to highlight municipal solutions**

## By Karen LaPointe

Trade Show exhibitors are looking forward to meeting local officials during the 45th MMA Annual Meeting & Trade Show at the Hynes Convention Center in Boston in January.

The MMA's annual Trade Show will feature 200-plus exhibitors — including more than 30 first-timers — offering the latest products and services for the cities and towns of Massachusetts. The Trade Show offers opportunities to connect with companies, associations and government agencies in a lively exhibit hall.

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.

The Trade Show will also feature a series of six educational Learning Labs on Friday, Jan. 19. These 30-minute sessions

Abacus Health Solutions Acentech Aegion-Insituform Technologies Al Engineers Altus Dental Insurance Company American Kennel Club Aquarion Water Company Auctions International Bartholomew & Company **BELFOR Property Restoration** BETA Group **BL** Companies Blue Cross Blue Shield of Massachusetts Boston Mutual Life Insurance Brennan Consulting Bridgewater State University College of Graduate Studies Brody Hardoon Perkins & Kesten Brooks & DeRensis **BSC Group** Cambridge Health Alliance Canavisia Capital Strategic Solutions Cartographic Associates/CAI Technologies Cascade Cart Solutions Casella **CHA** Consulting City Point Partners CLA (CliftonLarsonAllen) ClearGov CMRK C.N. Wood Co. Commonwealth Print and Mail Services Comm-Tract Corp Community Heart & Soul Comprehensive Environmental Constellation Cook & Company Insurance Services CRANES 101 DebtBook Direct Access Consultancy East Coast Renewable Energy **Environmental Partners Group** Eric A. Kinsherf, CPA Esri Executive Office of Housing and Livable Communities Firefly Health FlashVote F.R. Mahony & Associates Full Circle Technologies Fuss and O'Neill GameTime Park & Playground Equipment/MRC GeoEngineers USA Geosyntec Consultants GHD GovDeals GovHR USA Greater Boston Police Council Green International Affiliates **Guardian Energy** Management Solutions Haley Ward Hapco Harriman Harrington Heep Harvard Pilgrim Health Care, a Point32 Health Company Health New England Hilltop Securities Horsley Witten Group Howard Stein Hudson ICC Community Development Solutions ICON Architecture indus Infrastructure Ltd. InstaTrac Keep Massachusetts Beautiful KFDA Kimley-Horn Kleinfelder KP Law Lexipol LifePlus Insurance Agency Locke Lord M.E. O'Brien & Sons Marcum Mass General Brigham Health Plan

provide opportunities to hear from experts on a variety of topics. Details will be available soon on the <u>MMA Annual</u> <u>Meeting & Trade Show website</u>.

The exhibit hall will also feature MIIA's state-of-the-art driving simulator, which offers a safe environment for drivers to experience and react to a variety of conditions typical to emergency response situations.

Companies, nonprofits and government agencies interested in exhibiting can find <u>Trade Show details on the MMA</u> <u>website</u>. If you know of a company or nonprofit that would benefit from exhibiting at the MMA Trade Show, contact Karen LaPointe at 617-426-7272, ext. 154, or klapointe@mma.org.

Below is the current list of exhibitors for 2024:

Massachusetts Association of Assessing Officers Massachusetts Board of Library Commissioners Massachusetts Broadband Institute Massachusetts Clean Water Trust Massachusetts Correctional Industries Massachusetts Councils on Aging Massachusetts Cultural Council Massachusetts Department of Energy Resources – Green Communities Division Massachusetts Department of Environmental Protection Massachusetts Department of Environmental Protection/ Waste Reduction Branch Massachusetts Department of Labor Standards Massachusetts Department of Public Utilities Damage Prevention Massachusetts Department of Revenue/Division of Local Services Massachusetts Education & Government Association (MEGA) Massachusetts Federation of **Building Officials** Massachusetts Highway Association Massachusetts Housing Partnership Massachusetts Interlocal Insurance Association Massachusetts Municipal Association Massachusetts Municipal Lawyers Association Massachusetts Office of the Attorney General Massachusetts School **Building Authority** Massachusetts State Lottery



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.

Massachusetts State Treasury - Unclaimed Property Massachusetts Veterans Services Officers Association MassDevelopment Mead Talerman & Costa Metropolitan Area Planning Council MHEC Mirick O'Connell **MissionSquare Retirement** MMDT MSPCA – Angell municibid.com **Municipal Parking Services** Murphy, Hesse, Toomey & Lehane NEWWA/MWWA Nitsch Engineering Office of State Auditor Diana DiZoglio - Division of Local Mandates Office of the Inspector General OneLocal Bank OpenGov **Operational Services Division** Oracle NetSuite for Government PARE Corporation ParkMobile **PEER Consultants** Pennoni Pierce, Davis & Perritano **PowerOptions** Powers & Sullivan **Praesidium Benefits** Precision Concrete Cutting Public Agency Retirement Services Quebec Government Office **RCAP Solutions** Read Custom Soils REDNOSE **Republic Services** RetroFit Technologies Rockland Trust Investment Management Group Roselli, Clark & Associates Roux Associates **RTE ENERGY Solutions** 

Santander Bank N.A. Schneider Geospatial Scott+Scott Attorneys at Law Secretary of the Commonwealth of Massachusetts Sertex Broadband Solutions ServiceMaster Restore Solect Energy Development Spatial Data Logic Springbrook Software Sternberg Lighting/Omnilite Stonybrook Water Company StreetScan/Streetlogix StressCrete Group Suffolk University Sawver **Business School** Telelift Tetra Tech The Collins Center The Vertex Companies Tighe & Bond **TOSS** Corporation Traffic Logix Trane Trident Environmental Group Tyler Technologies UMass Dartmouth Online and **Continuing Education** UMass Transportation Center Unibank Fiscal Advisory Services UniCare USDA Rural Development Southern New England Vadar Systems VEOLIA Verizon VHB West Group Law Westfield Gas & Electric/WHIP City Fiber WestMass Area Development Corporation Weston & Sampson Woodard & Curran Workdav Wright-Pierce Zobrio 🔵

## First-time Annual Meeting attendees get special welcome

The MMA will hold a special orientation session for first-time attendees of its Annual Meeting & Trade Show on Friday, Jan. 19, from 8 to 9 a.m.

The session will provide an informal opportunity to learn from MMA members about the best strategies for making the

## ANNUAL MEETING

Continued from page 3

## **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

## BROADBAND

Continued from page 13

- delivery and funding of broadband services
- Entities that develop and/or operate broadband networks: organizations that can demonstrate the experience, capacity and financial resources and stability to satisfy the grant obligations

The program is administered by the MassTech Collaborative and the state's Executive Office of Economic most of the Annual Meeting experience. Select board members, city and town councillors, town managers and human resources professionals will be on hand, along with MMA staff, to welcome attendees and answer questions. First-time attendees can also get answers to questions about the MMA's Annual Meeting app.

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 <u>Sheraton</u> or the <u>Marriott</u>.

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

Development to fund projects that will deploy broadband infrastructure in areas that currently lack access to high-speed internet service, which is defined under the federal program guidelines as service that offers download speeds of at least 100 megabits per second (Mbps) and upload speeds of at least 20 Mbps.

The MBI is still accepting applications from cities and towns to receive support through the <u>Municipal Digital Equity</u> <u>Planning Program</u>, which has supported 62 municipalities to date with free If you are planning to attend the MMA Annual Meeting for the first time, or have any questions about the event or the first-time attendee session, contact MMA Senior Member Services Coordinator Denise Baker at dbaker@mma.org or 617-426-7272, ext. 105. ●

discounted rates, but you may not be guaranteed a hotel room if you book through them or a third-party website.

## **Questions?**

Vist the <u>MMA Annual Meeting & Trade</u> Show website for all program details. For more information on Annual Meeting logistics, contact Timmery Kuck at 617-426-7272, ext. 106. For Trade Show and Partnership Program information, contact Karen LaPointe at 617-426-7272, ext. 154.

technical assistance to identify barriers to internet access. The agency is also funding projects through the <u>Digital</u> <u>Equity Partnerships Program</u>, as well as efforts to address the digital divide across the state through six connectivity programs, including enhanced WiFi Access, modernization of public space internet, connectivity initiatives for those facing economic hardship, digital literacy efforts, device distribution and refurbishment, and education, outreach and adoption programming.



## **MMA highlights federal grant support**

During the Nov. 14 meeting of the Local Government Advisory Commission at the State House, Acton Town Manager John Mangiaratti, second from right, thanks the Healey-Driscoll administration for its support to municipalities, through matching funds and much-needed technical assistance, to help to access federal grant funding. Last month, the administration filed legislation intended to provide matching dollars for federally funded programs, as well as technical assistance for municipalities. Also pictured are Fitchbury Councillor (and Mayor-Elect) Sam Squailia, left, Shrewsbury Town Manager Kevin Mizikar, second from left, and Easthampton Mayor Nicole LaChapelle.



## Managers discuss civility, respect

Craig Freshly of Good Group Decisions speaks during the Massachusetts Municipal Management Association's Fall Conference on Nov. 16 in Worcester. Freshly discussed how to cultivate civility and respect during municipal meetings.

### RESOLUTIONS

Continued from page 6

and accountability to the law by limiting charter school tuition assessments placed on local government and providing a means for direct state appropriation of additional tuition payments to charter schools, funded in the state budget;

 Pending passage of charter school finance reform legislation, the full amount of the schedule in the Student Opportunity Act to fund charter school mitigation payments should be appropriated for fiscal 2025 and so that each district is reimbursed in full according to the schedule in the Student Opportunity Act;

 Full funding of the Commonwealth's commitments to the Special Education Circuit Breaker Program, as provided by state law, should be appropriated, adhering to the funding timeline outlined in the Student Opportunity Act;

• Pending a comprehensive review of the way payments-in-lieu of taxes for state-owned land impact municipalities differently, the full amount of the Commonwealth's obligations to the program for payments-in-lieu-of-taxes for state-owned land, including a hold-harmless provision, should be included in the fiscal 2025 budget;

• Full funding of the Commonwealth's obligations to reimburse the costs of regional school transportation, regular school transportation, out-of-district vocational transportation, and the transportation of homeless students under the McKinney-Vento unfunded mandate, should be included in the fiscal 2025 budget;

 The Governor and the Legislature should fund supplemental education and transportation initiatives through the voter-approved surtax, including at least \$100 million in aid supporting the construction and maintenance of municipal roadways;

 Full funding of the Commonwealth's obligations and commitments to Chapter 40S "smart growth" reimbursements, regional and municipal libraries, anti-gang grants, innovation and regionalization grants, and other effective municipal and school aid programs should be included in the fiscal 2025 budget;

 The Governor and the Legislature should hold municipalities harmless related to the emergency shelter crisis, through full funding for, but not limited to, education, supplies, transportation, case management, and impacts to local room excise occupancy taxes; and

#### In the Area of Capital Budgeting

• The Governor and the Legislature should work together early in 2024 to ensure enactment of a multi-year transportation bond bill that provides at least \$350 million annually for Chapter 90 local road projects, indexed to grow to match construction inflation, with a notice of allocations for fiscal 2025 by March 1, 2024, with separate authorizations for the Municipal Pavement Program, Municipal Small Bridge Program, Complete Streets Program, as well as municipal grants for infrastructure focused on the enhancement of mass transit, funding that increases access to mass transit and commuter rail stations, grants to municipalities and regional transit authorities to support fleet electrification, and a supplemental municipal road formula program to for rural communities;

• The Governor and the Legislature should strengthen the Massachusetts School Building Authority and Massachusetts Board of Library Commissioners grants by adjusting reimbursements to reflect the actual costs of construction;

• The state's fiscal 2025 capital plan should include funding for MassWorks, HousingWorks, and all grant programs through the Community One Stop for Growth, to help pay for important local infrastructure projects, including housing, economic development, and road safety programs;

• The state's fiscal 2025 capital plan should include additional funding, not limited to loans, for water infrastructure projects, including basic drinking water capital and water contamination mitigation (PFAS), wastewater capital and Combined Sewer Overflow mitigation, and stormwater management;

 The Governor and the Legislature should support programs in the fiscal 2025 state budget and capital plan to help cities and towns assess and respond to challenges related to climate change, including the Municipal Vulnerability Preparedness program, Coastal Resilience Grant Program, Green Communities Program, Green School Works and others;

• The Governor and the Legislature should continue to make the installation of high-speed internet access in unserved and under-served cities and towns a high priority;

• The Governor and the Legislature should deploy remaining federal American Rescue Plan Act funding and future state bonding authorizations for water, sewer, environmental, broadband, and housing infrastructure so that communities can leverage these funds to address critical local needs;

 The Governor and the Legislature should work with cities and towns to identify the scope of investment needed to ensure that municipal information technology systems are modernized and resilient from cyberattacks, and enact a state funding mechanism and program to provide the resources needed to implement these investments across the state;

• The Governor and the Legislature should work with cities and towns to identify the scope of investment needed to ensure that municipal buildings critical to

the delivery of essential public services are safe and modern, and enact a state funding mechanism and program to provide the resources needed to implement these improvements across the state; and

#### In the Area of Local Taxing Authority and Other Revenues

• Cities and towns should be granted new local-option flexibility to adopt local taxes and other revenues to help pay for municipal and school services and the construction and maintenance of local capital projects;

 Cities and towns should be granted increased local-option flexibility to implement targeted property tax relief programs including for seniors and low-income homeowners, and to adjust the relative property tax burden for residential and commercial and industrial properties; and

#### In the Area of Long-Term Liabilities and Sustainability

· In order to allow cities and towns to manage current costs and ensure fiscal sustainability over the long term, the Legislature, the Governor, and state agencies should determine, report and review the actuarial liability of post-employment benefits for public employees and undertake a comprehensive reform of the laws and practices related to post-employment benefits for public employees. with an immediate focus on Other Post-Employment Benefit (OPEB) liabilities related to health insurance for retired public employees. Reform should include ways to manage liabilities and finance benefits, and should not impose any new unfunded mandates or preempt any existing decision-making authority that cities and towns currently use to manage their OPEB liability;

The Governor and the Legislature should determine and report the long-term cost to cities and towns as part of the evaluation of all legislative proposals to amend public employee benefit programs, and no legislation to expand benefits should be acted upon until this cost analysis is complete and made public; and

#### In the Area of Timely Notice of Local Aid for Good Planning and Implementation

 To ensure orderly and efficient financial planning at the local level and implementation of balanced and adequate local operating and capital budgets, the Governor and the Legislature should reach early agreement on unrestricted municipal aid and Chapter 70 school aid and local contribution amounts so that a consensus local aid resolution can be approved and reliable Cherry Sheets can be released by March 1; and

It is further resolved that a copy of these resolutions shall be provided to the Governor and Members of the Massachusetts General Court.

**RESOLUTIONS** continued on 19

## **Proposed Resolution Supporting a Local-State-Federal Partnership to Address Climate Change, Enhance Resilience, and Bolster Adaptation Initiatives**

## RESOLUTIONS

Continued from page 18

Whereas, climate change threatens the environment, public health and public safety of communities in Massachusetts, and has already seriously impacted many of the Commonwealth's neighborhoods, residents, infrastructure, transportation systems, and economies as extreme weather events, sea level rise, coastal erosion, powerful storms, drought, and flooding become more frequent and severe; and

Whereas, human activity directly and indirectly contributes to the warming of the global atmosphere, and the 2022 Massachusetts Climate Change Assessment has projected that our summers will soon be characterized by an increased number of hotter days on average, and extreme heat poses significant risks to human health: and

Whereas, the Massachusetts Clean Energy and Climate Plan for 2050 (2050 CECP) puts forward specific actions to reduce carbon emissions in several sectors to achieve net-zero carbon emissions by 2050 to ensure national and international climate goals are met: and

Whereas, local leaders and staff are integral environmental stewards of Massachusetts communities, embracing new technologies and best practices, preserving land and natural resources, supplying safe, clean drinking water as well as wastewater and stormwater management, and protecting ecosystems from harm: and

Whereas, in recent years, local governments reported more property insurance losses specifically linked to increases in storms with high winds, lightning strikes, power surges, damaging flooding, and sudden and torrential rainfalls: and

Whereas, communities are demanding local action

on climate adaptation measures, and rely on local, state and federal leadership on resilience initiatives and mitigation programs to meet those demands; and

Whereas, innovative actions and responses to the climate crisis by local leaders offer many opportunities for physical and financial benefits to their communities, and ensure that environmental and climate justice principles are taken into account; and

Therefore, it is hereby resolved that the members of the Massachusetts Municipal Association support the following essential policy positions to ensure a strong local, state, and federal partnership to address climate change, enhance resilience, and bolster climate adaptation initiatives:

 The state should uphold its commitment to support the 351 communities of the Commonwealth through the Municipal Vulnerability Preparedness (MVP) Program, and should commit to funding the program with at least \$100 million per year to significantly increase its capacity to support climate resiliency projects at the local level; and

 The state should continue to support and expand municipal efforts in energy efficiency, decarbonization, and renewable energy projects through dedicated funding, including the Green Communities Program and Climate Leader Communities Program; and

 The state should prioritize the Recommendations of the Climate Chief to respond to the climate crisis in an intersectional, cross-disciplinary manner; and

 The state should provide support for workforce development in key sectors - including public works, water and sewer, engineering, planning and design, sustainability and energy management - to adequately staff municipal governments as they work to make local government operations resilient and

prepare to respond to future climate emergencies in real time; and

 The state should evaluate and implement the necessarv strategies to decarbonize the energy sector while overcoming barriers to entry, ensuring an equitable and diverse workforce, and should incorporate the perspectives of environmental and climate justice and other priority populations in energy decisions; and

• The state should safeguard and support the ability of municipal leaders to make decisions, avoid preemption of local control, and incentivize responsible, sustainable development; and

 Municipalities should routinely review local planning and zoning bylaws and ordinances for opportunities to increase resilience in their communities, including through the specialized energy code and Zero-Emission-Vehicle-First policies; and

 The state and federal government should provide liability protections for municipal governments in the wake of weather-related incidents and aging infrastructure; and

 The state should further collaborate with municipal partners to provide data, resources and support to communities to ensure adequate preparation for extreme weather events and assist in cleanup efforts; and

• The state, as well as its 351 cities and towns, should continue to utilize federal funding to support existing programs and build new opportunities to reach local, state, federal, and international climate goals as soon as possible.

It is further resolved that a copy of this resolution shall be provided to the Governor, the Members of the Massachusetts General Court, and the Members of the Massachusetts Congressional Delegation.

## **Annual Meeting to feature interview skills session**

During the MMA Annual Meeting & Trade Show, the MMA will offer a special session on Saturday, Jan. 20, titled "Polishing Your Interview Skills."

A panel of executive recruiters will offer tips to improve your interview skills. Panelists will include:

On Oct. 24, the MMA's MunEnergy

program held a free webinar for local

ing winter months.

officials to discuss what they can do to

manage rising energy costs in the com-

The MMA's MunEnergy program helps

cities, towns and government entities

stabilize their energy costs and focus on

- Mary Aicardi, human resources practice leader at the Collins Center for Public Management at UMass Boston
- Joellen Cademartori, CEO of GovHR USA
- Bernard Lynch, principal of Community Paradigm Associates

A mock interview will highlight the do's

MunEnergy program focuses on winter-weather energy strategies efficiency — strategies that are particularly important in light of volatile global markets and cold weather that demands more energy use.

> The MMA's trusted program partner for more than 20 years, Constellation, offers free educational resources for energy professionals, including a recently

and don'ts of interviewing, and attendees will have the opportunity to ask questions.

The session will be held from 8:15 to 9:15 a.m. All Annual Meeting attendees are welcome.

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

published article about winter weather and regional energy costs.

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

• Download the Oct. 24 presentation slides (PDF)



## MMA Annual Meeting & Trade Show January 19 and 20, 2024 • Hynes Convention Center, Boston

# 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:

- Al in Local Government: Enhancing Services and Empowering Communities
- Are You Paying Too Much for Trash and Recycling Services?
- Beacon Hill Basics: How to be Your Municipality's Best Advocate
- Briefs on Briefs: Updates on Municipal Laws
- Cleaning and Greening Up Municipal Buildings and Fleets
- Climate's Impact on the Municipal Property Market
- Crash Course in Responding to Grievances and Navigating Arbitration
- Diversity, Equity and Inclusion (DEI): The Significance for Municipalities (Note: This workshop recurs in each time slot.)

- Equitable Engagement: Best Practices and Blind Spots
- Fiscal and Economic Outlook
- From 9-5 to 24/7: Building Thriving Business Districts
- Housing Converts
- The Latest in Labor Law
- Municipal Cybersecurity Update
- Practice Resilience: Be Happier at Work
- Unemployment: What Your Municipality Needs to Know
- Unlocking Federal Funds
- Using Data to Tell Your Story
- What To Expect When
  You're Not Expecting
  Weather!

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

## **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.



## 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.



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.



## Business Meeting: Lt. Gov. Kim Driscoll

A year into the Healey-Driscoll administration, the lieutenant governor will discuss a range of topics related to the state-local partnership.

## For complete MMA Annual Meeting information, visit www.mma.org. And follow #MassMuni24 on X/Twitter and massmunicipal on Facebook.



## **Headshot Station**

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

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

**REGISTER TODAY!** 

Visit www.mma.org/register

## Fellowships offered to address substance use in rural communities

The U.S. Department of Justice's Bureau of Justice Assistance will be selecting a new group of fellows to participate in a rural leadership program called <u>Reaching Rural:</u> <u>Advancing Collaborative Solutions</u>.

Program fellows will learn how to adopt bold solutions to the persistent challenge of substance use in rural communities. They'll work closely with innovators who have established successful programs in other rural communities.

The program supports elected county leaders, county and tribal judges, law enforcement officers, prosecutors, public defenders, public health and behavioral health practitioners, emergency management professionals, reentry coordinators, and individuals working in community nonprofits.

The year-long program, which will kick off in February, will focus on creating engagement across rural communities and sectors. Participants will benefit from virtual and in-person learning opportunities, including coaching and skill-building workshops. The program will demonstrate how diverse systems with different missions can engage with one another to more effectively serve justice-involved individuals with substance use or co-occurring disorders.

This is the second year for the fellowship and the first year that it will include a funding element.

After fellows complete the program's first phase, they will be eligible to apply for implementation grants of up to \$100,000, which can be used to launch projects they planned during their fellowships.

The 67 Reaching Rural fellows in the current year worked in 81 communities across 15 states.

The application is due by Dec. 15, and selection notifications will be sent on Jan. 26, 2024.

For more information, including the fellowship application, visit <u>reachin-grural.cossapresources.org</u>.

## Eight communities join Municipal Digital Equity Planning Program

Eight cities and towns have been added to the Massachusetts Broadband Institute's Municipal Digital Equity Planning Program, bringing the total number of participating municipalities to 105.

The state-funded program supports strategic consultation to cities and towns to help them identify barriers to internet access, boost direct community engagement, and execute digital equity plans to close the digital divide. Planning activities include identifying the community's needs, interests and key assets to provide a framework to guide municipal decision-making and potential investments to increase access and usage of the internet for most-impacted populations.

The eight new communities are Ashby, Falmouth, New Marlborough, Orleans, Otis, Shutesbury, Springfield and Worcester.

The MBI is accepting applications on a rolling basis. Visit the <u>Municipal Digital</u> <u>Equity Planning Program website</u> for more information.



## Administration discusses housing bill

During the Nov. 14 meeting of the Local Government Advisory Commission at the State House, Housing and Livable Communities Secretary Ed Augustus, center left, discusses the administration's housing bond bill. He said the state has a 200,000-unit housing gap and the bill creates a path to close that gap in 10 years. Also pictured are Administration and Finance Secretary Matthew Gorzkowicz, left, Director of Federal Funds and Infrastructure Quentin Palfrey, second from right, and Lt. Gov. Kim Driscoll.



## **Managers discuss financial strategies**

Needham Town Manager Kate Fitzpatrick and Westwood Assistant Town Administrator and HR Director Molly Kean present "Getting Your Financial House in Order" during the Massachusetts Municipal Management Association Fall Conference in Worcester on Nov. 17. The mother and daughter team offered practical tips based on their own experiences. Nonprofit Locally based Member driven

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Serving Massachusetts' communities since 1982

## MIIA Annual Meeting workshops cover timely topics

#### **By Jennifer Ranz**

MIIA will present several training sessions during the MMA Annual Meeting & Trade Show, to be held on Jan. 19 and 20 at the Hynes Convention Center in Boston.

MIIA members who attend any of its training sessions will be eligible to earn MIIA Rewards credits. This year's MIIA workshops will cover a range of timely municipal governing topics, as follows:

### Climate's Impact on the Municipal Property Market

Friday, Jan. 19, 2 to 3:15 p.m. Insurance experts will offer the latest updates on climate change and its direct impact on municipal infrastructure and insurance coverage. Industry leaders will discuss the importance of building a resilient community and best practices for maintaining existing facilities and building new ones.

MIIA Executive Vice President Stan Corcoran will moderate a panel that includes Megan Hart, managing director of Aon's Catastrophe Risk Analytics Group; Kenneth Wertz, executive director of the Massachusetts Facilities Administrators Association; and Stephen Batchelder, MIIA's vice president of claims operations and risk management.

## Municipal Cybersecurity Update

*Friday, Jan. 19, 2 to 3:15 p.m.* State and national experts will discuss recent cybersecurity trends and outline ways to protect municipalities from cyberattacks. This session will also discuss what to expect with fiscal 2025 cyber insurance coverage and renewals, and where municipalities should plan to invest. Attendees will leave with an updated roadmap of state, federal and local resources that can be put into action.

Panelists will include detective Brian Gavioli from the Department of State Police's Commonwealth Fusion Center; Greg Bautista, a partner at Mullen Coughlin; Colby Cousens, IT director in Danvers; Pete Sherlock, CEO of CyberTrust Massachusetts; Susan Noyes, director of the Executive Office of Technology Services and Security's Office of Municipal and School Technology; and Taylor Reynolds, technology policy director of the MIT Internet Policy Research Initiative.

## • Unemployment: What Your Municipality Needs to Know Friday, Jan. 19, 3:30 to 4:45 p.m. MIIA Executive Vice President Stan Corcoran will lead a panel discussion

■ MIIA continued on 28

## **MIIA member forums discuss health care trends**

### **By Jennifer Ranz**

During October and November, the MIIA Health Benefits Trust provided members with an overview of the current health insurance landscape, including key challenges and strategies for addressing them.

The workshops — one virtual, as well as in-person meetings in Danvers, Quincy and Worcester — were conducted in partnership with MIIA's service provider for the past three decades, Blue Cross Blue Shield of Massachusetts.

Presenters covered increasing health care and pharmacy costs, strategies for managing municipal benefits amid the state's health care reform measures, and employer-shared responsibility rules related to the Affordable Care Act.

Two representatives from Blue Cross — Senior Advisor for Provider Strategy Matt Day and Director of Pharmacy Sales Jessica Chaput — detailed how high-cost claims have increased steadily over time, with a significant jump at the end of 2022 that flowed into 2023. GLP-1 drugs for diabetes and obesity (such as Trulicity, Ozempic and Munjaro) are currently the largest driver in pharmacy spending trends, they noted.

Larry Tereso, MIIA's vice president of sales and marketing, covered recommended strategies for limiting exposure to ACA penalties intended for employers who fail to offer affordable health care coverage to full-time employees. He said assessing potential penalties can be challenging because municipal employers typically do not have access to household income information. He advises municipal employers to conduct a thorough internal assessment to determine the number of full-time employees whose wages may qualify them for a health care tax credit, ensure that affordable health care is offered, and budget properly for any expected penalties.

Bob Knowles, Blue Cross's director of municipal sales, noted that MIIA and Blue Cross together have maintained a relationship with municipalities for 32 years, and the partnership remains one of the few stable options for municipal health coverage. More than 150 municipalities in Massachusetts have chosen Blue Cross Blue Shield insurance through MIIA, giving them access to 100% of hospitals around the Commonwealth and 71,000 health care providers.

Municipal leaders can access additional information about MIIA Health Benefits Trust options on the <u>MIIA</u> <u>website</u>. MIIA members should consult with their MIIA account executive for any questions related to ACA rules and penalties.

# **Around the Commonwealth**

## Watertown

# City invests in cybersecurity, technology upgrades

As Watertown bolsters its cybersecurity defenses, the city is shifting its view of technology, from an area that causes anxiety to a vehicle for improving government services.

In September, the City Council approved the borrowing of \$261,568 to fund the first year of a "centralized managed services plan" as part of its broader IT Cybersecurity Capital Plan. As part of these efforts, Watertown is consolidating several information technology services under one plan, moving to a program that involves 24/7 monitoring, auditing of computer networks and systems, testing for vulnerabilities, and other IT best practices. The plan is part of a multi-year effort to improve Watertown's technological security, continuity and disaster recovery preparedness.

"I think the steps that we are putting in place are a key part of bringing our cybersecurity program as far along as we can, as soon as we can," said City Manager George Proakis. "As a city manager, there are a lot of things to worry about every day in the community. This one worries me, along with a lot of those other things — the possibility of a cyberattack, of lost data, of something occurring that we don't have the right redundancies on — all of the sort of things surrounding the ability to maintain operations from a data perspective."

Watertown's efforts come as local governments face increasing cyberattacks, particularly ransomware attacks in which criminals demand money while holding municipal computer systems hostage. Cybersecurity anxiety can create paralysis for municipalities, which can find themselves overwhelmed with options but are often short on funding and in-house expertise, said Christopher McClure, Watertown's chief information officer.

"You don't want to be wrong, but if you're in a case where you've never been attacked — which, luckily, most places haven't had a serious cyberattack



In recent years, Watertown City Hall has invested heavily in improving the city's cybersecurity posture.

— how do you know how much is the right amount to spend?" McClure said. "Is it a million dollars? How do you know how much to spend on something that hasn't happened?"

Watertown's answer to that question has involved increased staff, more centralized IT services, and infrastructure upgrades. The city's plan includes offsite backup of data and offsite disaster recovery, email security, and antivirus protection. It also entails software patches, hardware updates, end-user management, regular updating of computers and running of backups, and a heavy emphasis on cybersecurity training. Much of Watertown's focus centers around prevention, but if an attack does occur, the emphasis shifts to quick detection and remediation, McClure said.

During the first year of the plan, the city will be building a new system while its current setup remains in operation, so that no security gaps emerge during the transition. To make these improvements, the city is working with Hubtech, a firm that has assisted the city in various capacities for years and will help preserve continuity and offer institutional knowledge, McClure said. After Watertown centralizes these services and completes the initial groundwork, the city plans to incorporate this ongoing work in its operating budget in future years.

By improving its cybersecurity defenses, officials said, Watertown can focus more on using technology to promote innovation, efficiency, collaboration, enhanced online services, and improved communication with the public. By prioritizing the right investments, Proakis said, the city can help the IT Department focus on digital equity issues in the community, increased community access to online documents, and the continuing process of digitizing paper records.

"The more I can get these baseline needs taken care of with risk, and those levels of concern, the more our team can be focusing on asking whether kids in our housing authority buildings have internet access and the ability to access public data," he said.

– Jennifer Kavanaugh

## Greenfield

## Fire department launches online data system

The Greenfield Fire Department this fall launched an online system where residents and businesses can provide information that would help first responders if they have to deal with an emergency at their property.

The new offering, <u>Community Connect</u>, is part of an upgraded record-keeping software system the department is using. Individuals can enter a range of information about their property such as the type of structure, location of sprinklers, location of any hazardous materials, or designated family meeting place in case of an emergency — as well as important details about residents, including mobility limitations or other special needs, and if there are pets in the house.

Businesses can upload important safety documents and procedures, building access information, utility and fire control system details, important information

**COMMONWEALTH** continued on 25



Greenfield residents and business owners can use Community Connect to provide the fire department with important information to help them if there's an emergency.

# **Around the Commonwealth**

## **COMMONWEALTH**

Continued from page 24

about the needs or limitations of onsite staff, and contact information for multiple onsite contacts.

"By providing information about your household that you feel is important for us to know about at the time of an emergency, we can ensure you and everything you care about is protected to the best of our ability," Fire Chief Robert Strahan wrote in a statement to residents. The information provided is kept confidential, using bank-level encryption. The information will only be accessed by first responders in the event of an emergency at the home or business.

Users need to set up a free account with their email, phone number and address. Only one account per address can be created, though the system accounts for individual units in multi-unit buildings. Residents or business owners can update their information at any time, including a change of address if they move, and the system will send out periodic reminders to users so they can keep their information up-to-date.

#### – Meredith Gabrilska

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

## MMA discusses federal funds partnership

During the Nov. 14 meeting of the Local Government Advisory Commission at the State House, Easthampton Mayor Nicole Lachapelle thanks the administration for its work to support municipalities in their efforts to apply for and administer federal funding. She also commended the administration's focus on using federal funds to address climate challenges.





## **MMA lauds revenue sharing commitment**

During the Nov. 14 meeting of the Local Government Advisory Commission at the State House, Waltham City Councillor and MMA Vice President John McLaughlin, far right, expresses appreciation for the administration's strong commitment to revenue sharing with cities and towns in the fiscal 2024 state budget. He said cities and towns rely on adequate revenue sharing to maintain municipal services that residents rely on every day. Also pictured, l-r, are Lt. Gov. Kim Driscoll, MMA President and Lexington Select Board Member Jill Hai, and MMA Executive Director Adam Chapdelaine.

## MMHR to hold annual holiday meeting on Dec. 7



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

Jon Wortmann, principal of Novel Communication, will present the

Jon Wortmann

workshop "Who Are You? Who Are They? How to Unstick Your Brain and Relationships." The workshop will provide a framework for attendees to use to assess themselves and others in conflicts and stressful situations, as well as strategies to navigate the difficulties of maintaining strong, long-term professional relationships.

The meeting will also feature a session on healthy eating for the holidays presented by Heidi Roth, a registered dietitian and owner of Heidi Roth Nutrition. Attendees are invited to participate in an accompanying virtual recipe swap, the results of which will be distributed after the meeting.

Registration for the webinar is available <u>online</u>. The agenda is available at <u>www.</u> <u>mma.org</u> and will be emailed to registrants in the coming weeks.

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

#### **DIRECTOR'S REPORT**

Continued from page 2

your priorities really are, what resources will be needed to achieve those priorities, and how your priorities balance against existing work will all be important considerations for you as you plan your work for 2024. All of this might seem daunting as we face December, but now is the time to do this work and set yourself up for success in 2024. In the words of famed British chemist and academic Douglas H. Everett, "There are some people who live in a dream world, and there are some who face reality; and then there are those who turn one into the other." As local government leaders, you are the people who know how to turn one into the other.

Wishing you all the best as you enter this holiday season, and looking forward to seeing all that you accomplish in the new year!

**COASTAL RESILIENCE** 

Continued from page 7

New infrastructure and changing approaches to development will require reliable funding streams that are structured to incentivize coastal resilience.

The CZM has already led an effort to pursue federal funds through the National Oceanic and Atmospheric Administration's Climate Resilience Regional Challenge. The state's application, which requests \$73 million, was developed with 55 community partners.

The governor said the administration will work with the Legislature on any recommended funding approaches. The CZM will also work with relevant agencies to identify updates to state wetlands and waterway regulations, the building code, and Massachusetts Environmental Protection Act regulations to better address the climate challenges of today.

The agencies will evaluate changes to:

- Support nature-based solutions for coastal erosion and flood protection and resilience
- Streamline the permitting process for coastal restoration and resilience projects
- Ensure that permitting and regulatory

processes consider projected future sea level rise and precipitation levels

A Coastal Resilience Task Force, with representation from communities, businesses, scientists, community-based organizations, and environmental advocates, will be created to support the development of a strategy that meets the needs of coastal communities effectively and equitably. State agencies will engage in the effort through the inter-agency ResilientMass Action Team.

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

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

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





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

SIGN UP TODAY

Visit <u>mma.org/weekly</u> to get on the list today!

# People

Fidel Maltez will become Chelsea's new city manager on Jan. 1, returning to the city where he had previously worked for almost five years.

Maltez is finishing up his tenure as town manager in Reading, where he has served since February 2022. Before coming to Reading, Maltez was Chelsea's public works commissioner for three years, and was the city's assistant facilities director from 2017 to 2019. Previously, he worked in a variety of engineering roles for Cintas Corporation for more than a decade.

He has a master's degree in public policy from Tufts University, and a bachelor's degree in civil engineering from Lafayette College. He also took part in a Harvard Senior Fellows executive education program focusing on government management in 2021.

In Chelsea, Maltez replaces Thomas **Ambrosino**, who left in January after being appointed trial court administrator by the Supreme Judicial Court. Ambrosino also had served for more than a decade as mayor in Revere.



Chad Lovett will become Blackstone's new town administrator

on Dec. 4.

Lovett had been serving as director of facilities and capital planning for the town of Wrentham since

Chad Lovett

2019. Previously, he was director of selected services at Mats Inc.

He earned a master's degree in public administration from Suffolk University after completing the MMA-Suffolk Certificate in Local Government Leadership and Management program. He also has a bachelor's degree in public administration from Southern New Hampshire University.

In Blackstone, Lovett replaces Dori **Vecchio**, who left in March to join the town of Auburn as assistant town manager/human resources director. **Ross Atstupenas** had been serving as interim town administrator.



Dolores Hamilton vice chair of Massachusetts Municipal Human Resources, became Wellesley's human resources director on Nov. 27.

Dolores Hamilton

Hamilton had been the assistant town administrator in Stow since 2021.

**Courtney Butler** 

will join the MMA

as an executive as-

sistant on Dec. 11.

For the past year,

Butler served as

a legislative aide

Rep. Christopher

in the office of

Flanagan.

Previously, she was the human resources director in Framingham for eight years, and spent more than 15 years as human resources director in Newton. She also has experience in the health care industry.

She earned a master's degree in business administration from Western New England University, and a bachelor's degree in social services and therapeutic recreation from the University of Connecticut.



Courtney Butler

Previously, she worked as an executive assistant to the town administrator in Dennis and in Wellfleet. She has a bachelor's degree in hotel and lodging management from Johnson & Wales University, and a master's degree in public administration from Roger Williams University.



Karen DelGreco

After consulting for MIIA for the past two years, Karen **DelGreco** joined the staff on Oct. 23 as marketing and communications manager. DelGreco comes from the commercial insurance

sector and is a graduate of Syracuse University's Newhouse School of Public Communications.

In nearly 20 years with Liberty Mutual Insurance, she served as a senior internal communications consultant, an internal communications and publications manager, and a marketing communications consultant.

Former Holbrook Selectman John **Spillane** died on Nov. 21 at age 85.

A lifelong resident of Holbrook from a family of nine, Spillane was a teacher in Holbrook public schools for 28 years all but one at Holbrook High School. In 1988, he was appointed superintendent of Holbrook Public Schools, a position he held until he retired in 1996.

Elected to the Holbrook Board of Selectmen in 1966, he served five consecutive terms over 15 years, making him the longest-serving selectman in the town's history. For six years, he was chair of the board. He was also a charter member of the Holbrook Historical Society and a town meeting member, among other local activities.

Spillane earned a bachelor's degree from Stonehill College in 1960, and a master's degree in education and another in counseling from Bridgewater State College. He also earned a certificate of advanced graduate study in administration, planning, and social policy from Harvard University Graduate School of Education.

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.

PEOPLE continued on 28

## New councillors elected across Mass. on Nov. 7

The following are new city and town councillors elected on Nov. 7. This listing is meant to highlight first-time councillors, but it's possible that some are returning to their council after an absence. The incoming councillors will take office in the first few days of January.

**Agawam:** Edward Borgatti, Peter Smus, Maria Valego

**Amesbury:** Owen Corcoran, Claudel Frederique, Pamela Gilday, Jessica Redfern

**Amherst:** Ndifreke Ette, Robert Hegner, Heather Lord

**Attleboro:** Pamela Foa, Nicholas Lavoie, Laurie Sawyer

**Barnstable:** Charles Bloom, Seth Burdick, John Crow, Felicia Penn, Craig Tamash, Kristin Terkelsen

**Beverly:** Danielle Spang

**Boston:** John Fitzgerald, Enrique Pepen, Henry Santana, Benjamin Weber **Braintree:** Peter Morin, Annmary

Quilty **Brockton:** Jean Derenoncourt, Philip Griffin

**Cambridge:** Joan Pickett, Jivan Sobrinho-Wheeler, Ayesha Wilson

**Chelsea:** Kelly Garcia, Roberto Jimenez-Rivera, Lisa Anne Santagate, Manuel Teshe

**Chicopee:** Abigail Arriaga, Susan Goff, Samuel Shumsky, Timothy Wagner **Easthampton:** Tamara Smith, Jason

Tirrell

**Everett:** Guerline Alcy, Anthony DiPierro, Holly Garcia, Peter

Pietrantonio, Katy Rogers, Robert Van Campen Fall River: Paul Hart, Cliff Ponte Fitchburg: Beth Walsh Framingham: Leslie Harvey, Brandon Ward Gardner: Carolyn Kamuda, David Thibault-Munoz **Gloucester:** Dylan Benson, Marjorie Grace Greenfield: John Garrett, Rachel Gordon, Michael Mastrototaro, Wahab Minhas Haverhill: Ralph Basiliere, Katrina Everett, Devan Ferreira, Colin LePage Holyoke: Patricia Devine, Howard Greaney, Meagan Magrath-Smith, Carmen Ocasio, Michael Sullivan Lawrence: Wendy Luzon, Vivian Marmol, Fidelina Santiago Leominster: Brandon Lee Robbins, Robert Tocci **Lowell:** John Descoteaux Lynn: Obed Matul, Peter Meaney, Natasha Megie-Maddrey Malden: Ari Taylor Marlborough: Albert Fuccillo, Robert Preciado, Mark Vital Medford: Anna Callahan, Emily Lazzaro, Matt Leming Melrose: Cal Finocchiaro, Ward Hamilton, Devin Romanul, Kimberly Vandiver Methuen: Joyce Campagnone, Ronald Marsan, Jana Pesce, Neily Soto, Patricia Vallev

**New Bedford:** Leo Choquette, Joseph Lopes

Newburyport: Heath Granas, Benjamin Harman Newton: Martha Bixby, Randall Block, Stephen Farrell, Rena Getz, Alan Lobovits, David Micley North Adams: Peter Breen, Andrew Fitch, Deanna Morrow **Northampton:** Jeremy Dubs, Deborah Pastrich-Klemer, Quaverly Rothenberg **Peabody:** Michael Higgins Pittsfield: Kathleen Amuso, Brittany Bandani, Alisa Costa, Rhonda Serre, Andrew Wrinn Quincy: Richard Ash, Scott Campbell, Daniel Minton **Randolph:** Brandon Thompson **Revere:** Paul Argenzio, Christopher Giannino, Robert Haas III, Juan Jaramillo, Michelle Kelley **Salem:** Kyle Davis, John Harvey, Cynthia Jerzylo Somerville: Will Mbah, Naima Sait **Springfield:** Jose Delgado, Brian Santaniello Taunton: Scott Martin Waltham: Paul Brasco, Bill Hanley West Springfield: Anthony DiStefano, William Forfa Westfield: Karen Fanion Weymouth: H. Richard Coughlin Winthrop: John Daros, Suzanne Swope, Max Tassinari Woburn: William Pappalardo, Robert Toro Jr. Worcester: Luis Ojeda, Jennifer Pacillo

## MIIA

Continued from page 23

focused on the unemployment environment in Massachusetts. The panel will compare two financing methods available to municipalities, discuss fraud issues, and share best practices to help municipalities reduce disputes, improve unemployment processing, and reduce overall costs. Speakers will also cover regulations specific to governmental agencies, including reasonable assurance, seasonal certification, and positions that are exempt from unemployment. Panelists will include Paul Scott, vice president of Unemployment Tax Management Corporation; Rich Siegel, president of Unemployment Tax Management Corporation and president of the Association of Unemployment Tax Organizations; and Cecilia Piazza, vice president of member services at First Nonprofit.

## Practice Resilience: Be Happier at Work

Saturday, Jan. 20, 1:45 to 3 p.m. Working in local government has always had its challenges, but municipal employees today face added stress from an increasingly confrontational citizenry. MIIA's wellness team will host a panel discussion focused on improving employee happiness and building resiliency. Needham Town Manager Kate Fitzpatrick and her daughter, Westwood Assistant Town Administrator Molly Kean, will share best practices and strategies for building employee morale during more stressful times.

Visit the <u>MMA Annual Meeting & Trade</u> <u>Show website</u> for complete information about the conference. ●

## Guidance released to help municipalities promote EV charging

The Interstate Renewable Energy Council and RMI have released a free guidance document designed to help municipalities as they develop and implement strategies to provide their communities with electric vehicle charging infrastructure.

To meet increasing EV demand, we'll need as many as 10 times the number of public EV chargers currently available, according to the IREC and RMI. The absence of transparent and predictable planning and zoning processes for siting EV chargers can be a barrier, they say.

#### "<u>Planning and Zoning Guidance for</u> <u>Electric Vehicle Charger Deployment</u>"

will help local leaders address barriers, so municipalities and charging providers



Greenfield residents and business owners can use Community Connect to provide the fire department with important information to help them if there's an emergency.

can save money and time while making progress toward installing EV chargers.

The 68-page guide includes recommendations on common planning and zoning challenges, references to comprehensive planning documents from municipalities including Boston, Chicago and Phoenix, sample code text, recommendations on providing equitable access to on-street public charging for those without off-street parking, and definitions of key terms.

The recommendations in the guidance were informed by the insights of municipalities and charging providers, as well as planning consultants, researchers, and recognized experts.

A six-page <u>executive summary of the</u> <u>guidance</u> is available for download.

## All-America City Award application period opens

Applications are now open for the National Civic League's 2024 <u>All-</u> <u>America City Award</u>.

The award program honors communities that harness the power of civic engagement, collaboration, inclusivity and innovation to effectively tackle local challenges. Since 1949, the National Civic League has recognized more than 500 communities, including 19 from Massachusetts.

The 2024 theme, "Strengthening



Democracy Through Local Action and Innovation," aims to spotlight communities bolstering democratic processes through innovations such as making it easier to vote, engage in community affairs, and participate in leadership roles.

The deadline for optional letters of intent to apply is Dec. 14, and final applications are due by Feb. 13, 2024.

In March, the <u>National Civic League</u> will announce the 20 finalists, who will have an opportunity to convene in Denver

- RPS Class I Renewable
  - Solar Carve-outs
  - Solar Massachusetts Renewable Target (SMART)
- RPS Class II Renewable
- RPS Class II Waste-to-Energy
- Clean Peak Standard
- Alternative Portfolio Standard
- Long-term Contracts
  - Sections 83 and 83A: Onshore wind, solar, small hydroelectric

## Finance officials discuss carbon neutrality

Undersecretary of Energy and Environmental Affairs Michael Judge discusses carbon neutrality during the Association of Town Finance Committees' Annual Meeting on Nov. 4 in Sharon. More than 100 members attended the day-long event. from June 7 to 9, 2024, to showcase their community's achievements at the All-America City Award event.

The application fee is \$150 for communities that submit a letter of intent by Dec. 14 and \$250 for communities that do not.

For more information, watch this <u>infor-</u> mational webinar and download the <u>the</u> 2023 application.



## WLG discusses emotional intelligence

Certified life coach Carrie Stack, founder of the Say Yes Institute, speaks during the Women Leading Government meeting on Nov. 2 in West Boylston. Stack discussed building emotional intelligence skills, a culture of support, and balancing empathy with self-care.

# **Classified Advertisements**

## EMPLOYMENT OPPORTUNITIES

#### Director of Construction Quality Assurance City of Cambridge

The Director of Construction Quality Assurance leads the city's efforts to ensure that all new buildings and major renovations are built to and perform at the highest level. This new position recognizes the critical importance that new construction technology plays in achieving building performance goals. The Director is a highly skilled building professional who is a technical resource to staff within ISD and to all those individuals building in Cambridge — tradespeople, contractors, engineers, architects, and residents. To apply and view the full job posting, visit: <u>phe.tbe.taleo.net/</u> <u>phe02/ats/careers/v2/viewRequisition?org=CAM-BRIDGEMA&ccws=37&rid=615</u>.

## Treasurer/Collector

#### **Town of Harwich**

The town of Harwich seeks qualified candidates to fill the position of Treasurer/Collector. Responsible for the management of all monies received and disbursed by the town, collection of all taxes, payment of vendors, payroll processing as well as other related duties. Full-time with a generous benefits package. Salary range for FY24 is \$88,055-\$109,838 annually. Municipal experience preferred. To apply, please send a cover letter, resume and signed town of Harwich employment application to the Administration Office, 732 Main St., Harwich, MA 02645 or email it to meldredge@harwich-ma.gov. Full job description and application are available at: www.harwich-ma.gov/ home/pages/employment-opportunities.

#### **Conservation Agent** Town of Newbury

The town of Newbury (pop. 6,587) seeks candidates for the position of Conservation Agent. The position reports to the Town Administrator, and works as the technical advisor in assisting the Conservation Commission and the Town Planner as it relates to environmental issues. This position is responsible for the administration and enforcement of the Wetlands Protection Act and applicable regulations along with town bylaws. The Conservation Agent serves as the liaison to the Conservation Commission, accepts permit applications, assists applicants, provides information and serves on various committees as needed. Candidates should have a degree in environmental science or a related natural science or five years' experience in implementing, administering and enforcing the Wetlands and Rivers Protection Act. Position is 25-35 hours per week with benefits package, salary negotiable based on experience. Complete job description and qualifications at <u>www.townofnewbury.org</u>. Please send resume and letter of interest to: Town of Newbury, Town Administrator, 12 Kent Way, Byfield, MA 01922. AA/EOE

#### Town Planner Town of Hudson, N.H.

The town of Hudson, N.H., is accepting resumes for the position of Town Planner. Working under the general direction of the Town Administrator, the Town Planner will be responsible for planning, organizing and directing the town's planning function in support of the town's business requirements. Duties include managing the planning and economic development functions for the town, supervising the planning staff, reviewing subdivision and site plan proposals and preparing reports and recommendations for the Planning Board. Manages the town's master plan and provides support for the capital improvements program. Must possess a service oriented attitude and a thorough knowledge of the operations and functions of a municipal planning department. Requires a bachelor's degree in planning or similar discipline, master's degree highly desirable, with a minimum of seven years related experience including at least three years in a supervisory capacity. American Planning Association member and American Institute of Certified Planners (AICP) certification preferred. Must be computer literate. Salary range is \$92,061 to \$113,565 plus excellent benefits. A complete job description is available upon request. Submit resumes by Dec. 14 to: Town Administrator, Town of Hudson, 12 School St., Hudson, NH 03051. The town of Hudson is an equal opportunity employer.

#### Assessor Data Manager City of Chelsea

Steelworkers Union - Grade 7; Salary Range: \$52,927.37-\$66,316.66; EEO. Position Summary: Work with Assistant Assessor/staff. Perform field reviews, mapping changes, and administrative functions. Support valuation equity and classification of properties. Revaluation/certification programs required by DOR. Sales review, building-permit inspections, general data collection. Qualifications: Associate degree and one year of assessing experience; or combination of three years' education, training and experience equivalent to required knowledge, skills and abilities to perform the essential job functions. Valuation experience and knowledge of construction is beneficial. MAA or IAAO designation or ability to achieve within three years of hire. Complete Job Posting Description: www. chelseama.gov/job\_detail\_T14\_R121.php.

#### Assistant Town Clerk Town of Newbury

The town of Newbury seeks qualified candidates for the part-time (19 hours per week) position of Assistant Town Clerk. The position is responsible for assisting the Town Clerk in the daily administration and operation of departmental activities. Represents the Town Clerk in his or her absence. Duties involve interaction with the general public, state offices, and town departments. Applicants should possess excellent organization and computer skills. Knowledge of Excel is a plus. Hourly rate starting at \$18. Please submit an application along with a resume to: Town Clerk, c/o Gretchen Girard, 12 Kent Way, Newbury, MA 01922; townclerk@townofnewbury.org. AA/EOE

#### **Director of Finance and Operations** Winchendon Public Schools

The Winchendon Public Schools seeks a Director of Finance and Operations. For more info or to apply, visit: <u>www.schoolspring.com/jobdetail?jobId=4462163</u>.

#### Junior Civil Engineer, Grade 3A City of Quincy

Working under the direction of the City Engineer or an employee of higher grade, shall assist in miscellaneous engineering office and field work. Provide technical and AutoCAD support required in connection with the design, construction and maintenance of public works roadway and utility projects. Must possess a minimum of four years of work experience in the design and construction of civil works and municipal facilities, including field surveys, project estimates, development of contract documents/drawings in relation to roads, flood protection works, waste water, storm drainage and water supply systems, parking areas/playgrounds and other public amenities. Proficiency in the use and training of AutoCAD and knowledge of Civil3D is preferred. High school graduate with a minimum of an associate degree in civil engineering. A higher degree in civil engineering or specialized training in the use of computers in performing engineering tasks would be preferred. Starting salary is \$72,400. For more information, visit: www.quincyma.gov/departments/ human\_resources/job\_postings.php.

**CLASSIFIEDS** continued on 31

## **Classified advertising rates and information**

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

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

#### Classified advertising rates

Classified ad rates include publication in The

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

#### Member rates

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

#### Nonmember rates

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

#### Beacon deadlines and publication dates

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

#### January Beacon

Deadline: December 27 Publication: January 4

## February Beacon

Deadline: January 26 Publication: February 1

#### **Placing an ad**

You may use our convenient online form at <a href="http://www.mma.org/municipal-marketplace/add-listing/">www.mma.org/municipal-marketplace/add-listing/</a>.

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

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

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

# **Classified Advertisements**

## CLASSIFIEDS

Continued from page 30

#### Library Director Town of Boxford

The town of Boxford has an opening for the position of Library Director to manage and lead the Boxford Public Library. Reporting to the elected Board of Library Trustees, the Library Director is responsible for the management and operation of the library and the programs of service in accordance with the policies established by the trustees. The Director works in close cooperation with the trustees, serving as its advisor and as an active participant in policy and budget development, goal setting, planning and evaluations. A full job posting and description can be found on the town's website <u>www.boxfordma.gov/librarydirector</u>. A resume, cover letter, and completed town of Boxford application for employment must be submitted no later than Friday, Dec. 1. An electronic version of the town of Boxford application for employment can be found on the town's website. These materials should be sent to Leanne Mihalchik either by mail (7A Spofford Road, Boxford, MA 01921) or email (LMihalchik@ town.boxford.ma.us).

#### Local Building Inspector City of Brockton

The city of champions is hiring! Our Public Property/ Inspectional Services Department is seeking a Local Building Inspector to assist the Superintendent of Buildings in ensuring compliance with the Massachusetts building code and other applicable codes relating to building construction and design and in enforcing provisions of the zoning ordinance. Must be certified by Massachusetts as a local building inspector or receive certification within 18 months of employment. Employees are our biggest asset! This is a union position with a starting salary of \$73,520. We offer a generous benefit package and a welcoming work environment. Application deadline is Dec. 15. Resumes will be reviewed on an ongoing basis. For complete job description and application instructions, visit brockton.interviewexchange. com/jobofferdetails.jsp;jsessionid=DEDB9EA80A-17FA977A96729638A2FC06?JOBID=169147.

#### Director of Assessing Town of Rockland

The Rockland Board of Assessors is seeking highly gualified team-oriented candidates for the position of Director of Assessing. The Director of Assessing is responsible for the valuation and taxation of real and personal property within the town of Rockland in accordance with state requirements. Qualifications: Bachelor's degree in business or related field and minimum five years of experience in assessing real estate taxation preferred, which at least three years were in an administrative or supervisory position, or any equivalent combination of education and experience. Massachusetts accredited assessor (MAA) professional designation or its equivalent. Full-time, excellent benefits, including BCBSMA town contribution of 79% of the premium and 50% of the dental premium. Work extended hours two Tuesday nights/month September to June and Fridays off in July and August. Salary DOQ and relevant experience. Full job description, employment application and instructions for applying can be found at **rockland-ma.gov**. Application, resume and letter of interest should be emailed to scallahan@ rockland-ma.gov. Position open until filled.

#### Planner and Land Use Administrator City of Chelsea

Union/Pay Scale: USWA – Grade 9. Annual Salary Range: \$60,542.31-\$75,856.77. The city of Chelsea is looking to fill the position of Planner and Land Use Administrator ("P/LUA") in our Permitting and Land Use Planning Department to assist the Director. Qualifications, Education, and Experience: BS/BA in planning, urban studies or a related field. Three years of experience in private or municipal planning and/or master's degree with two years' professional experience in planning. A combination of relevant education and experience will be considered. This position requires a strong theoretical basis gained through education as well as practical experience. Click on the link below for full description: <u>www.chelseama.gov/</u> job\_detail\_T14\_R118.php. EEO

#### **Conservation Agent** Town of Palmer

Advises the Conservation Commission on administering the Wetlands Protection Act and other pertinent bylaws and regulations. Assists the Conservation Commission in its mission to protect the community's natural resources, including its biodiversity, wetlands, and other water resources. Issues needed permits and monitors projects for compliance with above mentioned laws and regulations. Works independently with minimal supervision. Work schedule is largely during business hours, but also includes regular evening meetings and occasional evening/weekend field work. Physical agility needed to access areas of conservation lands and project sites. To submit a resume/cover letter, or for a complete job description, contact: hmannarino@townofpalmer.com. Position open until filled.

## 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 Licensing Services**

AlcComply specializes in liquor license compliance and related document preparation. Owner/Founder, Diane Willoughby, has 10-plus years of municipal licensing experience. AlcComply offers process improvement recommendations, analysis of local businesses for potential license amendments, and staff assistance and training. Our company specializes in preparing change of officers and directors applications for nonprofit and club licensees. We partner with cities and towns in Metrowest, Blackstone Valley and surrounding areas. For more information or to schedule a consultation,

visit <u>www.alccomply.com/municipal-licensing-ser-</u> <u>vices</u>, or contact Diane at 508-561-1190 or dianew@ alccomply.com.

#### **Municipal Support Services**

Capital Strategic Solutions (CSS) is a Massachusettsbased, certified woman-owned, disadvantaged business enterprise composed of municipal experts. We have hands-on experience that allows us to formulate and implement strategies tailored to the communities we serve. We specialize in public administration and municipal finance, human resources and policy development, emergency management services and public safety, public works and infrastructure operations, public relations and community engagement, project management and oversight, grant writing and administration, and onsite support services. For more information, visit <u>www.capital-strategic-solutions.</u> 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 information, contact Mark Morse, President, MMA Consulting Group Inc., 101 Court St. #7, Plymouth, MA 02360; 508-746-3653; mmacginc@gmail.com.

#### **Municipal Accounting Services**

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

## Executive Recruiting, Management and Governance Consulting Services

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

**CLASSIFIEDS** continued on 32

# **Classified Advertisements**

## CLASSIFIEDS

Continued from page 31

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

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

#### **Town Counsel Services**

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

#### General Consultant, Recruiting and Special Studies

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

#### Organizational Development and Conflict Resolution

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

#### **Town Counsel Services**

Harrington Heep LLC provides Town and Special Counsel services to help build and implement local programs that serve community needs. We have the experitse 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@harringtonheep. com or 617-489-1600.

#### **Tax Title Legal Services**

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

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

VADAR Systems provides financial management software to more than 100 Massachusetts municipalities. Our accounting, cloud, utility and collections applications are designed exclusively for Massachusetts municipalities by Massachusetts end users. The VADAR Cloud maximizes efficiency with 24/7 secure, remote access to all your applications from any device. Our user support offers unparalleled expertise. Proudly serving Massachusetts for 20-plus years. For a free on-site demonstration, please contact us at 877-823-2700 or sales@vadarsystems.com. Learn more at 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 caseby-case basis. Many of our clients take advantage of a flat monthly rate for unlimited phone calls and emails, which encourages key managers to work with counsel prior to making critical personnel decisions. Check our website at <u>CliffordKennyLaw.com</u> to see a complete list of our satisfied clients or call John Clifford or Jaime Kenny at 781-924-5796 for more information.

#### Municipal Financial Management Services

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

#### **Human Resources Consulting**

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

## **Meeting space wanted**

Does your municipality have a public meeting space that would be appropriate for an MMA event?

With more than 60 member group meetings each year, the MMA uses several different types of function spaces around the state. The use of municipally owned meeting rooms greatly improves the organization's ability to sponsor affordable educational events in a variety of places.

To offer your town or city's municipal function space, contact Timmery Kuck, the MMA's conference and meeting manager, at tkuck@mma.org. ●

# Calendar

## DECEMBER

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

Project Assistant Amanda Brangwynne

- 7 Massachusetts Municipal Human Resources, holiday meeting, 9:30-11:30 a.m, virtual. 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

**11 MMA webinar**, "Cannabis Compliance: Reviewing the New Regulatory Requirements for Host Communities," 12-1:15 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore

**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

9 **MMA webinar**, goal setting, 12-1 p.m. Contact: MMA Education and Training Coordinator Lily Rancatore



**45th MMA Annual Meeting** & Trade Show, Hynes

Convention Center and Sheraton Hotel, Boston. Contact: MMA Conference and Meeting Planner Timmery Kuck

For more information, visit www.mma.org



3 Center Plaza, Suite 610, Boston, MA 02108

## FEBRUARY

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

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

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

28 Massachusetts Mayors' Association, monthly meeting, 10 a.m.-1 p.m. Contact: MMA Communications and Membership Director Candace Pierce

## MARCH

7 Women Leading Government, conference, 9 a.m.-3 p.m., Devens Common Center, Devens. Contact: MMA Senior Member Program Coordinator Denise Baker

8 Massachusetts Select Board Association, webinar. Contact: MMA Member Program Coordinator Anneke Craig

14 Massachusetts Municipal Human Resources, webinar. Contact: MMA Member Program Coordinator Anneke Craig

21 Massachusetts Municipal Management Association,

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

27 Massachusetts Mayors' Association, monthly meeting, 10 a.m.-1 p.m. Contact: MMA Communications and Membership Director Candace Pierce

## APRIL

6 Massachusetts Select Board Association, Western and Rural Massachusetts Conference, Hotel Northampton, Northampton. Contact: MMA Member Program Coordinator Anneke Craig

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

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

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

11 Massachusetts Municipal Management Association and Massachusetts Municipal Human Resources, joint meeting, Cyprian Keyes, Bolyston. Contact: MMA Senior Member Services Coordinator Denise Baker and 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