Committee releases transportation bill

By Adrienne Núñez

On March 18, the Joint Committee on Transportation released a new version of a fiscal 2025 Chapter 90 bond bill that would reduce the authorization to one year at $200 million — the governor had proposed $400 million over two years — and would add authorizations for $175 million for specified transportation-related programs.

The revised bill mirrors what was approved by the Legislature in fiscal 2024, with $25 million in supplemental funding for rural roads and proposed authorizations of $25 million for each of the following multi-year grant programs:
- Municipal Pavement Program
- Municipal Small Bridge Program
- Complete Streets
- Municipal Bus Enhancement Program
- Mass Transit Access grant program
- Municipal/RTA Electric Vehicle Fleets program

Last year’s transportation bond act created the new rural roads supplemental funding program, but it has yet to be apportioned. The law tasked the Massachusetts Department of Transportation with creating a formula that would prioritize communities with populations of less than 10,000 and population densities of fewer than 500 people per square mile.

The revised fiscal 2025 bond bill introduces a formula to guide the disbursement of the rural road funding for fiscal 2025, recommending that the distribution be weighted 20% on local road mileage, 20% on population, and 60% on whether the municipality is considered rural.

This formula is also likely to guide the disbursement of fiscal 2024 rural roads supplemental funding that is forthcoming.

The revised bond bill (H. 4488) was referred to the Joint Committee on Bonding, Capital Expenditures and State Assets, which held a written-testimony-only hearing on March 26. (See the MMA’s testimony.)

Gov. Maura Healey proposed additional funding to support local road and bridge maintenance in her state budget plan, with $124 million in supplemental funding financed by “Fair Share” surtax revenue. Of this amount, $100 million would support the Chapter 90 program, and $24 million would support the rural roads program.

FY25 state budget activity ramps up

By Jackie Lavender Bird

The House Committee on Ways and Means is working to finalize its fiscal 2025 state budget proposal, due to be released in early April, as legislative activity on the spending plan ramps up.

The MMA is calling for the Legislature to support at least a 3% increase in the main discretionary local aid account, Unrestricted General Government Aid, which has seen steady increases in recent years but remains below 2008 levels, even without adjusting for inflation.

The MMA is also highlighting an outside section in the governor’s budget proposal that would allow the Massachusetts State Lottery to create an online platform, known as iLottery, but does not address how proceeds from the new platform would be allocated. The Lottery was created more than 50 years ago with the sole purpose of funding state aid to cities and towns, and the MMA’s position is that any new Lottery proceeds should continue to be used to support the UGGA account.

The MMA and local officials are also focusing on the importance of...
Executive Director’s Report

Budget season is in full swing, and you can help

It’s April in Massachusetts, and as the weather begins to turn the corner (we hope), so does the pace of state budget writing on Beacon Hill.

The governor delivered her budget proposal in January, and the House this month will finalize its plan. The Senate will follow in May, leading to a reconciled budget signed by the governor for the start of the fiscal year in July.

Fiscal 2025 is shaping up to be a challenging budget year for the Commonwealth, straining the state’s ability to fund myriad programs, including the many local priorities for which the MMA advocates. As you also know all too well, fiscal 2025 will be even more austere at the local level, due to rising costs in a multitude of budget categories. To make matters more difficult, you are facing this while needing to balance your budgets within the strict confines of Proposition 2 1/2. It’s for these reasons that the MMA is strongly advocating for responsible but significant investments from the state in the local aid accounts that are essential to you, your communities, and the quality of life for all of us in Massachusetts.

On March 1, the MMA provided testimony on fiscal 2025 municipal priorities, and an MMA panel testified before the Joint Committee on Ways and Means at a hearing on education and the Joint Committee on Ways and Means on fiscal 2025 municipal priorities.

Budget season is in full swing, and you can help

Massachusetts Municipal Association
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We encourage readers to send comments, story ideas, news items, and events notices to editor@mma.org.
MMA testifies at hearing on new Civil Service reform

The Joint Committee on Public Service held a hearing on March 4 on a new legislative proposal targeting overdue reforms to the Civil Service system in Massachusetts.

The bill (H. 4436) reflects a compromise proposal based on the recommendations of the Special Legislative Commission to Study and Examine the Civil Service Law.

At the hearing, Danvers Assistant Town Manager Jen Breaker, the MMA’s representative on the special commission, provided a call to action to address significant challenges with the current Civil Service system:

“The current system isn’t working,” she said. “The scope of the commission’s work was to examine necessary reforms, and move forward with a proposal that [would make] as much positive impact as possible.”

She acknowledged that some will feel that the proposed reforms do not go far enough, but said “this compromise aims to provide some important flexibility and reforms to the current system, which are desperately needed and overdue.”

Joining Breaker at the hearing, MMA Legislative Director Dave Koffman pushed for a legislative fix to the “increasingly archaic” Civil Service system, which “does not reflect current human resources and personnel management best practices.”

“The system is rigid and moves at molasses speed,” he said.

Whether it be the special commission’s compromise bill or another proposal, “we must commit to pursuing further solutions to these issues. We won’t need long to evaluate whether these provisions are providing necessary relief.”

Bill details

A focal point of the legislation is a new “hybrid” pathway that Civil Service departments could use to more easily identify candidates for municipal police and fire positions outside of the traditional process.

Civil Service cities and towns would be able to opt-in through a multi-year memorandum of understanding with the state’s Human Resources Division.

Budget bill with shelter funds, outdoor dining goes to conference

By Jackie Lavender Bird and Ali DiMatteo

A conference committee has been named to work out differences between fiscal 2024 supplemental budget bills passed by the House and Senate that would provide funding for the state’s emergency shelter system, while codifying pandemic-era authorizations related to outdoor dining.

On March 21, the Senate passed its version of the bill (S. 2711), which would appropriate $25 million while authorizing the Executive Office for Administration and Finance to expend up to $825 million from the state’s transitional escrow account to fund ongoing emergency shelter needs through the end of fiscal 2025. The transitional escrow account was created in recent fiscal years when the state realized substantial surplus revenue.

The Senate bill includes $10 million for additional support of the Emergency Assistance program, targeting flexible housing intervention to preserve tenancies, additional administrative support for securing federal work permits, and employment training.

Both the House and Senate bills include policy provisions aimed at putting limitations on the length of stay in emergency shelters. Under the House bill, passed on March 6, families would have nine consecutive months of eligibility if unemployed, or 12 months if employed, with some exceptions. The Senate bill has a similar nine-month stay cap, but would allow families that meet certain criteria to be eligible for 90-day extensions.

Some of the Senate bill’s shelter funding would be dedicated to workforce development, with the goal of helping families exit the system. The Senate bill also would create a special commission to review safety practices at all shelter sites and develop a comprehensive safety plan to address all recommendations that result from the review.

The $260 million House bill is a modified version of a $375 million fiscal 2024 supplemental budget bill that Gov. Maura Healey filed in January.

Roughly 7,500 families are enrolled in the state’s emergency assistance shelter program, according to the administration’s shelter data dashboard, with about half of them living in overflow accommodations in hotels and motels in 100 or so communities across the state.

Regarding pandemic-era authorizations, both the House and Senate bills would codify local licensing authority for permits for expanded outdoor dining. The House version would codify the allowance of to-go cocktails with take out food orders, while the Senate bill would not. Both of these provisions are set to expire on April 1.

In consideration of the upcoming deadline, the House had rolled in the outdoor dining and to-go cocktail provisions that the governor had proposed in her Municipal Empowerment Act, which she filed in January.

On March 18, Healey filed an additional fiscal 2024 supplemental budget bill aimed at funding human services and early education programs. The second bill, totalling $535 million, would be funded primarily through federal reimbursements, using just over $88 million in state spending. That bill is now with the House Committee on Ways and Means.●
MMA testifies on revenue pieces in municipal package

By Jackie Lavender Bird

The MMA and municipal officials testified before the Joint Committee on Revenue on Feb. 29 in support of the fiscal components of Gov. Maura Healey’s proposed Municipal Empowerment Act.

The municipal panel focused on the importance of the local-option revenue-generating provisions in the governor’s bill (S. 2571), as well as several municipal finance efficiencies and flexibilities.

The MMA asked the committee to support the governor’s proposal to allow municipalities, with local legislative approval, to add .25% to the local meals tax, creating a maximum local tax of 1%. Since 2009, when the Legislature authorized a local-option meals tax, 251 municipalities have adopted the measure at a rate of .75%. The change would add just 25 cents to a $100 restaurant tab, which, the municipal panel argued, is hardly enough to dissuade patrons.

The panel noted that the meals tax proposal is smaller than the still-modest components of Gov. Maura Healey’s proposed Municipal Empowerment Act. The modest increase could generate close to $50 million for cities and towns in all corners of the Commonwealth.

Finally, local officials expressed support for increased flexibility for municipal governments to make decisions concerning specific property tax exemptions, such as a means-tested senior property tax exemption.

In addition to remarks at the hearing, the MMA provided comprehensive written testimony.

On Feb. 27, the MMA and local officials testified in support of the Municipal Empowerment Act before the Joint Committee on Municipalities and Regional Government, which focused on provisions related to the remote and hybrid public meeting option, doubled-up utility poles, and other municipal operations. (View the MMA’s written testimony to this committee.)

The Municipal Empowerment Act currently remains with the Joint Committee on Revenue and the Joint Committee on Municipalities and Regional Government.

Program to support reuse of commercial property for housing

By Ali DiMatteo

On March 15, Gov. Maura Healey announced the creation of a Commercial Conversion Initiative aimed at accelerating housing production by converting vacant and underutilized commercial properties.

The program, based at MassHousing, would be funded by her Affordable Homes Act (H. 4138). MassHousing has allocated up to $1 million in planning funds for technical assistance under the program.

Municipalities would work with the program to identify viable commercial properties and conduct floor plan and feasibility studies. The program would provide technical and planning assistance to help more properties move through the planning process quickly.

The program would also assist in lowering regulatory barriers to conversion, creating development-ready sites that may then take advantage of other financing resources, such as the Housing Development Incentive Program, and leverage other funding mechanisms in the Affordable Homes Act.

Healey filed her $4 billion Affordable Homes Act last October. The bond bill is a mix of spending, policy and programmatic actions. The Joint Committee on Housing held a hearing on the bill in January, and it has been referred to the
New Transportation Funding Task Force named

By Adrienne Núñez

Gardner Mayor Mike Nicholson was among the 31 members of a new Transportation Funding Task Force sworn in by Gov. Maura Healey on Feb. 29.

The task force, created by executive order in late January, is charged with developing recommendations for a long-term, sustainable transportation finance plan. The committee will have until the end of the year to study the state’s transportation system and offer recommendations on how to support a safe, reliable, equitable and efficient transportation network.

The funding implications of the transition from fossil fuels to electric vehicles — which do not pay the state gas tax — are expected to get considerable attention from the committee.

“Investments in transportation lift everyone up,” Transportation Secretary Monica Tibbits-Nutt said in a prepared statement, “and if we want to ensure continued progress, we need a funding blueprint that takes into account our transportation needs, challenges and opportunities over many years.”

Tibbits-Nutt is chairing the task force, which includes public and private sector leaders. Mayor Nicholson is the MMA’s representative.

“I’m looking forward to making sure that the needs of our cities and towns have a voice at the table,” Nicholson said. “Transportation funding and infrastructure repair funding play a key role in our economic development, housing production, public health, and overall goals for municipalities. People simply need to be able to get to where they need to go. I’m hoping the work by this task force puts that all together so we can get a full-picture view of transportation in Massachusetts, rather than a bunch of silos working against each other or forgetting key aspects.”

Examining needs, projected changes, and funding necessary to support everything from state and municipal road and bridge construction and repair, to MBTA and regional transit systems will be on the table.

Task force members include Administration and Finance Secretary Matt Gorzkowicz, Housing and Livable Communities Secretary Ed Augustus, Labor and Workforce Development Secretary Lauren Jones, Economic Development Secretary Yvonne Hao, Energy and Environmental Affairs Secretary Rebecca Tepper, Massachusetts Climate Chief Melissa Hoffer, Federal Funds and Infrastructure Director Quentin Palfrey, MBTA General Manager Phil Eng, Senate Transportation Chair Brendan Crighton, and House Transportation Chair William Straus. (See the complete list.)

MMA holds spring Legislative Breakfast Meetings

By Daniel Yi

On three Fridays in March, legislators and local officials from across Massachusetts gathered for six MMA Legislative Breakfast Meetings in Greenfield, Holyoke, North Andover, Rockland, Wareham and Westborough.

The spring meetings kicked off with an update from MMA Legislative Division staff covering the state revenue picture, the fiscal 2025 state budget, the governor’s Municipal Empowerment Act legislation, and key bills in the MMA’s 2023-24 legislative package, among other topics.

The update was followed by an open-ended opportunity for legislators and local officials to discuss the many challenges facing communities. Discussions covered Chapter 70 education aid and its impacts on school districts, Unrestricted General Government Aid, the MBTA Communities law, the Chapter 90 local road and bridge maintenance program, a municipal building authority bill, state environmental regulations, and other issues.

More than 235 municipal officials and legislators registered for the spring meetings, including 17 state representatives, eight state senators, and a number of legislative staff members. The meetings were held on March 1, 8 and 15.

The MMA also hosted a legislative briefing on March 28 covering similar content. The recording is available on the MMA website.

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

The MMA has hosted 234 breakfast meetings in more than 200 communities since 2007, with a goal of hosting a meeting in each of the state’s 351 cities and towns. Communities that have not hosted an MMA Legislative Breakfast Meeting but would be interested in doing so are asked to contact Daniel Yi at dyi@mma.org or 617-426-7272, ext. 125.
DEI strategic plan for municipalities nears completion

By Candace Pierce

The MMA’s DEI Advisory Committee is working with Racial Equity Group CEO Bird Guess to complete its DEI strategic plan for municipalities.

Once it is finalized and approved, an executive summary of the plan and the results of the MMA’s municipal DEI survey will be shared with members by email and in a webinar.

The strategic plan reviews the results of the surveys and focus groups that the Racial Equity Group conducted this past fall to better understand the progress municipalities have made in advancing diversity, equity and inclusion. Overall recommendations include:

• Offering municipal trainings such as how to build DEI practices and policies into city and town hall internal operations, on how boards and committees can apply DEI best practices as they consider issues before them, on identifying DEI grant funding opportunities, and on collecting municipal DEI demographics to help establish benchmarks of achievement

• Transitioning the DEI Advisory Committee into a formal committee that advises on DEI initiatives

• Establishing partnerships with other organizations working in the DEI space

• Developing a diverse talent pipeline program that identifies and equips emerging minority and diverse leaders for municipal professional and elected official roles throughout the Commonwealth

The Racial Equity Group also advised on strategies for the MMA to apply internally to boost its commitment to DEI, including:

• Examining the demographic makeup of the MMA Board of Directors, member groups, committees and staff

• Establishing policies and practices to increase diversity among the MMA staff

• Providing DEI training for MMA staff, including during the onboarding process

• Integrating DEI best practices into MMA Board and member group bylaws and into advocacy, education and communications work

• Collecting and analyzing demographic representation data of MMA vendors and contractors to identify any inequities

• Ensuring and advocating for legislative policies that support DEI

• Hiring a staff member dedicated to DEI

Sharon Select Board Chair Kiana Pierre-Louis, left, and Pittsfield Chief Diversity Officer Michael Obasohan, both members of the MMA’s DEI Advisory Committee, lead a DEI workshop during the MMA Annual Meeting & Trade Show in January. The DEI committee is working with Racial Equity Group to complete a DEI strategic plan for municipalities.

The Racial Equity Group has also developed a toolkit for advancing DEI at the local level, and is recommending that it be tested by several communities prior to dissemination.

Members will be able to access DEI resources in a DEI resource area of the MMA website.

MSA Handbook is now downloadable, printable

The 2024 edition of the Massachusetts Handbook for Select Board Members — conveniently available on the MMA website — has been updated to include new download and print options.

Users can use a menu on the right to download or print the full handbook or the individual chapter of their choice, providing expanded offline access and an easy solution for those who prefer print.

In January, the Massachusetts Select Board Association launched the online version of the comprehensive handbook, with convenient navigation tools and a built-in search function. The online edition has the advantage of being updateable on an ongoing basis. To help users keep track of updates, the date of the last significant update is available at the bottom of both the web and PDF versions.

The content of the 2024 handbook has been fully updated since the previous 2014 edition to reflect changes to laws and regulations, and to include emerging issues such as diversity, equity and inclusion and climate change, both of which are covered in new chapters.

The online version has a feedback form for member comments.

Contact: MMA Member Program Coordinator Anneke Craig at acraig@mma.org
Healey appeals denial of major disaster declaration

By John Ouellette

Gov. Maura Healey has formally appealed the Federal Emergency Management Agency’s denial of her request for a major disaster declaration to support the recovery of Massachusetts communities impacted by severe weather and flooding last September in Worcester, Hampden and Bristol counties.

In a letter to President Joe Biden and FEMA Regional Administrator Lori Ehrlich dated March 11, Healey said FEMA’s assessment of the state’s request failed to include certain identified costs, a summary of which she provided “for your reconsideration.”

“These storms were devastating for our communities,” she wrote. “Homes and businesses were destroyed, roadways and bridges were inaccessible, and some residents had to be evacuated. Six months later, they are still rebuilding. The state has done all that we can to support their recovery, but the needs far outpace our available resources.

“Our communities must know that both their state and federal governments understand the severe challenges and stress they are facing, and that we are here to help. Their recovery is particularly daunting given the knowledge that the next severe storm could be around the corner, as we continue to see the escalating impacts of climate change.”

The governor cited dozens of damaged sites in Leominster, a Springfield water main break, and the “uniqueness of New England architecture” that makes buildings more vulnerable to flood damage. She urged the federal government “to please reconsider our request and help us deliver the relief that Massachusetts cities and towns desperately need.”

Leominster Mayor Dean Mazzarella has said that the September storm dumped between 9 and 11 inches of rain in as few as four hours in areas of the city.

On March 26, members of the state’s congressional delegation also wrote to President Biden and FEMA to support Healey’s appeal. In a letter signed by U.S. Sens. Elizabeth Warren and Ed Markey, and U.S. Reps. Richard Neal, Jim McGovern, Lori Trahan and Jake Auchincloss, the lawmakers said it is “imperative that communities see strong partnership among federal, state, and local governments to deliver when residents need it most,” especially in the face of increasing climate change impacts.

FEMA denied the aid request because its officials determined the damage “was not of such severity and magnitude as to be beyond the capabilities of the state, local governments, and voluntary agencies to recover from,” the agency wrote.

In response to the severe weather impacts last September, Healey directed the execution of the State Comprehensive Emergency Management Plan, activation of the state’s Regional Emergency Operations Centers, and declared a State of Emergency. The administration also developed a website to centralize available resources for residents, businesses and communities.

In her fiscal 2025 state budget bill, Healey proposed a new Disaster Relief and Resiliency Fund to expedite and improve the state’s response to natural disasters. The fund would be capitalized with 10% of annual excess capital gains, in addition to public and private sources, federal grants, settlements, repayments, or reimbursements available for the purpose of delivering aid.

Federal funds bill goes to conference committee

By Adrienne Núñez

A conference committee has been named to reconcile differences between House and Senate bills that would leverage interest from the state’s rainy day fund to improve the competitive position of the state and its municipalities for federal dollars.

Gov. Maura Healey proposed the concept in a bill she filed last October. The Senate approved its version of the bill on Jan. 11, and the House passed its bill on Feb. 28.

Healey’s bill proposes the creation of a Commonwealth Federal Matching and Debt Reduction Fund to provide a funding source for the state and communities across the Commonwealth to be used to meet the required local match for grants. The proposal would use $750 million in interest generated annually by the state’s stabilization fund.

The bill also proposes $12 million for technical assistance to help municipalities with grant tracking, grant writing and implementation.

The state’s Federal Funds and Infrastructure Office is already available to support municipalities as they consider, apply for and implement various federal funding initiatives. The office is leading the Massachusetts Federal Funds Partnership, which meets monthly to provide information about upcoming grant opportunities and other federal funds topics.

The Federal Funds and Infrastructure Office created a Federal Grant Intake Form for Local Governments for communities to notify the office of in-progress or submitted federal grant applications, as well as projects that could be eligible for federal funding. Additional information for municipalities is available on the office’s website, and questions or requests can be directed to FedFundsInfra@mass.gov.
Retrofit program will expand high-speed internet

The Massachusetts Broadband Institute at MassTech on March 6 announced the launch of the Residential Internet Retrofit Program, a $22 million statewide initiative to equip public and affordable housing units across the state with high-speed internet for current and future residents.

The MBI will bring together internet service providers and property owners to upgrade telecommunications wiring, equipment and infrastructure within older housing developments to provide residents with the necessary network capabilities to fully use high-speed internet service that is essential for daily activities such as communicating with friends and family, remote work, online educational opportunities, and telehealth appointments.

“Our economic future depends on high-quality internet access for all, especially for low-income populations who have been historically overlooked and disproportionately impacted by the digital divide,” said Economic Development Secretary Yvonne Hao. “The Retrofit Program takes an equitable approach to addressing the root causes of low-quality internet service in public and affordable housing.”

MBI director Michael Baldino added that a substantial portion of public housing buildings are more than 50 years old.

“Low-income families in these buildings face barriers to accessing the speeds offered by broadband service if the wiring in their apartments pre-dates the internet age,” he said.

The Retrofit Program will engage with property managers and internet service providers, who will work together to build out infrastructure that fully connects public and affordable housing units to high-speed internet. The effort will involve updating the wiring infrastructure of approximately 22,000 units in affordable housing developments across the state.

Massachusetts Municipal Cybersecurity Summit is May 8 in Worcester

The MassCyberCenter will hold the fourth annual Massachusetts Municipal Cybersecurity Summit on May 8 in Worcester.

The free event is for municipal leaders, first responders, utility providers, IT personnel, schools, and local stakeholders. Attendees can learn how to tackle emerging threats, bolster defenses, and respond to cybersecurity incidents in their city or town.

This year’s event features an interactive tabletop exercise workshop where attendees can practice cyber incident response actions, attend a showcase of the Municipal Security Operations Center (SOC) portal, and engage with cybersecurity experts.

The event will run from 8 a.m. to 3 p.m. at the DCU Center, 50 Foster St., Worcester. Registration is available online.

The MassCyberCenter at the MassTech Collaborative created the annual Massachusetts Municipal Cybersecurity Summit for the state’s 351 municipalities to help municipal leaders, schools, first responders, utility providers, and IT personnel improve cybersecurity programs in their city or town.

Resources from the MassCyberCenter for cities and towns include:

- Minimum Baseline of Cybersecurity, a framework for helping Massachusetts municipalities improve their cybersecurity posture and protect their municipality from cyberattacks using people, process, and technology
- Massachusetts Municipal Resiliency Roadmap, which provides cities and towns with a path to creating strong, robust cybersecurity cultures and programs, with services, resources, and guidance (download PDF)
$335M in federal funds secured for ‘Reconnecting’ project

The Healey-Driscoll administration announced on March 11 that the state has won $335.4 million in federal grant funding for a major “Reconnecting Communities” project around the Massachusetts Turnpike near the Charles River in Boston.

The Allston Multimodal Project will replace the Allston Viaduct, which carries the turnpike (I-90) from the Allston Interchange to the Commonwealth Avenue bridge, and will make transportation infrastructure improvements to nearby roads and the railroad corridor.

The project, which will improve access to expanded waterfront parks and open space in an Environmental Justice community, includes construction of an MBTA West Station along the Worcester Commuter Rail line, a new bicycle and pedestrian bridge, and four acres of new parkland.

Last September, the administration applied to the U.S. Department of Transportation’s “Reconnecting Communities and Neighborhoods Grant Program,” which provides funding to remove or mitigate highways and other transportation infrastructure that create barriers for community connectivity. The federal program is funded by the Bipartisan Infrastructure Law and the Inflation Reduction Act. The state coordinated closely with the city of Boston, Harvard University and Boston University, among other local partners.

Lt. Gov. Kim Driscoll said the project “will have widespread benefits in the decades ahead, improving access to the Charles River, between Boston and points west, and for everyone taking trips in the Allston area.” Boston Mayor Michelle Wu said the benefits include new opportunities for housing and jobs, as well as “much-needed fixes for crumbling infrastructure.”

The Healey-Driscoll administration reports that it has secured nearly $3 billion in federal funding grants since taking office in January 2023, and has $2 billion in pending grant requests.

Other federal funding awards for transportation projects include:

- $108 million for a west-east rail project
- $375 million for the Sagamore Bridge over the Cape Cod Canal
- $249.4 million for the MBTA in discretionary grants
- $116 million for the MBTA’s purchase of battery-electric buses

Other Reconnecting Communities grants include:

- $452,000 for Haverhill, Removing the Scars of Urban Renewal
- $561,000 for Lynn, Riverworks Reimagined
- $1.2 million for Everett, Uniting Neighborhoods and Transit Opportunities
- $2.4 million for Cambridge, Commuter Rail pedestrian crossing
- $2.5 million for Boston, Chelsea Creek Waterfront

The administration awaits federal review of other transportation grant applications, including $1.06 billion through the Bridge Investment Program’s Large Bridge Project Program for replacement of the Sagamore Bridge.

The State Transportation Improvement Program website has more information about the Massachusetts Department of Transportation’s process for allocating federal and state funding.

The administration last year established the Federal Funds & Infrastructure Office to lead an inter-agency strategy for the Commonwealth to better compete for historic levels of federal funding available from the Bipartisan Infrastructure Law, the Inflation Reduction Act, the CHIPS and Science Act, and more. The office is responsible for tracking federal opportunities, facilitating the submission of applications for federal funding, and advocating on behalf of Massachusetts projects.

ATFC to hold spring conference on April 6 in Oxford

Gov. Maura Healey’s proposed Municipal Empowerment Act will be the focus of the Association of Town Finance Committees’ spring conference on April 6 at Pine Ridge Country Club in Oxford.

Sean Cronin, senior deputy commissioner at the Division of Local Services, will provide an overview of the legislation and its potential impact on municipal budgets.

MMA Deputy Legislative Director Jackie Lavender Bird will open the meeting with a budget and legislative update. There will be dedicated time for networking and sharing best practices, a tradition at ATFC events.

The meeting will begin at 9 a.m. and end with lunch at 12:30 p.m.

The cost is $25 for ATFC members and $40 for all other attendees. Registration information will be available on www.mma.org.

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

Civil service legislation and police body-worn cameras were the primary topics of the annual joint meeting of the Massachusetts Municipal Management Association and Massachusetts Municipal Human Resources on March 21 in Wrentham.

MMA Legislative Director Dave Koffman and Danvers Assistant Town Manager Jen Breaker, a member of the Special Legislative Commission to Study and Examine the Civil Service Law, provided an update on the status of civil service legislation on Beacon Hill.

Breaker summarized the proposal from the special commission: an opt-in, hybrid pathway that would expand the pool of entry-level police and fire candidates in municipalities by allowing applicants who may not have taken traditional Civil Service examinations. Additional recommendations include establishing a department within the Human Resources Division to implement recruitment strategies and provide hiring support, and increasing the frequency of entry-level police and fire examinations to three times a year.

“This proposal is really seen as a compromise,” Koffman said. “There’s a lot of traction on this in both chambers.”

He said the proposal is now up for consideration by the House Committee on Ways and Means.

Body-worn cameras

Police body-worn camera negotiation and implementation was the subject of a panel discussion featuring attorneys Nicholas Anastasopoulos and John Davis and the police chiefs from Dennis and Shrewsbury, John Brady and Kevin Anderson, respectively.

Anastasopoulos reviewed trends in body-camera negotiation, including court decisions on bargaining obligations over unilateral changes to existing conditions of employment, and the installation of GPS to monitor employee performance.

The police chiefs shared their experiences implementing body-worn camera pilot programs in their departments.

“We learned that the pros far outweigh the cons,” Anderson said.

In addition to supporting officer accountability, transparency and safety, the Shrewsbury Police Department found that footage from body-worn cameras provide a helpful new source of training material.

Brady discussed how the Dennis pilot program was rolled out in eight phases, including the formation of a committee to review the future of the program, as well as its software and equipment.

“In three years, the tech will change again,” Brady said, “so we’ll need more discussion.”

Davis summarized the legal liabilities associated with body-worn camera programs, reviewing takeaways from prominent case examples that “wrestled with the tech.”

The panel concluded with a Q&A moderated by Carlton Town Administrator Andrew Golas.

MMA Executive Director Adam Chapdelaine gave a legislative update to open the MMA/MMHR meeting.

Rural affairs director to address MSA’s rural/western Mass. conference

Rural Affairs Director Anne Gobi will be the keynote speaker at the Massachusetts Select Board Association’s annual Rural and Western Massachusetts Conference on Saturday, April 27, in Northampton.

A former state senator representing communities in Worcester and Hampden counties, Gobi has a deep understanding of the challenges facing rural communities, as well as their unique needs. She was appointed to the newly created role by the Healey-Driscoll administration last June and works within the Executive Office of Economic Development.

Gobi will take questions following her presentation. She will be joined by Rural Programs Manager Mallory Sullivan from the Executive Office of Economic Development.

Following the keynote, a legislative panel focused on rural priorities will be led by Sen. Joanne Comerford, Franklin Regional Council of Governments Executive Director Linda Dunlavy, and MMA Legislative Director Dave Koffman.

The meeting will conclude with a session on creative strategies for affordable housing, featuring panelists representing three regional housing organizations:

- Keith Fairey, executive director, Way Finders
- June Wolfe, housing director, Construct Berkshire
- Gina Govoni, executive director, Rural Development Inc.

Registration and breakfast will open at 8 a.m., and the program will begin at 8:30 and conclude at noon with a networking lunch.

The conference will be held at Hotel Northampton at 36 King St. in Northampton. The cost is $35.

More information, including a detailed agenda and registration link, will be available at www.mma.org and sent to MSA members in the coming weeks.

Contact: MMA Member Program Coordinator Annke Craig at acraig@mma.org
Resettlement agencies engaged to help sheltered

The Healey-Driscoll administration on March 7 launched a $10.5 million partnership with eight resettlement agencies to expand efforts to connect families living in emergency assistance shelters with stable housing and jobs.

Funding for the initiative was included in a fiscal 2023 supplemental budget enacted in December 2023.

Resettlement agencies will use the funding to support exit efforts from emergency assistance shelters by providing rehousing, employment search, and connecting families to other social services like English for Speakers of Other Languages classes and basic needs. The funding will allow the resettlement agencies to place migrant families into permanent housing statewide, helping them to exit shelter or the waitlist for shelter.

"Resettlement agencies bring years of experience to the table of integrating families into towns and neighborhoods across Massachusetts," said Lt. Gov. Kim Driscoll. "They understand what it takes to get a family settled and supported so they can feel at home here."


MVP Action Grant applications due April 24

By Josie Ahlberg

The Executive Office of Energy and Environmental Affairs is accepting proposals through April 24 for Municipal Vulnerability Preparedness Program Action Grants for fiscal 2025.

To be eligible, projects must use climate data and projections to implement priority climate adaptation actions. Projects using nature-based solutions and community engagement efforts, as well as those that help to advance equity in the community, are preferred.

Applicants may request up to $3 million in funding for projects in one municipality, while regional proposals may request up to $5 million.

For fiscal 2024, 112 MVP Program applications were submitted, requesting $47 million for projects across Massachusetts, 79 projects were funded, for a total of $28.5 million, with an average grant size of approximately $360,000.

The MVP program has received 196 expressions of interest — the most ever — for the upcoming round. The program expects to have approximately $37 million in funding available.

Changes for FY25

For the fiscal 2025 round of action grants, the required match has been reduced from 25% to just 10% of the total project cost. MVP-eligible tribes are no longer required to provide a match for the fiscal 2025 round.

The program has also changed match procedures to account for increased needs related to inland flooding and to take advantage of an additional $7 million in program funding from the Massachusetts Department of Environmental Protection’s Climate Trust. Municipalities that are listed on the new Attachment M and are pursuing inland flooding-focused, nature-based resilience projects will not need to provide a match for those projects if they properly fill out the new attachment. Eligible communities pursuing these projects can make a request to receive a portion of grant funding up-front. Such decisions will be based on demonstrated need.

Resources and details

Additional information is available on the MVP Program website. A recent webinar and accompanying presentation are also available. Information on the request for responses can also be found on COMMBUYS.

Proposals must be submitted by 2 p.m. on April 24. Awards are expected to be announced in August, with projects starting as soon as September and ending by June 30, 2025, or June 30, 2026.
Procurement best practices

By Lily Rancatore

An MMA webinar on March 5 reviewed how to streamline the municipal procurement process and discussed a number of resources.

Mansfield Select Board Member Maureen Doherty, also a municipal consultant, gave an overview of procurement as a business management function — essentially the activities and process to acquire goods and services — as opposed to purchasing, which is the process of ordering and receiving goods and services.

“You have to learn the needs and operations of your ‘Big Three’ (police, fire and public works) to better analyze your current processes,” she said.

Doherty said it is imperative to create an “internal control plan,” establish written policies for the Designer Selection Board, and delegate authority for purchasing duties, as well as contract-signing authority.

Foxborough’s procurement team shared lessons learned from the town’s implementation of a decentralized procurement system. Town Manager Paige Duncan, Finance Director and Town Accountant Marie Almodovar, and Assistant Finance Director Brandon Roberts discussed standardizing workflows, policies and templates for all departments.

Almodovar said the Massachusetts Association of Public Purchasing Officials “is a great resource for questions and starting templates.”

Key elements of Chapter 70

An MMA webinar on March 20 reviewed components of the public education foundation budget, how the local contribution and state aid are determined, and the phase-in schedule for the Student Opportunity Act.

Brian Allen, the deputy superintendent, chief operating officer and chief financial officer for the Worcester Public Schools, discussed the guiding principles of the foundation budget, which he described as a shared municipal-state responsibility.

“The maximum local contribution is set at 82.5% of the foundation budget,” he said, “which means that the formula would fund a minimum of 17.5% of the foundation through state aid, even for the wealthiest of communities.”

Allen explained that a per-pupil-based formula, which uses enrollments as of Oct. 1 from the previous fiscal year, is used to calculate the foundation budget.

He said there are six factors across the foundation budget and local contribution that impact a district’s Chapter 70 aid: enrollment, wage adjustment factor, inflation, property value, income, and municipal revenue growth factor.

MMA Deputy Legislative Director Jackie Lavender Bird moderated 30 minutes of questions and answers, which addressed inquiries about the wage adjustment factor, net school spending requirements, and how to forecast Chapter 70 funding.
Best practices for MBTA zoning

By Lily Rancatore

An MMA webinar with the Massachusetts Municipal Lawyers Association on March 13 reviewed what the Executive Office of Housing and Livable Communities and the Attorney General’s Municipal Law Unit have learned from their preliminary review of proposed local zoning amendments relative to the MBTA Communities Act.

Chris Kluchman, director of the Community Services Division at the EOHLC, discussed takeaways from her office’s zoning district and pre-adoption reviews.

“Technical assistance is available for communities,” she said. “I suggest starting with your regional planning agency.”

Assistance is also available from the Massachusetts Housing Partnership, Citizens’ Housing And Planning Association, and Executive Office of Energy and Environmental Affairs.

Municipal Law Unit Director Margaret Hurley encouraged municipalities to take advantage of pre-review opportunities, training and resources offered by her office and the EOHLC.

“It’s especially important to consider amending zoning maps and bylaws before adopting a new district,” she said.

Attorney Amy Kwesell of KP Law discussed multi-family zoning, site plan approvals, and inclusionary zoning.

“My advice to everyone would be to look at this holistically,” she said. “You should have your EOHLC guidelines on hand.”

MMLA Executive Board Member Susan Murphy of Dain Torpy moderated 30 minutes of questions and answers, which addressed site plan reviews, parking requirements, and decision timelines for the EOHLC and the Municipal Law Unit.

Digitizing municipal records

By Lily Rancatore

An MMA webinar on March 19 offered tips for building a sustainable document management strategy and digitizing municipal records.

Elizabeth O’Connell and Yolande Bennett, digital archivists from the Massachusetts State Archives, began by reviewing relevant terminology, such as the difference between digitized records and “born-digital records.”

O’Connell explained the pros and cons of digitization, highlighting ease of access as a major benefit.

When choosing what to scan and destroy, O’Connell cautioned municipalities to save records with long retention periods and historical significance.

“We cannot guarantee digital records are going to be permanent,” she said. “We don’t know how technology is going to change in the next 50 years.”

Bennett reviewed best practices for file organization, such as a consistent and descriptive naming practice. She said it’s important to keep file names between 25 and 30 characters.

Christopher McClure, chief information officer in Watertown, discussed his city’s digital transformation experience and explained how to implement strategies to reduce the production of paper records.

Christopher McClure, chief information officer in Watertown, discussed his city’s digital transformation experience and explained how to implement strategies to reduce the production of paper records.

“Start by developing plans to reduce the creation of new paper,” he said, “and then determine the best document management software and strategy for your organization.”

Ludlow Town Administrator Marc Strange moderated 10 minutes of questions and answers, which addressed compliance with the Americans with Disabilities Act, document indexes, and the retention of permanent records.
‘Climate Action’ series begins

By Lily Rancatore

Massachusetts Climate Chief Melissa Hoffer and MMA Executive Director Adam Chapdelaine held a “fireside chat” to kick off the MMA’s “Inspiring Climate Action” webinar series on March 26.

Chapdelaine began by asking Hoffer about the importance of climate action and the Healey-Driscoll administration’s commitment to the cause.

“For state and local governments, there’s not much of a choice,” she said. “The [climate] baseline is shifting, and it will continue to shift ... We have to be aggressive about mitigating emissions and increasing security.”

As communities explore climate solutions, Hoffer said, “Local government, at its best, is a laboratory. … It’s up to cities and towns to form new alliances and try new things.”

Regarding electrification, Chapdelaine said many municipalities have concerns about costs.

“Cities and towns must take advantage of the money on the table,” Hoffer said. “The Massachusetts Federal Funds Partnership was created to help communities navigate funding opportunities and resources for these projects.”

MMA Legislative Analyst Josie Ahlberg moderated 30 minutes of questions and answers, which addressed inquiries about dedicated climate staff, insurance incentives, and implementing energy codes.

This was the first session in a series of webinars exploring how climate change impacts municipalities and addressing questions about how local officials can take action.

Upcoming webinars include:

• April 18: Inspiring Climate Action: From Planning to Practice
• April 30: Inspiring Climate Action: Effective Community Engagement Strategies

USDOT seeks applications for Safe Streets and Roads for All

By Alessio Pressamarita

The U.S. Department of Transportation is accepting applications for the third year of the Safe Streets and Roads for All grant program.

Safe Streets and Roads for All (SS4A) is funded through the Bipartisan Infrastructure Law, which pledged $5 billion to be awarded between 2022 and 2026, of which $3.3 billion is still available.

The program funds regional, local and tribal initiatives to reduce roadway deaths and serious injuries.

There are two types of grants: Planning and Demonstration, and Implementation. Planning and Demonstration Grants are used to develop or enhance a comprehensive safety action plan, and Implementation Grants are used to execute specific infrastructure, behavioral or operational projects and strategies outlined in an existing Action Plan to address roadway safety issues. A USDOT web page provides a series of questions to help applicants decide which SS4A grant type to apply for.

There are three different deadlines for Planning and Demonstration Grants — on April 5, May 16 and Aug. 29 — in order to accommodate varying stages of applicant readiness. Applications received on or before each deadline are reviewed and evaluated separately from those at a previous deadline. Only one award will be provided per applicant.

The deadline for Implementation Grants is May 16 at 5 p.m.

The SS4A Notice of Funding Opportunity is available online.

To apply, use the following Valid Eval Links (applications must be submitted here, not through grants.gov):

• Planning and Development Grants
• Implementation Grants

In fiscal 2023, Massachusetts received a total of 15 awards for $22.2 million in funding. Nationwide, USDOT awarded nearly $900 million for 620 separate awards, most of which (92%) were Planning and Demonstration Grants.
MMA’s ‘Climate Action’ webinar series continues April 18

The second session in the MMA’s “Climate Action” webinar series, “From Planning to Practice,” will be held on April 18.

The webinar will showcase various approaches to climate action planning and discuss how to respond to the effects of climate change through meaningful, data-based initiatives.

Panelists will discuss methods used in their communities and share strategies for different stages of climate plan development, from ideation to implementation. Easthampton Conservation Agent Cassie Tragert will discuss how these local plans can generate public support, prepare communities for grant funding through the new Climate Leader Communities program, and unify departments and committees so they’re working toward common goals.

Beverly Sustainability Director Erina Keefe and Salem Sustainability and Resiliency Director Neal Duffy will review their communities’ “Resilient Together” plan, including key priorities and lessons learned during implementation.

Registration is available online. The 75-minute webinar will begin at noon.

The “Climate Action” webinar series explores how climate change impacts municipalities and addresses how municipal officials and staff can take action. The series will continue throughout 2024, with more webinars to be announced in the coming months.

The following topics are under consideration for upcoming webinars: additional climate resilience and adaptation initiatives; grants and funding opportunities; emergency preparedness and response to severe storms; flooding and stormwater impacts; sea-level rise and coastal considerations; decarbonization and electrification efforts, and energy codes. (These topics are subject to change depending on regulatory and legislative activity.)

Only MMA members may register for this webinar. Members include appointed or elected officials from MMA member communities across the state. Media members are not permitted to attend.

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

Third ‘Climate Action’ webinar will discuss community engagement

The third session of the MMA's “Climate Action” webinar series, on April 30, will explore how to design effective community engagement efforts.

Julie Gagen, sustainability coordinator in Weston, and Michele Paul, director of resilience and environmental stewardship in New Bedford, will share best practices for engaging different populations in climate planning and adapting to community needs.

They will share engagement efforts used in their communities, and discuss the importance of routinely re-evaluating the effectiveness of efforts over time. They will also highlight the importance of building community connections and giving residents ownership throughout the process.

Online registration is open for the 75-minute webinar.

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

Local Government Reimagined Conference is April 10-12 in Boston

The International City/County Management Association will hold a Local Government Reimagined conference at the Sheraton Hotel in Boston April 10 through 12.

The conference will focus on “generative artificial intelligence,” featuring regional experts in the field, including Boston Chief Information Officer Santiago Garces.

The schedule and registration details are available on the ICMA’s website. The ICMA is offering a 20% group registration discount, for members and non-members, for two or more attendees from the same community.

Contact: MMA Senior Member Program Coordinator Denise Baker
MMA webinar to review digital equity planning

The MMA will host a free webinar with the Massachusetts Broadband Institute on April 22 to discuss the Broadband Equity Access and Deployment Challenge Process and other timely MBI programming to help bridge the digital divide.

This spring, the BEAD program will allocate $147 million to expand broadband access across the state. As a part of the program, the MBI is required to facilitate a process to challenge the Federal Communication Commission’s National Broadband Map and identify all locations that are not served.

This webinar will review the importance of the Challenge Process, who can submit challenges, how organizations can register to become eligible entities, and the anticipated timeline.

Speakers will include MBI Senior Program Director Jody Jones and MBI Program Development Director Joshua Eichen.

Municipal officials are invited to register online. The one-hour webinar will begin at noon.

Only MMA members may register for this webinar. Members include appointed or elected officials from MMA member communities across the state. Media members are not permitted to attend.

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

MMA webinar to discuss promoting civil discourse at town meeting

The Massachusetts Moderators Association and the MMA will co-sponsor a webinar on May 2 reviewing how to publicize, plan and conduct meetings that promote civil public discourse.

A panel of seasoned town moderators will offer insights from their experience in both open and representative town meetings. They will review how to develop meeting rules, anticipate contentious issues, create a climate for respectful deliberation, and manage disruptive behavior.

Speakers will include:

• Concord Town Moderator and Massachusetts Moderators Association President Carmin Reiss
• Reading Town Moderator Alan Foulds
• North Andover Town Moderator Mark DiSalvo
• Longmeadow Town Moderator Rebecca Townsend

While this webinar will focus on promoting civil discourse at annual town meetings, much of the content can be applied to all public meetings.

Appointed and elected municipal officials may register online. The hour-long webinar will begin at noon.

Only MMA members may register for this webinar. Members include appointed or elected officials from member communities across the state. Media members are not permitted to attend.

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

MMA holds legislative breakfasts

Rep. Tram Nguyen speaks to local leaders during an MMA Legislative Breakfast on March 1 in North Andover. The event was one of six in-person meetings the MMA hosted around the state last month. See related story, page 5.
MMA-Suffolk accepting applications for program

Applications are due April 30 for the MMA-Suffolk University Certificate in Local Government Leadership and Management program.

In September, the MMA and Suffolk will launch the 23rd and 24th sessions of the graduate-level certificate program, which provides a solid grounding in municipal management, covering 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 held in Sharon and Pittsfield in a hybrid format; approximately 10 classes will be held in person and 15 will be held via Zoom.

The program application is available on the MMA website.

Human resources seminar
The MMA and Suffolk University are launching a new Municipal Human Resources Seminar in April, with a second session scheduled for the fall.

The Municipal Human Resources Seminar will review human resources management, policies and practices specific to Massachusetts cities and towns. Topics include hiring and onboarding, benefits administration, policy development, collective bargaining, and employee reviews and evaluations. Students will also review relevant labor laws and best practices in municipal human resources management.

The seminar is designed for municipal employees interested in furthering their career in municipal human resources, employees who are new to municipal human resouces, and employees who work in a municipal function with human-resources-adjacent tasks.

The fall seminar will be held via Zoom over the course of five Fridays, from 9 a.m. to 4 p.m. Dates for the fall seminar are Sept. 20 and 27, and Oct. 4, 11 and 18. The cost is $875.

Applications for the fall seminar will be available online on April 15 and are due by June 30 to seminars@mma.org. This is a competitive application process; applicants will be informed of their status by the end of July.

Finance seminar
The five-week MMA-Suffolk Municipal Finance Management Seminar will hold three programs in 2024.

The finance program, held on Fridays, provides an overview of municipal finance in Massachusetts. Students learn about the structure and purpose of local government, municipal budgeting systems and sources of revenue, financial reporting and record keeping, financial management, principles of property assessment, the intersection of human resources and financial resources, and best practices in local government finance.

The application period for the fall 2024 session is open through July 31. The application is available on the MMA website.

Municipal Fellowship
Municipal professionals interested in pursuing a Master of Public Administration degree at Suffolk University are encouraged to apply for the Municipal Fellowship.

The fellowship program, launched in partnership with the MMA in 2021, offers a scholarship of up to $28,000, while the recipient’s municipality commits to continuing their salary and position while they attend the program part-time.

Fellowship applicants must be accepted for admission to Suffolk’s Master of Public Administration program and must receive the support of the chief municipal official in their municipality. Additional consideration will be given to graduates of the MMA-Suffolk Certificate in Local Government Leadership and Management program.

Those interested in the Municipal Fellowship should check off that they are a municipal employee interested in the Fellowship on Suffolk’s application, and apply to Suffolk by May 1. The fellowship selection committee will interview qualified applicants and award up to two fellowships in June.

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

Twenty-five students graduated from the MMA-Suffolk Municipal Finance Management Seminar on March 29. This was the 14th session of the seminar, and more than 350 local officials have graduated from the program.
NLC kicks off roadshow celebrating centennial

The National League of Cities is marking its 100th anniversary this year with a nationwide roadshow that will include stops at 100 cities in every region of the country.

The roadshow began in late February in Lawrence, Kansas, where the NLC was founded in 1924 at the University of Kansas. The roadshow, which aims to spotlight the diversity, resilience and transformation of America’s communities, will culminate at the NLC’s City Summit conference in Tampa, Florida, in November.

In Lawrence, NLC Executive Director and CEO Clarence Anthony said the opportunity to gather at the University of Kansas “allows us to reflect on NLC’s history and look ahead to the opportunities the next 100 years will bring for America’s cities, towns, and villages.”

“We’ll be traveling from coast-to-coast,” he added, “visiting cities of all sizes to celebrate all that local governments and their residents have given to our country over the last century.”

Lawrence Mayor Bart Littlejohn said he was “thrilled” to welcome the roadshow, adding that the NLC’s 100th anniversary is “a testament to the enduring spirit of community and collaboration that defines our nation’s municipalities.”

Nathan Eberline, executive director of the League of Kansas Municipalities, said his organization, likewise, has “always prioritized serving our members by listening well and responding to local needs.”

“As cities face challenges like infrastructure renewal, affordable housing, and other critical issues, NLC remains an invaluable resource — connecting local leaders and amplifying their voices on the national stage,” he said.

The Lawrence event included a panel discussion about the founding of the NLC, what cities were experiencing during the early part of the last century that led to the creation of the organization, and the myriad ways the NLC has helped shape national policy on behalf of local governments over the last 100 years.

The panel included former Housing and Urban Development Secretary Henry Cisneros, who is also a former mayor of San Antonio, Texas, and a former president of the NLC.

In 1924, 10 state municipal leagues came together at the University of Kansas to create a new, national organization to serve as a clearinghouse for information about municipal government. Over the next 100 years, the nonpartisan National League of Cities has grown in size and influence, serving as a trusted resource for local leaders and municipal government staff.

Now based in Washington, D.C., the NLC serves as an advocate for the nation’s cities, towns and villages, and has played a historic role in shaping some of the country’s most significant pieces of public policy, including the creation of the Department of Housing and Urban Development, and the passage of the Clean Air and Clean Water Acts, the Unfunded Mandates Reform Act, the American Rescue Plan Act, and the Bipartisan Infrastructure Law.

WEMO to host National Women’s Equality Day webinar on May 23

Women Elected Municipal Officials, a member group of the MMA, will host a webinar on May 23 to discuss opportunities for municipalities to celebrate National Women’s Equality Day, which marks the anniversary of the 19th Amendment, granting women the right to vote.

Gloucester Councillor Valerie Gilman, the chair of WEMO, will discuss lessons learned from her city’s first National Women’s Equality Day celebration last August. Gilman was involved in organizing the event, which included a city proclamation, remarks from co-organizer and activist Amy Shapiro (a Gloucester resident), and a panel discussion with local women leaders.

During the webinar, Gilman and Shapiro will look ahead to Gloucester’s plans for a Women’s Equality Day celebration in 2024 and offer tips for communities that wish to organize their own.

The one-hour webinar will begin at noon and include a brief question and answer session.

More information and a registration link will be emailed to WEMO members in the coming weeks.

National Women’s Equality Day is celebrated each year on Aug. 26.

Contact: MMA Member Program Coordinator Anneke Craig at acraig@mma.org
MMHR to hold spring webinar on April 25

Massachusetts Municipal Human Resources will hold its free spring program webinar on April 25.

Former City Manager Patrick Ibarra, co-founder and partner with the Mejorando Group, will present his workshop “A Healthy Workplace Culture Is the ‘Secret Sauce’ to Success.”

The session will identify how workplace culture affects organizational performance, and present practical steps that municipal human resources professionals can take to develop a culture in which employees can pursue their potential.

With more than 38 years of experience in consulting and management, Ibarra is an expert on succession and workforce planning in government. He also supports municipal officials with strategic planning and training and education.

The meeting agenda and a registration link will be made available at www.mma.org in the coming weeks and will be emailed to MMHR members.

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

WEMO to hold virtual spring symposium May 3

Women Elected Municipal Officials will hold its annual virtual spring symposium on May 3.

The free symposium will feature a civil discourse workshop led by Kathy Eckles, an associate and project manager with Essential Partners. An experienced trainer and facilitator, Eckles will share dialogue facilitation techniques that attendees can implement in their work with municipal boards and committees.

The symposium, which will also include opportunities for small-group networking, will run from 9 to 11 a.m.

The agenda and a registration link will be made available at www.mma.org and emailed to WEMO members in the coming weeks.

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

MMHR to hold annual ‘HR 101’ boot camp on May 9

Massachusetts Municipal Human Resources will hold its annual “HR 101” boot camp on May 9 in Northampton.

The boot camp is geared toward newer municipal human resources professionals and those with a background in the private sector. Veterans in the field are also welcome to attend for a refresher.

Speakers will include Paul Scott, vice president of the Unemployment Tax Management Corporation, who will provide an overview of municipal unemployment benefits and claims, and the pitfalls that HR professionals should avoid.

Ed Mitnick, executive director of Just Training Solutions, will lead a workshop on conducting workplace investigations.

The boot camp will run from 9 a.m. to 1 p.m. at Hotel Northampton, 36 King St. in Northampton.

The registration fee is $100 for members and $120 for nonmembers. The agenda and registration information will be made available at www.mma.org and emailed to MMHR members in the coming weeks.

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

Driscoll, WLG discuss housing

Lt. Gov. Kim Driscoll discusses the state’s housing crisis with local leaders during the fourth annual Women Leading Government conference on March 7 in Devens. Driscoll stressed the urgency around housing availability and affordability, noting that people ages 26 to 35 comprise the largest group leaving the state for more affordable areas.

Local photos sought

What’s the signature photo of your community? Whether it’s a historical site or natural resource, the MMA would like a copy for possible use in future editions of The Beacon or on the MMA website. Municipal officials may email photos (.jpeg format and high resolution if possible) to editor@mma.org as an attachment.
OIG offers free procurement training for municipalities

To promote good government and best practices in public procurement, the Office of the Inspector General encourages every community in the Commonwealth to have at least one public employee with a current MCPPO designation.

Through a new One Free Designee pilot program for fiscal 2024, the office is offering each municipality free tuition for the three classes required for one employee to receive the MCPPO designation. The three classes have a total value of nearly $1,900. Upon completion of the three core classes, the employee can apply for the Massachusetts Certified Public Purchasing Official designation.

Applicants must be authorized by their mayor, select board chair or town administrator/manager. Applications will be accepted on a first-come, first-served basis.

To receive the free training for an employee, the chief municipal official must submit an application form indicating the employee they wish to receive the training and an acknowledgement that the cost of training could be a factor in obtaining the designation.

Visit the Division of Local Services website for more information about the MCPPO designation.

Questions about One Free Designee can be emailed to MA-IGO-TRAINING@mass.gov.

Inspector General Jeffery Shapiro announced the creation of the pilot program last June.

DPU hosting ‘Road Show’ meetings with public

The Department of Public Utilities is hosting four “Road Show” events during 2024, where the department’s three commissioners will give a presentation outlining the department’s work and take comments from the public.

The first Road Show event was held on March 27 in Boston.

The events are free and open to all. The remaining schedule is as follows (all in-person):

- May 29, 6-7:30 p.m., Salem City Hall Annex, 98 Washington St., Salem
- July 24, 6-7:30 p.m., Berkshire Innovation Center, 45 Woodlawn Ave., Pittsfield
- Sept. 25, 6-7:30 p.m., Quincy City Hall, 1305 Hancock St., Quincy

Online registration is available. The registration form includes a field for questions that will be addressed by commissioners during the meeting.

Questions may be addressed to Andrew Strumfels at andrew.w.strumfels@mass.gov.

The DPU is an adjudicatory agency that oversees investor-owned electric power, natural gas, and water companies in Massachusetts. The department is also charged with developing alternatives to traditional regulation, monitoring service quality, regulating safety in the transportation and gas pipeline areas, and overseeing the energy facilities siting process.

Local leaders invited to happiness symposium at Kennedy School

Massachusetts municipal leaders can discover how to become “happiness teachers” during a free symposium being held June 19 through 21 by the Leadership and Happiness Laboratory at the Harvard Kennedy School’s Center for Public Leadership.

The symposium, which will be held both in person and virtually, is being organized by professors Arthur Brooks, founder and director of the Leadership and Happiness Laboratory, and Reece Brown, the laboratory’s assistant director.

Space is limited, so those who are interested will need to pre-register to join the waitlist. The forms are for pre-registration only, and in-person attendance is not guaranteed. In early spring, selected attendees will be notified when their registration is approved, along with a full itinerary and logistics.

In a video about his laboratory, Brooks, a quantitative social scientist, says happiness has 3 elemental parts: enjoyment, satisfaction and purpose.

“If you can answer affirmatively to the enjoyment, satisfaction and purpose questions in your life then you’ll be a happier person. If you want to be a happier person, that’s where to look. If you find you’re not happy enough, it’s because you’re lacking in one of those things. That’s what it comes down to.”

The mission of the Leadership and Happiness Laboratory is to help leaders learn to be happiness teachers.

“How can we teach leaders in all walks of life ... that they are happiness teachers, and how they can be better happiness teachers, starting with their own happiness, and then how they can spread those principles to other people,” Brooks said.

The happiness symposium aims to instill leaders with the best happiness science so that they may learn to teach it.
NECEC event focuses on climate tech and siting

The Northeast Clean Energy Council will host an event in Boston on April 9 focusing on fostering the climate technology economy and featuring a keynote address by Watertown City Manager George Proakis.

“Room To Grow: Creating Space for Climate Tech” will focus on the challenges that climate technology companies face in finding locations for their operations and getting the necessary approvals and permits. It will explore ways to make the process work better for both businesses and municipalities.

NECEC President Joseph Curtatone, a former mayor of Somerville, will moderate a discussion with the following panelists:

• Iram Farooq, assistant city manager for community development, Cambridge

• Nick Antanavica, inspectional services director, Somerville

• Patrick McMahon, senior vice president, regional development, Federal Realty Investment Trust

• Paige Omura, head of business operations, Lydian Labs

The event will run from 2:30 to 5 p.m., concluding with a networking session, food and refreshments.

“Room To Grow” is free to NECEC members and municipal staff; general admission is $25. To attend, register online by April 2.

The NECEC is hosting the event in partnership with the commercial real estate company Rise’73, whose co-founder, Robert Glor, will offer welcoming remarks. It will be held at Urban Wild Boston, located at 100 D Hood Park Drive in the Hood Park Campus in Charlestown.

NECEC, a Somerville-based nonprofit, works to promote the adoption of clean energy and climate technologies, focusing on innovation, policy, climate economy ecosystem, workforce development and municipal leadership.

Mass Humanities seeks rural communities to host exhibit

Mass Humanities is seeking six rural communities around the state to host a Museum on Main Street program next year.

The Northampton-based nonprofit is looking for institutions to host “Voices and Votes,” a traveling exhibition that will explore aspects of voting, including questions about who has the right to vote, the freedoms and responsibilities of citizens, and whose voices will be heard.

Letters of interest are due by May 10, and sites in rural communities can apply online.

Museum on Main Street exhibits are designed for small institutions with limited space, such as museums, community centers, town halls and public libraries. The program is open to non-federal government organizations, nonprofits, and state or federally recognized tribes in communities with populations of 12,000 people or fewer.

For this show, each location will host the exhibit for six weeks between April 19, 2025, and Feb. 1, 2026. The nonprofit will give each of six winning applicants a $10,000 grant to support the exhibit programming, and will provide capacity-building workshops before the exhibit arrives.

Through this program, Mass Humanities aims to engage small town audiences and bring additional attention to rural communities, encouraging increased visitation, fundraising, and partnerships for the host communities. From 2022 to 2023, the Museum on Main Street program attracted more than 23,000 visitors, 57% of whom were visiting the host site for the first time. Nationwide, 61% of visitors to Voices and Votes said they patronized another business in town before or after visiting the exhibit.

Mass Humanities will notify the six selected applicants on July 1. Questions about the program or the application process can be directed to Marie Pellissier at mpellissier@masshumanities.org.

MMCA webinar to look at parliamentary procedure

The Massachusetts Municipal Councillors’ Association will hold a webinar on parliamentary procedure on April 24.

The free webinar will focus on the rules and procedures that govern how a city council meeting operates, including the role of “Robert’s Rules of Order” and individual city council rules.

Marlborough City Council President Michael Ossing will be joined by a city clerk in presenting, with MMCA President and Waltham City Council President John McLaughlin moderating.

“Parliamentary Procedure at Council Meetings: A Practitioner’s View” will run from noon to 1:15 p.m.

All city and town councillors are invited to register online. Only MMA members may register for this webinar. Members include appointed or elected officials from MMA member communities across the state. Media members are not permitted to attend.

The webinar will be recorded and available on www.mma.org and in the MMA’s on-demand webinar library.

Contact: MMA Senior Member Program Coordinator Denise Baker at dbaker@mma.org
minimum of 3% is key to maintaining the state’s commitment to a strong state-local partnership. The governor proposed a 3% increase, which is higher than the consensus revenue growth figure of 2%. This builds on the recent success to fund UGGA above modest consensus revenue projections. Over the past two years, the Legislature recognized the fiscal challenges at the local level by providing double the consensus revenue figure. When talking with legislators about UGGA, this is where your on-the-ground stories can be most helpful. These are all line items across a wide landscape of priorities, but you can underline its impact and importance to balance local budgets and protect essential services.

Second, there is a proposal to establish an online Lottery platform (iLottery). While we appreciate efforts to modernize Lottery offerings, proceeds from an iLottery must not undercut the traditional Lottery proceeds, which directly supports the Commonwealth’s commitment to cities and towns through UGGA.

The mission of the Lottery for more than 50 years has been to support cities and towns, which is why we have been forcefully advocating that any iLottery proceeds be earmarked for local aid. We ask that you join us in making this case.

Chapter 70 school aid
We support funding the Student Opportunity Act on schedule, which would increase the Chapter 70 account by $263 million, but we’re concerned that two-thirds of school districts (211 of 318) would remain “minimum aid” districts and would receive new aid of only $30 per student. That’s why we’re advocating that minimum aid be at least $100 per student in fiscal 2025. Bringing all districts up to the $100 per student threshold would require an additional $35.4 million from the state budget, but would make a lasting positive impact in the lives of students in Massachusetts.

Another aspect of Chapter 70 that calls for attention is the very high increase in mandated local contributions in the foundation budget formula. In cities and towns across Massachusetts, the increase in local contribution required by Chapter 70 is far above the growth in municipal revenues. The result puts a major strain on municipal budgets.

Without addressing this aspect of the Student Opportunity Act funding challenge, districts with required increases in local contributions that exceed the percentage growth in their own local revenues could be forced to cut funding for essential municipal services, a harmful zero-sum process that would weaken their capacity to deliver critical non-school services to students and families outside the classroom.

One solution would be to limit the growth in required contributions to a community’s municipal revenue growth rate. Another would be to provide “pot-hole” funding to prevent painful cuts in essential non-school programs.

Surtax funding for local roads and bridges
Last year, the Legislature importantly provided $100 million from “Fair Share” surtax revenue for desperately needed investments in local roads and bridges.

There are more than 30,000 miles of roads under municipal control, representing nearly 90% of all road miles statewide. The governor’s budget proposes a continuation of surtax investments, recommending $124 million for local roads and bridges, including $24 million dedicated to rural communities. Based on the MMA’s latest survey, cities and towns needed approximately $715 million in fiscal 2024 alone to ensure that local roads and bridges are maintained in a state of good repair. So this supplemental funding through surtax revenue can be put to good use.

Given the loss of purchasing power of existing sources of funding and other local budget pressures, we are seeking $150 million for this incredibly important funding for fiscal 2025. This is another area where your community’s experience can be helpful. Sharing information with your legislator about the roadways, sidewalks and bridges that you can repair with this funding can make this request more tangible.

Despite the challenges, I am confident that together we can make important progress in fiscal 2025. Here at the MMA, we are grateful for your support, guidance and partnership in this essential work.
Local water departments urged to boost cybersecurity

By Jennifer Ranz

With local water departments facing a growing threat of cyberattacks, federal and state government agencies are urging a heightened focus on preparedness and prevention.

As evidenced by several high-profile attacks in recent months, municipal water systems are vulnerable to attacks from individual criminal actors, as well as foreign nations and their proxies.

Last December, the U.S. Cybersecurity and Infrastructure Security Agency briefed Capitol Hill staffers about a series of attacks on local water systems across the country, where a group of hackers accessed a number of facilities that were using the same type of computer equipment. Although the breaches did not lead to widespread disruptions, officials expressed concern because they were relatively simple to execute, essentially using default passwords to gain access.

Andrew Hildick-Smith, a longtime participant in the water industry and a technical assistance provider for the Massachusetts Department of Environmental Protection, said, “There’s a wide range of organizations, from larger firms down to independent attackers, who go after smaller amounts of money, whether it’s $10,000 or selling access to another criminal for $50.”

Potential threats include former employees, disgruntled employees, and criminals who fraudulently represent themselves as vendors looking for payment.

Hildick-Smith said ransomware represents the most common type of cyberthreat to water utilities. Attackers use ransomware to hold data hostage or restrict access to operations, allowing utilities to regain control only after they make a monetary payment. Consulting firm KPMG reports that ransomware attacks have skyrocketed over the last several years across all sectors, but utilities are seen as particularly appealing targets because cybercriminals can threaten to turn off power and water, impacting large populations.

In the water sector, ransomware attacks can impact both the information technology side of water systems and the operational technology side.

“A cyberattack that hits the IT side can impact billing, payroll and engineering files, but doesn’t normally affect the delivery of clean drinking water,” Hildick-Smith said. “Although either type presents a serious threat, an attack on the operational side...

MIIA course teaches home cooking skills

By Jennifer Ranz

Research shows that cooking at home versus eating out is associated with better overall diet quality among adults. Restaurant meals typically contain more sodium, saturated fats, and calories than meals prepared at home. And cooking at home allows for greater control to choose fresher, high-quality ingredients. Eating at home is also proven to make it easier to stick to healthy nutrition plans such as the Mediterranean Diet.

Most people lead busy lives, which can mean getting out of the habit of preparing meals at home, said MIIA Wellness Manager Courtney Hernandez.

“Cooking from scratch is somewhat of a lost skill, with people opting more for convenience foods like frozen pizza,” she said. “It’s hard to eat healthy when you can’t cook for yourself.”

To help its health insurance subscribers get more comfortable in the kitchen, MIIA recently launched a cook-along wellness pilot program, where participants join a weekly video call to walk through a healthy cooking tutorial.

The eight-week course is taught by Barb Stacy, a board-certified health and wellness coach and Culinary Health Education Fundamentals (CHEF) educator. Each week, participants receive a recipe and shopping list ahead of time, and by the end of each class, dinner is ready.

Hernandez said the CHEF program encourages participants to learn basic kitchen and knife skills, and to incorporate more plant-based foods and Mediterranean Diet ingredients such as olive oil, nuts, and legumes.

“Following this style of eating, using healthy fats instead of restricting them, is more filling and satisfying, plus it brings a range of health benefits related to brain and heart health,” she said.

About 40 municipal employees from around the Commonwealth are participating in MIIA’s inaugural CHEF course, which began in March. MIIA plans to expand the offering as part of its Well Aware program, which aims to help municipal insurance members build a thriving workforce by promoting a culture of health and well-being.
Community One Stop for Growth is open for fiscal 2025

Community One Stop for Growth, a portal where municipalities can apply for state community and economic development grant programs, is open for fiscal 2025.

Launched in January 2021, Community One Stop for Growth offers a streamlined application process that makes it easier for communities and entities to access a number of state grant programs and be considered for more than one grant program simultaneously.

The HousingWorks Infrastructure Program, for a variety of infrastructure-related activities to support and unlock housing opportunities, has been integrated into Community One Stop.

For the fiscal 2025 round, the following 12 programs will be administered through the Community One Stop:

- MassWorks Infrastructure Program
- Urban Agenda Grant Program
- Massachusetts Downtown Initiative
- Rural and Small Town Development Fund
- Housing Choice Grant Program
- Community Planning Grant Program
- HousingWorks Infrastructure Program
- Brownfields Redevelopment Fund
- Site Readiness Program
- Underutilized Properties Program
- Collaborative Workspace Program
- Real Estate Services Technical Assistance

Fiscal 2025 applications must be submitted between May 6 and June 5, 2024. Expressions of Interest will be accepted through April 30. The Expression of Interest is now offered as a short webform accessed through the One Stop website.

Prerecorded webinars focused on each One Stop program, including more specific information about eligibility, project competitiveness, and examples of past awards, are posted on the One Stop website.

MassDEP to launch Reduce, Reuse, Repair Micro-Grant applications

The Massachusetts Department of Environmental Protection has updated the Reduce, Reuse, Repair Micro-Grants for 2024. The program provides awards of up to $10,000 to for-profit and nonprofit organizations, regional authorities, eligible municipalities, and schools and colleges, for short-term waste reduction projects. To qualify, projects must focus on reducing waste generation and prolonging the lifespan of products via donation, rescue, reuse and/or repair in Massachusetts. Composting and recycling projects are not eligible for this grant.

There are two application deadlines in 2024: May 15 and Nov. 15. A link to the online application will be posted on April 1 and Oct. 1, respectively, on the program webpage, where a sample application and grant guidelines can also be found.

For more information, contact Janice Pare at Janice.pare@Mass.gov.

Webinar provides MMA legislative update

Members of the MMA's legislative team lead a legislative briefing webinar on March 28 covering topics including the state budget, the Municipal Empowerment Act, and road and bridge funding. Pictured, left to right top row, are Legislative Analyst Josie Ahlberg, Legislative Analyst Adrienne Núñez and Deputy Legislative Director Jackie Lavender Bird; and, left to right bottom row, Research and Project Assistant Daniel Yi, Legislative Analyst Ali DiMatteo, and Legislative Director Dave Koffman.

MunEnergy covers impacts of warm winter on energy costs

The MMA’s MunEnergy program hosted a presentation on March 13 covering the impacts of a warm winter on energy costs for cities and towns.

Constellation, the MMA’s partner in the MunEnergy program, has been tracking weather patterns and their effects on energy use and costs. According to Constellation’s team of meteorological experts, this past winter was the warmest on record in Massachusetts and the fifth warmest on record in New England. Typically, this means that it’s a good time to lock in energy rates before the warmer spring and summer months.

For more information about MunEnergy’s offerings for municipalities, visit the MMA website or contact Katie McCue at kmccue@mma.org or 617-426-7272, ext. 111.

Download the March presentation materials
Boston-area municipalities join forces to tackle homelessness

By Jennifer Kavanaugh

As the state grapples with a housing supply and affordability crisis, eight communities just outside of Boston are launching a regional program in April to address homelessness and housing insecurity.

Led by Malden, the eight-community collaborative has engaged a local nonprofit to provide more comprehensive services to people who are already homeless, people who are facing homelessness, and people experiencing housing challenges related to domestic violence. The initiative also involves Arlington, Chelsea, Everett, Medford, Melrose, Revere and Winthrop.

The regional program has been at least a year in the making, and stems from a desire to address homelessness and housing insecurity more proactively, and from a realization that the problems are too big for any one community to tackle on its own.

“None of our cities would be able to provide these services on our own,” said Malden Mayor Gary Christenson, who announced the initiative last month during his annual State of the City address. “Only together can we respond with the care, compassion and capacity that these most vulnerable residents need.”

The municipalities previously lacked the capacity to send caseworkers into the community to serve people in need, said Alex Pratt, Malden’s deputy director of housing and community development.

To address the demand for more outreach and support services, Malden and its neighbors tapped into an existing mechanism, Pratt said. For more than three decades, the eight communities have participated in the North Suburban Consortium through the U.S. Department of Housing and Urban Development’s HOME Investment Partnerships Program, he said. The municipalities have jointly applied for, received and administered affordable housing development funds for years, he said. So it made sense to approach homelessness collectively as well.

“No one should be questioning where they will be sleeping at night,” Medford Mayor Breanna Lungo-Koehn said in a statement about the program. “Yet too many people throughout our region are forced into this situation regularly.”

“Homelessness doesn’t recognize municipal borders,” Pratt said. “Someone who slept in Malden last night counts, for all housing purposes, as a Malden resident. But if they sleep tomorrow night in Medford, am I not going to serve them? I think the old school way of doing things runs the risk of being too parochial and saying, ‘Oh well, that’s not my problem, that’s somebody else’s problem.’ We leave a lot of people out on the street, I think, when we do that.”

To fund the program over the next four years, the communities will use $1.8 million out of the nearly $7.3 million in federal funding they received through the HOME Investment Partnerships American Rescue Plan Program. Most of the remaining HOME-ARP funds will fund the development of affordable rental housing, Pratt said.

With Massachusetts seeing some of the nation’s highest housing prices, the state faces a significant issue with homelessness. According to a December 2023 HUD report, the state had 19,141 homeless individuals as of January 2023, and experienced the fifth-highest jump in the number of homeless people from 2022 to 2023, a 23.4% increase.

“No one should be questioning where they will be sleeping at night,” Medford Mayor Breanna Lungo-Koehn said in a statement about the program. “Yet too many people throughout our region are forced into this situation regularly.”

The problems with homelessness and housing insecurity predate the current migrant crisis, Pratt said, and have been building for decades due to limited housing supply and the lack of investment in affordable housing.

“I think whether it was going to be a migrant crisis or some other challenge, we were going to see a need for these services,” Pratt said. “And these types of services will be needed for a long time, until we build the housing that our communities need.”

Malden’s Office of Strategic Planning and Community Development will oversee the program. To deliver the services, the consortium has hired the Malden-based nonprofit Housing Families, which expects to subcontract with another nonprofit, The Neighborhood Developers, from Chelsea. Pratt said the program plans to have a program manager, a couple of case workers, a clinician and a van.

The program will provide everything from food and water to case management and housing problem-solving to help transition people into stable housing. The nonprofit will be able to assist vulnerable people in a way that municipalities can’t, Pratt said, with issues including mental illness or addiction. He said the nonprofit can also serve numerical language needs.

Pratt said the program is conducting outreach so that when community-based organizations and municipal offices encounter people in need, “they know to call us.”

For more information about the homelessness program, contact Alex Pratt at apratt@cityofmalden.org.
Worcester

City assesses ‘State of the Lakes,’ tackles water-quality challenges

In Worcester, it takes a village on land to ensure that the city stays healthy in the water.

Worcester held its annual “State of the Lakes” presentation on March 14, serving as part report card, part review of the past year’s major developments involving the city’s 20-plus lakes and ponds. Overall, the city’s biggest and most prominent lakes fared well, said Katie Liming, coordinator of Worcester’s Lakes and Ponds Program, after the event. But the health of Worcester’s lakes and ponds also reflects the networks of individuals and institutions that care for the city’s much-appreciated blue spaces, she said.

“The main message was really just how fortunate we are in the city of Worcester to have so many different organizations and groups, all working toward the common goals of preserving the health of our waterways and improving recreation, and making everything better for everyone,” Liming said.

The March 14 event included remarks from Mayor Joseph Petty, a presentation from Liming, and findings from Laura Reynolds, an assistant professor at Worcester State University, on the effects of increasing urbanization on the Tatnuck Brook Watershed. Overall, the event focused on the program’s three-fold strategy of monitoring, management, and education and outreach.

Worcester started its Lakes and Ponds Program in 2016. Initially, the program existed in the city’s Public Works and Parks Department, but later it became part of a new Department of Sustainability and Resilience. The program connects to the goals of the Green Worcester Plan, and its work can be found on the city’s online Dashboard, which tracks progress on climate goals.

“Worcester’s lakes and ponds are valuable recreational, aesthetic and natural resources,” City Manager Eric Batista said in a statement about the program. “Worcester is lucky to have a program dedicated to proactively managing our waterways to preserve ecosystem services, in collaboration and coordination with many different partners throughout the community."

The program monitors the city’s largest water bodies and includes water-quality reports on its website. To assess water quality, the city measures parameters including dissolved oxygen, temperature, pH levels, clarity, nutrients, fecal bacteria and cyanobacteria, Liming said. The city also tests every three years for industrial contaminants.

The monitoring helps inform Worcester’s approach to maintenance and management projects. The city uses the data to develop more targeted approaches to prevent and remove pollutants, discourage the growth of invasive aquatic plants, and reduce the threats that lead to larger environmental problems and beach closures.

“Our lakes are certainly very impacted, just by virtue of being urban natural resources,” Liming said. “We are so lucky, as a city, in Worcester to have these amazing recreational resources, but they are absolutely impacted by human development.”

One of the program’s newer projects involves the installation of an alum dosing station at Indian Lake to improve cyanobacteria management. The station, which went into operation last year, disperses polyaluminum chloride to reduce harmful algal blooms.

The two-employee program works closely with city departments, state agencies, the neighboring communities of Shrewsbury and Grafton through their work on the border-straddling Lake Quinsigamond Commission, local watershed associations, and area colleges and universities. Since 2017, the Worcester Cyanobacteria Monitoring Collaborative has trained more than 50 volunteers in collecting water samples to track cyanobacteria activity.

In addition to hosting the annual presentation, Worcester posts videos on its website, publishes a newsletter, and offers a text alert system to notify the public about beach closures, Liming said.

Going forward, the program is looking to produce a series of short videos on the state of the lakes and releasing them closer to the start of the recreation season.

— Jennifer Kavanaugh

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

Select Board members discuss tax programs

State and local officials discuss property tax programs during a webinar hosted by the Massachusetts Select Board Association on March 8. Pictured are, clockwise from top left, Lane Partridge, Barnstable’s assessing director and president of the Massachusetts Association of Assessing Officers; MSA President and Williamstown Select Board Member Andy Hogeland; Local Assessment Bureau Chief Chris Wilcock; and Municipal Finance Law Bureau Chief Kenneth Woodland.
supplementary funding for local road and bridge maintenance, as was included in the fiscal 2024 state budget, and asking legislators to build on the governor’s proposal to use $124 million in “Fair Share” surtax revenue for this purpose.

**Key accounts**

**Chapter 70:** The governor proposed increasing Chapter 70 school aid by $263 million, funding year four of the six-year Student Opportunity Act’s implementation schedule, but two-thirds of operating districts (211 out of 318) would receive only the minimum per-student increase of $30. The MMA is calling for minimum aid of $100 per student, which would require an additional $35.4 million. The MMA is also asking legislators to address the very high increases in mandated local contributions in the foundation budget formula, which continue to far outpace the growth in local revenues in recent years.

**Special Education Circuit Breaker:** The MMA supports the governor’s proposed $492 million for the Special Education Circuit Breaker program, and the use of $75 million included in the fiscal 2023 closeout supplemental budget for special education.

**Charter schools:** The MMA continues to make the case for comprehensive charter school finance reform, noting that charter schools divert a high percentage of Chapter 70 funds away from many municipally operated school districts and place increasing strain on the districts that serve the vast majority of public schoolchildren.

**Student transportation:** The MMA is asking the Legislature to fully fund state commitments to several accounts, including for regional school districts, transportation for out-of-district vocational students, and the transportation of homeless students under the federal McKinney-Vento Act.

**Rural schools:** The MMA is urging legislators to increase rural school aid to reach the $60 million recommendation in the 2022 report from the Commission on the Fiscal Health of Rural School Districts.

**PILOT:** The MMA is advocating for additional funding for payments-in-lieu-of-taxes for state-owned land, and consideration for how state-owned land uniquely impacts different municipalities.

**Surtax funding for local roads and bridges:** Given the loss of purchasing power of existing funding sources and other local budget pressures, the MMA is requesting at least $150 million in the state budget for local road and bridge maintenance, which would benefit every municipality in the Commonwealth.

**Disaster relief:** The MMA is expressing strong support for the governor’s proposed Disaster Relief and Resiliency Fund, which would be an important first step in ensuring that municipalities have resources immediately available to help when extreme weather events strike.

**Budget process**

The House is expected to debate its budget bill during the week of April 22, with the Senate deliberating its own bill in May. Differences between the two bills will then need to be worked out in order to get a final budget bill to the governor for the new fiscal year in July.

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

SIGN UP TODAY
Karyn Clark became the permanent town manager in Millbury on Feb. 12, after having served six months as the acting manager. Clark joined the town in August 2022 as the deputy town manager and human resources officer. She became the acting town manager this past August, when her predecessor, Sean Hendricks, left.

Before coming to Millbury, Clark spent more than 22 years working for the city of Worcester. She started in 2000 as a senior center coordinator and served in numerous roles before working her way up to chief of community health in 2013, acting deputy director of public health in 2015, and then director of public health later that year. She has bachelor’s and master’s degrees in psychology from Framingham State University, and a master’s degree in public administration from Anna Maria College.

Edward Gibson, who had served in the position since 2018. Gibson had previously served as the town administrator in Becket and as mayor of West Springfield.

Mary Daughratty became the new town administrator in Ashby on Feb. 20.

Daughratty, with nearly two decades of municipal experience, had been serving as the assistant to the town manager and human resources coordinator in Winchendon. Previously, she served as the assistant to the town administrator in Ashburnham, and as a project coordinator in Chelmsford. She also previously served a year on the Ashby Select Board.

The previous Ashby town administrator, Christine Lindberg, left in early 2023 to become the chief of staff in Haverhill.

Mary Daughratty

Lexington Town Manager Jim Malloy was featured on the cover of the March issue of PM Magazine, the monthly publication of the International City/County Management Association.

As part of the magazine’s Ethical Leadership and Political Neutrality issue, Malloy contributed the article “Knowing When to Leave: 10 indications that it may be time to resign from your local government position,” which addresses how managers should evaluate their tenure in a public position. (At the end of the article, he added that he is hoping to stay in his current position until retirement.)

Malloy served as the ICMA’s president for 2020-2021, and is also a past president of the Massachusetts Municipal Management Association. He has been in his Lexington job since October 2018. Before that, he served for nine years as the town manager in Westborough and almost 15 years as the town administrator in Sturbridge.

Nancy Lucier, who spent decades serving the town of West Boylston until her retirement in 2022, died on March 3 at age 71. A lifelong resident of West Boylston, Lucier worked for the town for almost four decades, primarily as the municipal assistant supporting the Select Board and the town administrator. She became town administrator herself in June 2019, a job she held until her retirement. Calling Lucier a “true champion for all things West Boylston” in a statement following her death, the town lowered flags to half staff to honor her memory and years of public service.

Former Springfield City Councillor Paul Sears died on March 5 at age 86. Born in Springfield, Sears served on the council from 1968 to 1976 and was council president for three years. Early in his career, he was the manager of the Micah Corporation, a nonprofit that encouraged home ownership. He later opened a real estate business. Deeply involved in local civic organizations, he received the Ad Club of Western Massachusetts’ William Pynchon Award for his community involvement.

On March 21, John “Jack” McGlynn, a former Medford mayor, city councillor and state representative, posthumously received the Congressional Gold Medal for his military service in World War II.
People

Continued from page 28

Trained as a U.S. Army cryptographer, McGlynn served in what became known as the “Ghost Army,” a group that engaged in psychological warfare and disinformation to destabilize the German war effort. McGlynn served in the 3132 Signal Service Company. The group’s work was so secret that the public didn’t know of its existence until the files were declassified in 1996.

After the war, McGlynn became a florist and devoted much of his life to public service. He served five terms as mayor and 22 years on the City Council. He also served 16 years as a state representative, starting in 1958, and later served in numerous state roles, including deputy secretary of the Commonwealth, director of intergovernmental relations and chief secretary to Gov. Edward King, and later as commissioner of the Division of Public Employee Retirement Administration. He also served as a special sheriff in Middlesex County. He died in 2016 at age 94.

Sen. Ed Markey co-sponsored the legislation to honor the work of the Ghost Army, and President Joe Biden signed it into law in 2022. Last month’s ceremony honored more than 1,000 Ghost Army veterans.

Members of McGlynn’s family traveled to Washington, D.C., for the ceremony at the U.S. Capitol. The group included McGlynn’s son, former MMA President Michael McGlynn, who served for 28 years as mayor in Medford, and also as a state representative.

This monthly column highlights transitions, accomplishments and awards, and life events of municipal officials. To submit information for People, contact MMA Associate Editor Jennifer Kavanaugh at 800-882-1498 or jkavanaugh@mma.org.

New select board members elected

The following are new select board members elected in annual town elections from Feb. 5 through March 26.

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

Andover: Kevin Coffey, Ellen Townson
Bedford: Daniel Bros gol
Natick: Linda Wollschlager
Orange: Julie Davis
Petersham: Joshua Cayea, Deborah Poordry
Winchester: Bill McGonigle ●

MIIA

Continued from page 23

runs the risk of stopping water treatment or distribution of water altogether.”

Water systems are particularly vulnerable to cyberattacks in part because of the sheer number of entities that exist, and because their resources in terms of funding and regulatory guidance are relatively modest. The U.S. water system encompasses approximately 150,000 entities, most of which serve fewer than 3,000 people. And most water systems are run by municipal governments, bringing additional challenges related to budget and staffing.

“Small, municipal water systems have a range of demands to deal with, such as lead and PFAS standards, so cybersecurity can become a lower priority,” Hildick-Smith said.

Resources for water departments

There are several different federal and state-level resources to help municipalities and local water departments boost cybersecurity preparedness.

Both CISA and the U.S. Environmental Protection Agency offer free cybersecurity assessment programs for local water utilities. Upon request, CISA will perform a detailed vulnerability scan and provide weekly reports indicating any findings so that action, such as patches, can be taken. CISA and the EPA also offer a range of resources such as cybersecurity briefing sheets, checklists, and tabletop exercises for staff training.

In Massachusetts, the DEP encourages water utilities to take advantage of cybersecurity assessments to meet the state’s cybersecurity requirements and to present results during state-level sanitary surveys.

For its members, MIIA offers cybersecurity insurance coverage, as well as training covering best practices for breach prevention and other cyber-related resources. For more information, visit the Cyber Liability Protection page on MIIA’s website ●.

Let us know about your local news

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

If your community has launched a new program or initiative, or has found a unique solution to a common problem, please let us know by filling out our new Local News Tips form on the MMA website ●.
The hybrid pathway would allow for the following:

- Cities and towns could make up to 50% of entry-level police and fire appointments outside of the traditional civil service exam process, drawing from a locally generated pool of prospective candidates.
- Cities and towns could consider prospective “hybrid” candidates immediately, regardless of whether they have taken a civil service examination and without the need for a certification from the HRD.
- Prospective candidates would go through the pre-existing review process, including a pre-conditional-offer background check and post-conditional-offer medical and physical abilities tests.
- Once all conditions are met, the HRD would authorize a candidate’s employment in the same manner as traditional Civil Service candidates, subject to completion of a prescribed course of study at an approved police or fire academy, if not already completed.
- Civil Service communities could appoint incumbent police officers from non-Civil Service communities through this process for entry-level positions only, but those candidates would be considered original appointments and would not retain any seniority.

The legislation includes other recommendations from the commission’s interim final report in 2022. These include:

- Adding flexibility for municipalities in navigating residency requirements
- Adjusting the formula for entry-level certifications (from 2n+1 to 3n+1)
- Supporting and investing in cadet programs
- Lowering barriers to Civil Service exam fee waivers
- Supporting diversity scholarship models

The Special Legislative Commission to Study and Examine the Civil Service Law, established by Chapter 253 of the Acts of 2020, known as the Policing Reform Law, included numerous stakeholders, brought together to investigate potential reforms to modernize the Civil Service system, including reducing unnecessarily long onboarding timelines, providing needed flexibility for hiring, and using attributes outside of taking a test.

The panel was co-chaired by Rep. Ken Gordon and Sen. Michael Brady, who also co-chair the Legislature’s Joint Committee on Public Service.

The commission reconvened in late 2023 to begin discussions on potential legislative solutions.

A special commission presentation on key concepts of its proposal is available on the MMA website.

The Civil Service bill is expected to be reported out of the Joint Committee on Public Service and then sent to the House Committee on Ways and Means.

For more information, contact Dave Koffman at dkoffman@mma.org.
 Classified Advertisements

Town Planner
Town of Swansea
Under the policy direction and general administrative oversight of the Planning Board, the Town Planner shall perform work at both technical and professional levels to assist in the preparation and presentation of studies and plans regarding the long-term physical development of the town. Responsibilities include comprehensive land use planning, zoning analysis, subdivision and site plan review, design review, and the planning aspects of specific projects. Site visits to properties with various terrains. Maintains communications, provides advice, and makes grant applications on behalf of other town boards. Full description at www.swanseama.gov. Please submit a cover letter, application, and resume to hrs@swanseama.gov.

Town Administrator
Town of Harvard
The town of Harvard (pop. 6,059) seeks qualified applicants for the position of Town Administrator. The Town Administrator serves as the town’s chief administrative officer, in accordance with the town charter, serves as a resource for the Select Board in policy development, helps prepare and monitor the town’s $35 million budget, and administers 10 municipal departments with over 100 full and part-time employees. Bachelor’s degree in public administration, business administration or equivalent (master’s preferred) along with seven years of public sector administrative experience is required. Annual salary range is $149,623 to $201,995. Compensation will be based upon experience and qualifications. Send cover letter and resume electronically to tsearch@harvard-ma.gov by 3 p.m. on April 26. A copy of the position announcement and current job description can be viewed here, and additional information about Harvard can be found on the town's website at harvard-ma.gov.

Director of Public Works/ Superintendent
Town of Holbrook
The town of Holbrook seeks qualified applicants for the full-time, benefited position of Director of Public Works/Superintendent. Bachelor’s degree in civil engineering, public administration, or a related field; seven to 10 years of progressively responsible administrative and supervisory experience in the field of public works; or an equivalent combination of education and experience. A full job description can be found at www.holbrookma.gov/human-resources/pages/employment-opportunities. Salary range: $120,000 +/-, depending on qualifications and experience. Email cover letter and resume to holbrook-capital-strategic-solutions.com. Applications will be reviewed on a rolling basis and the position will remain open until filled. Holbrook is an equal opportunity employer.

Town Planner
Town of Hudson, New Hampshire
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 is highly desirable, with a minimum of seven years of 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 April 19 to: Town Administrator, Town of Hudson, 12 School St., Hudson, NH 03051. The town of Hudson is an equal opportunity employer.

Town Planner
Town of Somerset
The town of Somerset is seeking a self-motivated professional with a strong interest in zoning and land use regulations, with a focus on community development grant programs to join our team as Town Planner. The purpose of this full-time position is to direct and perform municipal land use planning functions, provide staff support to the various land use boards and committees and coordinate the town’s long range comprehensive planning activities. Bachelor’s degree preferred or specialized level of trade knowledge in urban planning or a related field, and three years of municipal government planning experience. Successful candidates will possess exceptional attention to detail, excellent communication and problem-solving skills, ability to work with confidential information, and experience with personal computers, including Microsoft Excel and Word, database, and spreadsheet applications. The salary for this position is $85,000-$105,000 with excellent benefits. The town of Somerset is an AA/EEO employer. A full job description and application can be found on the town’s website at www.townofsomerset.org/555/employment-opportunities or at the Town Administrator/Personnel Director’s office, Room 23, Town Office Building, 140 Wood St., Somerset, MA. Questions and applications should be submitted to the office of the Town Administrator/Personnel Director at pramos@town.somerset.ma.us. This position will remain open until filled.

Assistant Town Administrator
Town of Montague
The town of Montague, Massachusetts (pop. 8,580), seeks qualified applicants for the position of Assistant Town Administrator. Montague is a dynamic community of five villages nestled along the Connecticut River in the upper Pioneer Valley. Under the general direction of the Town Administrator, the Assistant Town Administrator provides professional management for the town, including the planning, management, and administration of programs and initiatives. Core activities will regularly include the development of strategic plans, grant making, contract management, procurement, hiring and management of vendors and contractors, and administrative process management; as well as interdepartmental coordination and management of assigned special projects and departments. Minimum credentials include a bachelor’s degree in a related field and a minimum of five years of experience working in a closely related municipal role; or an equivalent combination of education and experience. The town seeks an exemplary candidate with a thorough knowledge of principles and practices of community and economic development, public procurement, state and federal grant making, project management, and regulations and statutes applicable to the work of the position. Candidates with skills in human resources, finance, or project management are encouraged to apply. They will be proficient with software and technology tools suitable to the position. They will be highly collaborative in their approach to work. Salary starts at $91,770. Work week is Monday – Friday.

Classified advertising rates and information
The Beacon publishes classified ads from units of government, public agencies, and companies. Classified advertising categories are: Employment Opportunities, Requests for Proposals, and Services. Only one job opening or RFP can be listed per ad. The MMA cannot assume responsibility for information or claims made in any advertisement.

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

Member rates
- $100 for first 100 words; $100 for each additional block of up to 100 words
- Rate for one format only (Beacon 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 (Beacon 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 published in mid-July.

May Beacon
Deadline: April 25
Publication: May 1

June Beacon
Deadline: May 24
Publication: May 31

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

For more information, call Amanda Brangwynne at the MMA at 617-426-7272, ext. 107.

See www.mma.org for details.
through Thursday, 37.5 hours/week, with frequent evening and Friday obligations. The town of Montague is committed to a collaborative team environment and competitive benefits. A job description is available at www.montague-ma.gov. Target start date is June 17. For priority review, please submit resume and cover letter to April 18 to: Wendy Bogusz, Montague Selectboard Executive Assistant, wendy@montague-ma.gov. EEO/AA employer.

**Drinking Water Treatment Plant Operator**

**Town of Holbrook**

The Randolph/Holbrook Joint Water Board is seeking applicants for the position of Drinking Water Treatment Plant Operator. Grade 2T or higher license is desired; lesser licenses and/or trainees may be considered. Must have a working knowledge of pumps, motors, filters, and other related treatment plant equipment. Must have the ability to diagnose and correct any malfunctions that may occur during the operation of the plant. Compensation is based on the level of license held, per the current union contract. Starting at $31.29 per hour (Grade 4T), $33.03 per hour (Grade 3T), and $31.27 per hour (Grade 2T). Please email resumes to Paul Hennessy at phennessy@holbrookmassachusetts.us.

**Deputy Police Chief**

**Town of Hopkinton**

Hopkinton, Massachusetts, is seeking a community-oriented, experienced professional to serve as its next Deputy Police Chief. The Deputy Chief’s principal responsibilities include, but are not limited to, assisting the Police Chief in planning, organizing and directing the patrol, investigative, administrative, internal affairs, and support service activities of the department. The Deputy Chief assumes responsibility for the department in the Police Chief’s absence and is frequently required to work outside of normal business hours. Candidates must possess a thorough knowledge of the principles and practices of police administration and of approved police methods and procedures; state and federal laws and regulations affecting police work; criminal law and modern techniques of criminal investigations; labor law and collective bargaining; and technology used in police work. Successful candidate will possess a bachelor’s degree in criminal justice, law enforcement, public administration or related field; have 10 consecutive years of experience as a police officer with at least five years of progressively responsible supervisory and/or administrative experience in police operations and programs; or any equivalent combination of education, training and experience that provides the required knowledge, skills and abilities to perform the essential functions of the job. Candidates must be active in the law enforcement field and hold a minimum rank of sergeant to apply. Salary: Hopkinton offers a generous benefits package, which includes a full salary range of $88,108-$123,344, commensurate with qualifications. Interested applicants should send a cover letter and resume, as a single PDF file, by email to Jessica Lewearzen at jlewearzen@hopkintonma.gov. Cover letters and resumes should be received by 4 p.m. on Friday, April 12. EEO/ADA employer. For more detailed position information, please visit: www.hopkintonma.gov/hr.

**EMT-Basic**

**Town of Lanesborough**

Full-time, part-time, and per diem positions available! $23/hour. EMTs will be tasked with providing EMT-basic level pre-hospital care to patients, in accordance with the most up to date Massachusetts statewide treatment protocols, as well as the additional scope of practice provided within the department’s affiliation agreement with Berkshire Medical Center. EMTs will have daily duties consisting of light maintenance/grounds work, as well as other daily tasks on an as needed basis assigned by the EMS Director. EMT-B certification and experience required. Apply to jweber@lakeshore-ma.gov.

**Police Officer**

**Town of Groton**

The town of Groton Police Department is seeking applicants for a full-time Police Officer. Minimum qualifications: U.S. citizen, 21 years of age or older, a valid license to carry (LTC), a valid driver’s license, a bachelor’s degree is preferred, and must reside or be willing to relocate to reside within 15 miles of the limits of Groton. Preference will be given to candidates that have completed full-time academy or equivalent certification and have the ability to achieve and maintain Massachusetts POST certification. Candidates must be able to perform duties under stressful conditions and communicate effectively, both orally and in writing. Candidates will be selected on their ability to serve the community and represent the town of Groton in a professional and courteous manner. The current yearly salary range is $61,890.25-$74,887.21. The town of Groton offers a competitive and comprehensive benefits package. To apply for this position, submit a cover letter and resume to Human Resources Director, Melissa Doig, or email mdoig@grotonma.gov, no later than 4 p.m. on April 5. The town of Groton is an equal opportunity employer.

**Assistant Water and Sewer Superintendent**

**Town of Duxbury**

The town of Duxbury seeks an Assistant Water and Sewer Superintendent to assist with all functions of the water and sewer system in order to provide reliable water supply for residential and commercial uses. Bachelor’s degree in construction, business, engineering, or related field with seven to 10 years of work experience, five of which are in a supervisory position; or any equivalent experience. Required license: valid driver’s and Grade 4M watertower water license. Desired licenses: drinking water supply facilities Grade 2T full operator; drinking water supply facilities Grade 3D full operator; DEP certified cross connection tester/surveyor. Salary range: $75,806-$98,548. Actual salary DOQ. Position available July 1. Full job description and apply to: townofduxburyjobs.easyapply.co.

**Director of Community Development**

**Town of Wareham**

$93,635.23-$108,548.89, which will increase on July 1 to $95,507.93-$110,719.87 annually. Wareham is seeking a qualified applicant to fill the full-time Monday–Thursday position of Director of Community Development. This position is responsible for performing professional, technical and administrative work in developing/implementing/coordinating programs and projects relative to community development, pursuant to the town’s comprehensive planning program, and is also responsible for managing the town’s natural resources. Salary and a very generous benefits package, including health insurance and dental (paid at 68% and 75% of the premiums), are in accordance with current CBA. Full job posting at: www.wareham.ma.us/sites/g/files/yhlij12101/pages/direct_of_comm_dev.pdf. Submit resume to: dallen-england@wareham.ma.us. Subject to CORI/SORI/pre-employment physical/drug test. AA/EEO/ADA

Part-Time Custodian

Lincoln Public Library

The Lincoln Public Library is seeking qualified, self-motivated applicants for the part-time position (12 hours/week) of Custodian. Responsibilities include, cleaning floors, windows and screens; collecting and disposing of trash and recycling; vacuuming and shampooing carpets; disinfecting high touch surfaces; and stripping and refinishing hard surface floors, as needed. The applicant should have one to three years of training and experience in various maintenance and repair duties, including minor plumbing and simple carpentry, and possess a willingness to take on small projects. The applicant should also have skill in the use of hand and power tools and equipment to accomplish the duties above. A full job description can be found here.

Hourly range: $23.23-$29.41, depending on qualifications. Submit cover letter and resume to Melissa Roderick, Library Director, 721 Main St, Lincoln, MA 01773 or mroderick@lincolnlibrary.org. Search will remain open until the position is filled. The town of Lincoln is an organization that believes that workforce diversity strengthens performance, integrity, trust and partnerships with our staff, boards, committees, community and guests.

**Town Planner**

**Town of Londonderry, New Hampshire**

Job summary: performs and coordinates planning and zoning work within the Planning and Economic Development Department in the development of a comprehensive plan and implementation of the town’s ordinances for orderly growth of the town. Provides administrative staff support to the Assistant Town Manager/Assistant of Economic Development, Planning Board, and Zoning Board of Adjustment. The Town Planner provides staff support to the Planning Board and ZBA. See the job posting on the HR page of the town’s website: www.londonderrynh.gov. Salary: $77,705.28-$101,656.03. How to apply: send cover letter, resume and completed town application to: hrdpepl@londonderrynh.org.

Harbormaster

**Town of Tisbury**

The town of Tisbury (population 4,740) is seeking to fill the position of Harbormaster. Candidates should have strong communication skills, both written and verbal. Candidates must have customer service skills and the ability to work with the public and the businesses on the waterfront. Must be able to work collaboratively with the governing board, management, departments, collective bargaining unit, public safety, appointed advisory board and the public. Bachelor’s degree preferred or master craftsman level of trade knowledge and five to seven years of boating experience. Valid Massachusetts class D motor vehicle license, 50-ton USCG master captain’s license, satisfactory completion of initial course of training approved by the Harbormaster Training Council within two years of hire, as required by MGL c102,192. Preventing and responding to
spills of different types of hydrocarbons and island residency strongly preferred. Salary is $58,887.68 +/-, commensurate with experience. The Harbormaster is a highly responsible position and performs supervisory, administrative, and management functions; and ensures orderly and safe use of Tisbury waterways. Interested candidates should send a town application (available on the town website under human resource) cover letter, and resume to Pam Bennett at pbennett@tisburyyrm.gov, by April 12. For a full job description, visit www.tisburyyrm.gov under human resources, job opportunities.

Town Administrator
Town of Brookfield

The town of Brookfield (3,450 pop.) is seeking qualified applicants for the position of Town Administrator. Responsibilities include professional, administrative, supervisory, and technical work. View the job description at brookfieldma.us. Salary is commensurate with experience; current appropriation is $89,989. Please submit a resume and cover letter to selectmen@brookfieldma.us. Open until filled. The town of Brookfield is an equal opportunity/affirmative action employer.

Highway Superintendent
Town of Brookfield

The town of Brookfield (3,450 pop.) is seeking an experienced full-time Highway Superintendent. Ideal candidate will be an active and hands-on working superintendent. Minimum requirements are a high school diploma, satisfactory driving record with CDL and applicable hoisting licenses, and five to seven years of progressively responsible experience. A bachelor’s degree in civil engineering may be substituted for up to two years of experience. Current appropriation is $73,500, subject to change, commensurate with qualifications. Full job description and application details are available on the town website at brookfieldma.us. Please submit a resume and cover letter to selectmen@brookfieldma.us. Resumes accepted until the position is filled. Brookfield is an equal opportunity employer.

Executive Administrative Assistant to the Superintendent
Hampshire Regional School District

HRSD is seeking a highly qualified professional with strong communication and operations background to join our dynamic team! A bachelor’s degree and the ability to work under pressure is required. Previous regional experience preferred. Salary is negotiable. On-the-job training and coaching will be available. Part-time or remote hours are negotiable. Vacancy will remain open until filled. Please apply on SchoolSpring or send resume/inquiries to dbonneville@hr-k12.org.

Business Administrator
Hampshire Regional School District

HRSD is looking for motivated individuals with strong accounting or operations background to join our dynamic team! A bachelor’s degree and the ability to work under pressure is required. Previous regional experience preferred. Salary is negotiable. On-the-job training and coaching will be available. Part-time or remote hours are negotiable. Vacancy will remain open until filled. Please apply on SchoolSpring or send resume/inquiries to dbonneville@hr-k12.org.

Town Administrator
Town of Colrain

The town of Colrain, Massachusetts, seeks a Town Administrator with experience in local government operations, financial management, as well as grant writing and administration. The Town Administrator oversees the day-to-day operations of the town and is responsible for financial management, personnel management, project management, and interdepartmental communications. The town has a combined capital and operating budget of $2.5 million and an up-to-date municipally-owned broadband service. The town is financially sound with an AA+ bond rating. Colrain is located 15 miles northwest of Greenfield, convenient to I-91, and is within a pleasant commute to the Five College area. The town is known for its quiet, rural beauty. The vibrant small cities of Greenfield and Northampton, as well as Brattleboro, Vermont, are all a short drive away. The anticipated starting salary is between $80,000 and $95,000, depending upon qualifications and experience. A full job description is available at colrain-ma.gov. For more information and to apply, email a cover letter and resume to Michael Shuipts at colrainapplications@gmx.com. Proposed start date is June 15.

Social Services Navigator – Health Department
City of Beverly

The Social Services Navigator provides strategic support to the community and to the city of Beverly Health Department in the areas of mental health and access and other related social services. This position is charged with developing, collaborating, and implementing programs to increase community access to behavioral healthcare and essential resources for residents (e.g., housing, food insecurity, substance use, etc.). Please visit www.beverlyma.gov/jobs for a detailed job description and qualifications. Salary range is $75,000 to $85,000. Please send resume and cover letter to jobs@beverlyma.gov. AA/EOE

Principal Assessor
Town of Brookfield

The town of Brookfield is seeking qualified applicants for the position of Principal Assessor. Responsibilities include professional, administrative, supervisory, and technical work related to the enforcement and interpretation of Department of Revenue regulations pertaining to property tax assessment and abatement; the valuation of real and personal property; analysis of deeds, plans of land ownership information and other data. Administers Chapter 61, conducts field inspections, measures buildings, reviews market data and inspect images of interior structures to determine value. Qualified applicants should have experience in municipal assessing. Candidates should have Massachusetts Accredited Assessors (MAA) certification or the ability to obtain certification. Preference will be given to applicants proficient in Vadar, GIS, Patriot and Microsoft Office. Applicants must have a valid motor vehicle operator’s license and must pass a CORI check. Hours are Monday-Thursday (36 hours). Salary is commensurate with experience. Current appropriation: $59,563.87. Please submit a resume and cover letter to pking@brookfieldma.us. Position is open until filled. The town of Brookfield is an equal opportunity/affirmative action employer.

Town Planner
Town of Georgetown

Town Planner position (full-time; 40 hours per week; salary, DOE – not to exceed $89,000). Offers full range of support to the Planning Board. Minimum qualifications: bachelor’s degree in urban or regional planning with four years of appropriate experience or equivalent direct experience. See a more detailed job description at www.georgetown-ma.gov. Please send resume and cover letter to Maureen Shultz, 1 Library

Assistant Conservation Agent
Town of Chatham

The town of Chatham, Massachusetts, seeks a knowledgable professional to fill the position of Assistant Conservation Agent within the Department of Natural Resources. This benefits and pension-eligible position is 40 hours per week. Starting biweekly salary is $2,631.20-$2,737.60 ($68,411.20-$71,177.60 annually), depending on qualifications and experience. A 3% cost of living salary increase is scheduled for July 1. Interested applicants should submit a cover letter and resume to hrcsitchatama.gov or mail to Human Resources, 600 Chief Justice Cushing Highway, Chatham, MA 02633. Position is open until filled. AA/EEO/ADA

Assistant Town Administrator/Director of Planning and Development
Town of Scituate

The town of Scituate seeks enthusiastic and qualified candidates for the position of Assistant Town Administrator/Director of Planning and Development. Reporting to the Town Administrator, this position assists in the administration of various town functions and assists the Town Administrator on a variety of broad-based management issues; assists in the planning, analysis and implementation of townwide projects and initiatives; participates in various working groups/committees; and coordinates projects for the Town Administrator. The position is responsible for oversight, guidance and support of various departments; such as building, conservation, planning, coastal management, and other departments as assigned. Master’s degree in public administration or related field preferred and seven years of increasingly responsible experience in municipal administration, planning, regional planning, or community or economic development preferred. Salary range is $100,987 to $120,042 annually, DOE. A full job description may be found on the town of Scituate’s employment page. Interested applicants should submit a cover letter and resume to hrcsitchatama.gov or mail to Human Resources, 600 Chief Justice Cushing Highway, Scituate, MA 02066. Position is open until filled. AA/EEO/ADA

Assistant Conservation Agent
Town of Harvard

We assure you that your opportunity for employment with the town will be based only on your merit, without regard to race, religion, sex, age, national origin or disability.
Building Commissioner/Zoning Enforcement Officer
Town of Sherborn
The town of Sherborn is seeking a Building Commissioner/Zoning Enforcement Officer. This position reports to the Town Administrator and the Select Board. The Building Commissioner is responsible for administering all provisions of the state building code, the Sherborn zoning bylaws, and other applicable codes of the Commonwealth related to building structures. This is a regular part-time salaried position, (27 hours per week) up to $41.75 per hour. The full job description and supplemental information may be viewed on the town’s website at www.sherborn-ma.org. Interested candidates must submit a cover letter, resume and town application electronically to hr@sherbornma.org. Position will be posted until filled. Additional requirements: state certification as a building official; valid construction supervisor’s license, valid Massachusetts motor vehicle operator’s license. The town of Sherborn is an equal opportunity employer.

Municipal Accountant
Town of Clarksburg
The town of Clarksburg seeks a Municipal Accountant. This is a 24-hour/three days per week position. One year of municipal experience is required. Must be familiar with A/P, expense allocation, attention to detail and year-end financials. Associate degree or better required. Experience with Sofright is helpful. Somewhat flexible schedule. Pleasant work environment with great staff! Good organizational skills, multitasking and willingness to excel. Salary: $30.50 to $32.85/hour. BC/BS health and benefit package, including retirement. Qualified individuals can submit cover letter, resume and references to: townadministrator@clarksburgma.gov. Accepting applications until the position is filled. Equal opportunity employer.

Treatment Operator
Town of Norwell
The town of Norwell seeks an experienced Treatment Operator in our Water Department with a minimum of four years of experience working in a municipal treatment operations capacity. Must possess and maintain a minimum T-2 full and D-1 license from the Massachusetts Board of Certification of Operators of Drinking Water Supply Facilities. Valid Massachusetts Class D license required. Salary: $32.54-$43.18 per hour with one license; $1,800 annual stipend for two or more licenses; standby hourly rates of $40/days and $50/weekends, clothing allowance, computer monitoring pay, and excellent health/PTO benefits. Visit www.townofnorwell.net for job posting and application details. Send resume to bchilde@townofnorwell.net. Open until filled. EOE/AA/ADA employer.

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.moma.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@moma.org.

Mass Notification System for Municipalities
Are you able to reach your residents when you need to? My Town Alert helps keep your community informed, prepared and engaged every day. It’s a mobile app that enables instant, widespread communication in seconds. Many communities use expensive calling or texting services, or rely on third-party social media platforms to get critical official information. Town Alert is a cost-effective, simple way to alert your entire community in seconds. No ads. No data collection. Simple and fast setup. Predictable pricing. Free nine-month trial. Contact Eric Ciborowski Jr., info@townalert.com, 207-713-4300, www.town-alert.com, 300 Congress St., Suite 405, Quincy, MA 02169.

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

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.

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 www.k-plaw.com or contact Lauren Goldberg, Esq. at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

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 expertise you require, based on decades of real-world experience. We take the time to understand your situation. We inquire, listen, and respond. We provide options that will work for you. We are committed to the values of democracy, to preservation and enhancement of natural resources and the built environment, and to excellence and care in support of municipal objectives. We offer competitive rates, personal service, diligent attention to our clients’ needs, and good humor. Please contact us at contact@harringtonheep.com or 617-489-1600.

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; richwhite58@verizon.net; 781-572-6332; www.grouxwhiteconsulting.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@vadarystems.com. Learn more at www.VADARSystems.com. Locally owned and operated at 20 Main St., Suite G1, Acton, MA 01701.

Town Counsel/Legal Services
Brooks & DeRensis, PC, 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.

Municipal Accounting and Consulting Services
Our outstanding team specializes in municipal financial consulting and outsourced accounting. Since 2008, we have worked with many Massachusetts cities and towns with interim accounting, special projects, fraud risk assessments, financial forecasts, and budgeting. We also provide permanent outsourced accounting solutions, which have proven successful for many years. Please contact Eric Kinsherf at eric@erickinsherf.com or visit our website erickinsherf.com for further information.

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

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 where and when 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.

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; mmaginc@gmail.com.

Municipal Support Services
Capital Strategic Solutions (CSS) is a Massachusetts-based, certified woman-owned, disadvantaged business enterprise composed of municipal executives. We have hands-on experience that allows us to formulate and implement strategies tailored to the communities we serve. We specialize in public administration and municipal finance, human resources and policy development, emergency management services and public safety, public works and infrastructure operations, public relations and community engagement, project management and oversight, grant writing and administration, and onsite support services. For more information, visit www.capital-strategic-solutions.com, call 508-690-0946, or email info@capital-strategic-solutions.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 Staczyzynski, President, Human Resources Services Inc., 9 Bartlet St., Suite 186, Andover, MA 01810; 978-474-5200; hrsconsulting@comcast.net; or visit www.hrscsultinginc.com, WBE certified.

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 multidisciplinary team provides individuals and organizations with support to move forward constructively and improve functionality. Our services include: facilitation, mediation, training and coaching, leadership development, cultural competency, independent workplace investigations, stakeholder assessments, public engagement and process design. For more information, visit www.themediationgroup.org, email info@themediationgroup.org or call 617-277-9232.

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

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

APRIL

2  
MMA webinar, conflict conversations, 12-1:15 p.m. Contact MMA Education and Training Coordinator Lily Rancatore

6  
Association of Town Finance Committees, spring conference, 9 a.m.-1 p.m. Pine Ridge Country Club, North Oxford. Contact: MMA Senior Member Program Coordinator Denise Baker

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

10-12  
ICMA Local Government Reimagined Conference, Sheraton Boston Hotel. Contact: lgr.icma.org/boston

18  
MMA webinar, Inspiring Climate Action series, 12-1:15 p.m. Contact MMA Education and Training Coordinator Lily Rancatore

22  
MMA webinar, digital equity planning, 12-1 p.m. Contact MMA Education and Training Coordinator Lily Rancatore

24  
Massachusetts Mayors’ Association, monthly meeting, 10 a.m.-1 p.m. Contact: MMA Communications and Membership Director Candace Pierce

24  
Massachusetts Municipal Councillors’ Association, webinar, “Parliamentary Procedure at Council Meetings,” noon-1:15 p.m. Contact: MMA Senior Member Program Coordinator Denise Baker

25  
Massachusetts Municipal Human Resources, virtual meeting, 10:30 a.m.-12:30 p.m. Contact: MMA Member Program Coordinator Anneke Craig

27  
Massachusetts Select Board Association, Western and Rural Massachusetts Conference, 8 a.m.-1 p.m., Hotel Northampton, Northampton. Contact: MMA Member Program Coordinator Anneke Craig

30  
MMA webinar, Inspiring Climate Action series, 12-1:15 p.m. Contact MMA Education and Training Coordinator Lily Rancatore

MAY

2  
MMA webinar, civil discourse at town meeting, 12-1 p.m. Contact MMA Education and Training Coordinator Lily Rancatore

3  
Women Elected Municipal Officials, spring symposium webinar, 9-11 a.m. Contact: MMA Member Program Coordinator Anneke Craig

8  
MMA webinar, municipal law 101, 12-1:15 p.m. Contact MMA Education and Training Coordinator Lily Rancatore

9  
Massachusetts Municipal Human Resources, boot camp, 8:30 a.m.-3:30 p.m., The Hotel Northampton, Northampton. Contact: MMA Member Program Coordinator Anneke Craig

14  
Massachusetts Municipal Councillors’ Association, board meeting, 8:45-9:45 a.m., Forbes Municipal Building, Westminster. Contact: MMA Senior Member Program Coordinator Denise Baker

14  
MMA Board of Directors, 10-11:15 a.m., Forbes Municipal Building, Westminster. Contact: MMA Executive Director’s office

15-17  
Massachusetts Mayors’ Association, spring conference. Contact: MMA Communications and Membership Director Candace Pierce

JUNE

23  
Women Elected Municipal Officials, Women’s Equality Day webinar, 12-1 p.m. Contact: MMA Member Program Coordinator Anneke Craig

29-31  
Massachusetts Municipal Management Association, spring conference. Contact: MMA Senior Member Program Coordinator Denise Baker

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

MMA contacts

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For more information, visit www.mma.org