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# Legislature may still act on some items

The formal legislative session ended this summer without enactment of a number of pieces of legislation that have been closely followed by the MMA and municipalities — particularly an economic development package, clean energy siting changes, the Municipal Empowerment Act, and a new program to help communities win federal grants.

Included in these bills were issues such as changes to the civil service system, a reform of public health services known as SAPHE 2.0, and permanent authorization for remote and hybrid public meetings, among other topics.

The end of the formal session changes the rules of operation at the State House, but the session does run through the end of the calendar year, and there may still be progress on some of these issues. In recent weeks, the House and Senate reached an agreement on maternal health legislation and on a long-term care bill. The MMA continues to work diligently to follow the developments

and advance municipal concerns.

The following is the latest information on some key legislative issues:

# **Economic development**

A House-Senate conference committee was unable to reach agreement on a proposed multi-billion-dollar economic development bond bill by the end of the formal legislative session on July 31.

A \$4.1 billion version <u>passed by the</u>
<u>House on June 27</u> and a \$2.8 billion bill <u>passed by the Senate on July 11</u> included the following investments of interest to municipalities:

- \$400 million for <u>MassWorks</u> grants for local infrastructure
- \$100 million for the <u>Rural</u> <u>Development Fund</u>
- \$150 million for the <u>Public Library</u> <u>Construction Program</u> to help municipalities update and rehabilitate these essential facilities

- \$100 million for grants, through the <u>Seaport Economic Council</u>, to help the state's 78 coastal municipalities withstand and adapt to the impacts of climate change
- \$400 million for climate technology bonding authorizations

**Civil service:** The House version of the bill included an amendment to update and modernize civil service hiring practices. The House's proposal reflected years of policy deliberation among a comprehensive group of stakeholders. The MMA reported on several key aspects of this proposal in March, including a new "hybrid" pathway that Civil Service departments could use to more easily identify and hire candidates for municipal police and fire positions outside of the traditional exam process. Other reforms include expanded flexibility for residency requirements, and support and expansion for cadet programs.

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# At Connect 351, Gupta to address 'human energy crisis'

By Jennifer Kavanaugh

Author and entrepreneur Suneel Gupta, who has studied the successes and failures of leaders and shares lessons from his own winding career, will explore the link between well-being and performance as Connect 351's opening keynote speaker on Jan. 24 in Boston.

As the founding CEO of a mobile health company, a visiting scholar at Harvard Medical School, and a bestselling author, Gupta has identified more sustainable habits to address the "energy crisis" at work, which he says drains momentum and causes burnout. In this world of "hustle culture," he says, people fixate on their race against the clock, and it's hurting both their well-being and their



Suneel Gupta

performance.

"We all feel strangled by time, but we don't know how to manage our energy," Gupta said in a February interview with Family Action Network.

While many people struggle with the

time trap, he has found a common denominator among leaders who have achieved great success in their fields.

"It's not because they're exceptional about time management," he said. "It's because they're exceptional at energy

# **2024 MMA Board of Directors**

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

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# **Executive Director's Report**

# **MMA** convenes municipal communicators

Journalist Sydney J. Harris is credited with saying, "The two words 'information' and 'communication' are often used interchangeably, but they signify quite different things. Information is giving out; communication is getting through."

When municipal officials think about communicating with residents, taxpayers and stakeholders, one of the biggest challenges is just that: getting through.

This challenge has always been present, but it is certainly exacerbated by an increasingly busy and thereby distracted populace, an ever-shifting social media landscape, and an ongoing loss of local news outlets. This means that it is increasingly harder for you to get your message out about key priorities and programs being initiated and managed by your communities.

This challenge grows even more daunting in the face of insidious misinformation efforts that many communities face on various social media channels. As they say, a lie gets around the world twice before the truth even gets its shoes on.

With limited time and resources, and the lack of an objective local press in many places, the work of getting through to residents with accurate and truthful information keeps getting harder and harder.

So what can local government leaders do in the face of these challenges? A first step is to take intentional action focused on your communications tools, strategies and



By Adam Chapdelaine

staffing.

Many communities already have staff dedicated to communications. Others have a staff person with varied responsibilities who has communications as part of their duties. And some communities, based on resource constraints, aren't able to staff a communications function.

At the MMA, we prioritize connecting municipal professionals across multiple subject matter areas. Moreover, we are well aware of the communications challenges that you're facing. And that is why we are excited to announce the launch of Massachusetts Municipal Communicators, a new affiliate member group dedicated to enhancing municipal communications. (See related story on page 7 in this issue.)

The initiative has been designed to support professionals who manage communications for cities and towns through a variety of resources and networking opportunities. The MMC will host webinars and in-person events to help MMC members improve their skills in communications, learn best practices, and connect with peers.

This new group already has 184 members, which is an amazing testament to the commitment that local government in Massachusetts is already making to communicating with its residents and stakeholders.

■ **DIRECTOR'S REPORT** continued on 27

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

Michelle Wu, Mayor, Boston

# **Connect 351 speaker Lehrman to focus on engagement**

# By Jennifer Kavanaugh

When Matt Lehrman gives his Saturday keynote address at Connect 351 in January, he will likely ask municipal leaders two big questions: How do your residents feel when they emerge from civic engagement? And how do you actually want them to feel?

Lehrman's talk, "From Conflict to Conversation," will probe how local leaders can build consensus around important decisions and foster inclusion through meaningful dialogue. A nationally recognized speaker, facilitator and podcast host, the Arizona-based Lehrman has extensive experience working with local governments across the country, and the MMA is the 25th state municipal league that has invited him to give a keynote address. He will address the MMA's annual conference on Jan. 25.

Lehrman works to make leaders more comfortable with disagreement, which he said is both natural and necessary. Too often, he said, leaders want to push quickly through painful issues, but the road from conflict to consensus runs through what he calls "courageous"



Matt Lehrman

conversations" — meaningful discussions that allow constituents to engage not just with their leaders, but with each other.

"If you really want people to feel connected and respected and heard, then you

have to do something in the process of engagement," Lehrman told the MMA. "We have to slow down the process, make it possible for people to engage, to learn about it, to feel welcome, to have meaningful input, and to bring a lot of people into an actual deliberation, and not speed through and get to the final answer right away."

With a bachelor's degree in government and sociology from Oberlin College, Lehrman spent much of his early career in banking and the arts before focusing on government. For 17 years, he was an arts and culture administrator, serving as vice president of marketing and communications for Scottsdale Arts in

Arizona before founding the Alliance for Audience, an organization that promoted arts and culture in Arizona for almost a decade.

In 2012, Lehrman co-founded Social Prosperity Partners to work with municipal, civic and nonprofit organizations to improve public engagement, build consensus and undertake strategic planning. He has also been a faculty associate and guest lecturer at Arizona State University and a speaker for Vistage Worldwide, a business advisory and executive coaching organization.

In February, Lehrman launched the "Community Catalysts" podcast, where he interviews elected and appointed municipal officials, civic and nonprofit leaders, and businesspeople who have worked to improve their communities.

Lehrman said the local officials he engages with in his work — regardless of their background, or whether they're elected, appointed or hired — have one thing in common: "The only reason anyone does this is because they want to make their community better. The intentions are

■ **SATURDAY KEYNOTE** continued on 17

# MMA unveils speakers, logo for Connect 351

The MMA has just announced its two main keynote speakers for its annual conference in January — now known as Connect 351 — and has unveiled the event's new logo and colors.

In the opening keynote, author and entrepreneur Suneel Gupta will address what he calls the "human energy crisis" and the link between well-being and performance. In the Saturday keynote, titled "From Conflict to Conversation," facilitator and podcast host Matt Lehrman will explore how local leaders can build consensus and foster inclusion. (See full stories in this issue.) During a challenging time for public leaders, Gupta will help municipal leaders focus on internal change, while Lehrman will look externally.

For January 2025, the MMA's annual conference — which has been known for 45 years as the MMA Annual Meeting & Trade Show — has a new name and a new location, and will expand into a third afternoon.

The new name is meant to convey the

CONNECT



Connect 351, the MMA's annual conference, will be held from Jan. 23 through Jan. 25 at the Boston Convention & Exhibition Center in Boston's Seaport District.

value of connection for members when they attend the conference, as well as the MMA's role in connecting all 351 cities and towns in Massachusetts.

The new venue will be the Boston Convention and Exhibition Center, along with the neighboring Omni Boston Hotel, in Boston's lively Seaport District, also known as the South Boston Waterfront. The neighborhood has numerous restaurants, cafes, entertainment venues, retailers and attractions, including the Institute of Contemporary Art.

The 2025 conference will open earlier than in past years, on the afternoon of Thursday, Jan. 23. Registration will open at 2 p.m., as will the Trade Show and the Headshot Station for members. A late-afternoon reception will be held on the Trade Show floor, providing an opportunity to meet with exhibitors. Additional Thursday afternoon programming will be announced this fall.

The Trade Show and conference programming will continue all day on Friday, Jan. 24. Saturday's events will

■ **CONNECT 351** continued on 21

# Gov. Healey signs \$5.16 billion housing bond bill

Surrounded by state and local officials, Gov. Maura Healey on Aug. 6 signed a \$5.16 billion housing bond bill intended to kickstart housing production across Massachusetts.

The housing law includes \$2 billion for the rehabilitation, repair and modernization of more than 40,000 public housing units across the state, an increase of \$500 million over what Healey had proposed in the Affordable Homes Act she filed last October.

It also makes significant investments in the <u>HousingWorks Infrastructure</u> <u>Program</u> (\$175 million) and in innovative, sustainable and green housing initiatives (\$275 million).

Of concern to municipalities — particularly those that have worked out and adopted local rules to allow accessory dwelling units — is that the law allows ADUs as-of-right in single-family zones statewide, a provision that preempts almost all local authority and existing regulations on ADUs. Municipal bylaws will need to comply with the new ADU rules by Feb. 2, 2025. The Executive Office of Housing and Livable Communities

is expected to release guidance on this issue

The housing law does not include a local-option transfer fee on high-value real estate transactions, which was proposed by the governor and supported by a number of communities, including Boston. The fee would have been used to fund affordable housing efforts in municipalities that adopt it.

The law creates a "seasonal communities" designation and commission, but no specific funding stream for it, as was contemplated in the Senate version of the bill.

The bill signed by Healey left out many policy proposals from individual House and Senate versions, including a provision that would have allowed inclusionary zoning bylaws or ordinances to be passed by a simple majority, rather than a two-thirds vote, something advocates have pushed for to bring inclusionary zoning in line with changes made in the Housing Choice legislation of 2020.

The housing bill was the last major piece of legislation to emerge from the closing hours of the formal legislative session



Gov. Maura Healey signs a \$5.16 billion housing bond bill at an event in Newton on Aug. 6.

for the year on Aug. 1. Legislators reached a last-minute agreement on a compromise bill after the House and Senate had passed different versions in June.

Healey signed the bill at the Golda Meir House, a retirement community in Newton, and was joined by Lt. Gov. Kim Driscoll, Housing and Livable Communities Secretary Ed Augustus, Administration and Finance Secretary Matt Gorzkowicz, and Newton Mayor Ruthanne Fuller, among others.

# MMA to hold Legislative Breakfast Meetings in October

### By Daniel Yi

Registration will open soon for the MMA's fall series of Legislative Breakfast Meetings, which will be held during October.

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

The MMA's Legislative Division staff will discuss the latest activity in the Legislature, which has wide-ranging implications for cities and towns. Topics will include the fiscal 2025 state budget, a new housing law, a wage equity law, clean energy siting and permitting, the proposed Municipal Empowerment Act, an economic development bill, transportation funding, regulatory updates, and more.

Officials from every city and town are



Local leaders speak with legislators, MMA staff and municipal officials from other communities during an MMA Legislative Breakfast Meeting on March 15 in Wareham.

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

Meetings are free to attend. Members

will be asked to pre-register online. Details and online registration will be available soon.

For more information, visit www.mma.org or contact Daniel Yi at 617-426-7272, ext. 125, or dyi@mma.org. ■

# Governor signs FY25 budget with local aid increases

### By Jackie Lavender Bird

On July 29, Gov. Maura Healey signed a \$57.8 billion state budget bill for fiscal 2025 that increases unrestricted local aid by 3% over fiscal 2024 and boosts Chapter 70 education aid by approximately \$309 million.

The governor vetoed \$317 million in net spending from the bill, enacted by the Legislature on July 19, and signed all but three outside sections into law.

The budget increases Unrestricted General Government Aid to \$1.3 billion and Chapter 70 education aid to \$6.9 billion for fiscal 2025. The budget leverages \$37 million in Fair Share Amendment funding to raise the minimum new aid amount for Chapter 70 from \$30 per student to \$104 for fiscal 2025. These significant investments were MMA priorities during the budget process.

The budget creates a plan for \$1.3 billion in Fair Share income surtax revenue, which can be spent only on transportation and education programs. Notably, the plan includes \$45 million for local road and bridge maintenance, which will provide critical supplemental funds to the Chapter 90 program.

The Division of Local Services has posted final local aid distribution amounts for cities, towns and regional school districts based on the budget signed by the governor.

The state had been operating on an interim budget since the fiscal year began on July 1.

### **Appropriations**

**UGGA:** Despite the current period of softening state revenue collections, the budget has good news for cities and towns, including the 3% increase for Unrestricted General Government Aid. With property taxes tightly capped by Proposition 2½, cities and towns rely on state revenue sharing to provide municipal and school services, ensure safe streets and neighborhoods, and maintain vital infrastructure.

**Chapter 70:** The budget commits to funding the Student Opportunity Act according to the originally intended schedule, with fiscal 2025 being year four of a six-year rollout. In recognition of the challenges facing "minimum aid" districts — nearly three-quarters of all

school districts — which would have received only \$30 per student above the previous year, the budget significantly increases minimum aid to \$104.

Special education: To go along with \$75 million from the fiscal 2023 closeout supplemental budget, the budget appropriates \$492 million for the Special Education Circuit Breaker account, which reimburses school districts for the high cost of educating students with disabilities. The total fully funds the state's obligation.

Charter schools: The budget includes \$199 million for charter school mitigation payments, which funds the state's statutory obligation as outlined in the Student Opportunity Act.

Rural schools: The budget includes \$16 million for Rural School Aid to provide assistance to eligible towns and regional school districts. The grants will help schools that are facing the challenge of declining enrollment identify ways to form regional school districts or to regionalize certain school services to create efficiencies.

School transportation: The budget funds regional school transportation at \$99.4 million, representing a reimbursement rate of 84% of fiscal 2025 costs as estimated by the Department of Elementary and Secondary Education. The budget funds the McKinney-Vento account for the transportation of homeless students at \$28.6 million, and level funds out-of-district vocational transportation at \$1 million.

PILOT: The budget funds payments-inlieu-of-taxes for state-owned land at \$53 million, an increase of \$1.5 million over fiscal 2024.

# **Surtax revenue**

The budget includes a spending plan for \$1.3 billion in anticipated revenue from the voter-approved surtax on personal incomes over \$1 million, known as the Fair Share Amendment, which is intended to fund education and transportation programs. This spending includes the



Gov. Maura Healey signs the \$57.8 billion state budget bill for fiscal 2025. Joining her at the State House on July 29 were, left to right, House Ways and Means Committee Chair Aaron Michlewitz, House Speaker Ron Mariano, Senate President Karen Spilka, Senate Ways and Means Committee Chair Michael Rodrigues, and Lt. Gov. Kim Driscoll. (Photo courtesy Joshua Qualls/Governor's Press Office)

following for municipalities:

- \$45 million in supplemental aid to support the construction and maintenance of municipal roadways
- \$170 million for the universal school meals program, which would provide free lunches at public schools for all students, regardless of household income
- \$10 million for a Green School Works grant program to provide financial support to K-12 districts to install or maintain clean energy infrastructure, which will help to support local climate action and promote energy efficiency

# **Outside sections**

The governor approved almost all outside sections that the Legislature attached to the budget, returning only three sections.

Tax title: <u>Despite serious concerns</u> raised by local officials and the MMA, the governor declined to take action on tax title provisions that create substantial legal exposure for municipalities, particularly provisions that are retroactive to two years before a related **U.S.** Supreme Court decision in May 2023.

Disaster relief fund: In welcome news for cities and towns, the budget includes an outside section to create a new Disaster Relief and Resiliency Fund, which would be funded with \$14 million of a fiscal 2025 consolidated net surplus. This fund would be used to aid municipalities impacted by extreme weather events.

# **Budget included concerning tax title changes**

### By Ali DiMatteo

The fiscal 2025 state budget signed by Gov. Maura Healey on July 29 included changes to the tax title foreclosure process that were intended to bring the state into compliance with a 2023 U.S. Supreme Court ruling on the issue.

In <u>Tyler vs. Hennepin County</u>, the Supreme Court ruled that municipalities, in resolving a tax foreclosure, cannot retain equity beyond the taxes and penalties owed.

The new regulations, scheduled to take effect on Nov. 1, would:

- Be retroactive to May 2021 two years before the Tyler ruling allowing individuals to pursue excess equity claims against municipalities going back to that date
- Reduce the interest rate in tax title procedures from 16% to 8%
- Require municipalities to post notice on a delinquent property by a constable or sheriff due to trespassing concerns



A new state law changes the tax title foreclosure process in order to comply with a 2023 U.S. Supreme Court ruling.

 Require municipalities that choose to sell a foreclosed property to enlist a real estate agent for at least one year before being allowed to sell the property at public auction, and require auction bids to be at least two-thirds of the appraised value in order to be accepted

The MMA had strongly opposed the language included in the budget as overly burdensome and creating significant financial liability, and asked the governor to veto this section of the bill.

"Since the Tyler decision, the MMA has been working closely with the

Legislature to find a legislative solution that would put Massachusetts in compliance with the federal ruling, while also not overburdening municipalities with cumbersome and unnecessary regulations," the MMA wrote. "Unfortunately ... outside sections [to the budget] were adopted that go well beyond adhering to the Tyler decision, and would negatively impact cities and towns.

"Despite having followed existing law at that time, cities and towns would be financially liable for excess equity claims. ... Increased financial exposure to excess equity claims would come at the expense of property taxpayers in good standing. With tight municipal budgets in virtually every municipality, this type of financial exposure would likely translate into reductions in programs and services, reductions in staff, and/or increases in property taxes."

The MMA has pointed out that cities and towns have a long track record of efforts to resolve delinquent tax cases amicably, and of working with property owners who have fallen on difficult times.

# **Governor signs wage equity bill**

### **By Dave Koffman**

Gov. Maura Healey on July 31 signed legislation aimed at closing gender and racial wage gaps in the Commonwealth.

Known as the Frances Perkins Workplace Equity Act, the law was supported by the MMA and many other groups.

The law requires Massachusetts employers with 25 or more employees to disclose reasonable wage or salary ranges when hiring for a position — something that is already a common practice across local government.

The law also requires all U.S. Equal Employment Opportunity Commission reports to be collected by the Office of the Secretary of the Commonwealth and aggregated by the state's Executive Office of Labor and Workforce Development.

Like many employers, cities and towns are subject to certain federal reporting requirements, and municipalities with 100 or more employees must file



On Aug. 6 at the State House, Gov. Maura Healey takes part in a ceremonial signing of legislation aimed at closing gender and racial wage gaps in Massachusetts.

reports with the Equal Employment Opportunity Commission. These biennial filings (EEO-4 reports) cover workforce demographic data, including data by race, ethnicity, sex, job category, and salary band.

The wage equity law creates a process for the state to compile and analyze the aggregated EEOC report data. It also seeks to avoid any administrative burden on local officials by simply requiring the submission of any existing EEOC report to the secretary of state.

The MMA's <u>testimony in support of the legislation</u> highlighted the leadership being demonstrated by local officials on wage equity issues and the importance of passing the bill this session.

The House and Senate passed similar versions of a wage equity bill last fall, and a conference committee released a final compromise bill on July 24, which was quickly passed and sent to the governor.

The requirements for salary ranges on job postings will go into effect in the fall of 2025, while submissions of federal EEO reports will begin in 2025 for school districts (EEO-5), and in 2026 for municipalities (EEO-4).

The Attorney General's Office has said that it will conduct a public awareness campaign over the next year to provide information to employers regarding the new requirements of the law.

# Gov. signs law addressing PFAS in firefighter gear

#### By Josie Ahlberg

Gov. Maura Healey on Aug. 15 signed a bill that addresses exposure to so-called "forever chemicals," also known as PFAS, in personal protective equipment worn by firefighters.

The new law requires manufacturers of firefighting protective equipment — such as jackets, pants, footwear, gloves, helmets and respiratory equipment — to provide notice to buyers if the products contain per- and polyfluoroalkyl substances.

The law includes a provision that blocks manufacturers from selling or distributing any equipment that contains "intentionally added PFAS" by 2027. The ban and a disclosure requirement are intended to spur development of PFAS-free alternatives to reduce exposure for firefighters.

PFAS are a family of chemicals used since the 1950s in the manufacture of stain-resistant, water-resistant, heat-resistant, and non-stick products. Also found in firefighting foam and other fire retardants, PFAS have been detected in water and soil sources in Massachusetts.



A law signed by Gov. Maura Healey on Aug. 15 requires manufacturers of firefighting protective equipment to provide notice if the products contain per- and polyfluoroalkyl substances.

Studies show that exposure to PFAS in the environment may be linked to harmful health effects in humans and animals, according to the <u>U.S. Environmental</u>

Protection Agency. The report and recommendations of the PFAS Interagency Task
Force states that the prevalence of PFAS in firefighting foams and firefighter personal protective equipment can lead to firefighters experiencing higher exposure to PFAS and higher rates of cancer diagnosis and cancer-related deaths than the general population.

The PFAS law signed by the governor had been enacted by the Senate on July 29 and by the House during a marathon formal session that continued into the morning of Aug. 1.

A larger, more comprehensive PFAS bill, which would implement additional recommendations of the PFAS Interagency Task Force, could still be taken up by the Legislature during informal or special sessions through the end of the calendar year.

The larger bill includes provisions that would protect public health and address environmental concerns and remediation efforts related to the range of PFAS chemicals, including a dedicated PFAS Remediation Trust Fund intended to help municipalities, private well owners, and public water systems mitigate the impacts of PFAS contamination in drinking water, groundwater, and soils.

The larger PFAS bill remains under the review of the House Committee on Ways and Means.

# **MMA launches Mass. Municipal Communicators group**

The MMA is excited to announce the launch of the Massachusetts Municipal Communicators, a new affiliate member group dedicated to enhancing municipal communications.

The initiative aims to support professionals who manage communications for their communities through a variety of resources and networking opportunities. The MMC will host webinars and in-person events for MMC members to improve their skills in communications, learn best practices, and connect with peers.

The MMC is chaired by Easton Assistant Town Administrator Sean Dugan, and Jeremy Warnick, the director of media relations and content strategy for the city of Cambridge, serves as vice chair. MMA Senior Executive and Membership

Director Candace Pierce will provide staff support.

In a webinar on Oct. 15, Dugan and Brianna Sunryd, public services manager at the <u>Collins Center</u> at UMass Boston, will discuss public communications basics: audience identification,



Jeremy Warnick



Sean Dugan

crafting messages, and selecting the right communication channels.

On Dec. 2, Warnick will be joined by another speaker to tackle strategies for identifying and controlling misinformation, and regaining control of a message.

Invitations to these webinars will be sent this fall. Attendance will be limited to the MMC membership, but the recordings will be posted on the MMA website afterwards for all MMA members to access.

The group currently has 184 members, with approximately 75% dedicating at least half of their work time to communications.

The initiative aims to support professionals who manage communications for their communities through a variety of resources and networking opportunities. The MMC will host webinars and in-person events for MMC members to improve their skills in communications, learn best practices, and connect with peers.

Those interested in joining MMC should contact Maddie Roberts at mroberts@mma.org. ●

# **Emergency Assistance shelter policies updated**

#### By Ali DiMatteo

The Healey-Driscoll administration has implemented new policies for the overburdened Emergency Assistance shelter system that are aimed at limiting shelter stays while prioritizing the needs of Massachusetts residents over migrants for long-term placements.

Overflow shelter stays are now limited to five days, and those who use them are ineligible to be placed on the waitlist for longer-term placements until six months after their stay.

The changes, which took effect on Aug. 1, come in addition to <u>earlier changes</u>

that limit shelter stays to nine months.

As the only "right-to-shelter" state in the country, Massachusetts must provide shelter and other necessities to homeless families and pregnant women through its Emergency Assistance shelter program. Last October, Gov. Maura Healey announced that the system had reached its capacity of 7,500 families. Approximately half of the families in the system are newly arrived immigrants and half and long-time Massachusetts families.

Under the new rules, Massachusetts families who become unhoused due to

natural disasters and no-fault evictions, as well as families with at least one veteran family member, will be given priority status for housing. Families that use overflow sites, now called "temporary respite centers," and are eligible to participate in the state's Reticketing Program, which covers travel expenses for those that have a safe place to stay outside of Massachusetts, or to apply for a rental subsidy if a rental can be found.

The administration reports that approximately 400 families are entering the shelter system each month, with more than 750 currently on the waitlist for housing.

# Language in psychedelics ballot question would preempt local control

### By Ali DiMatteo

The five statewide ballot initiatives certified for the November election include one that would legalize natural psychedelic substances, with language that would preempt local control.

Question 4: Limited Legalization and Regulation of Certain Natural Psychedelic Substances (initiative <u>23-13</u>) would legalize the possession and sale of natural psychedelic substances, including psilocybin, psilocin and mescaline, to people 21 and older. The initiative would also allow these psychedelic substances to be grown by those 21 and older in a 12-foot-by-12-foot area of secured personal property.

The proposed law would license and regulate facilities for the sale and use



A November ballot initiative would legalize the possession and sale of certain natural psychedelic substances to people 21 and older.

of these products, creating a statewide commission and advisory board to assist in their regulation. While municipalities may regulate the time, place and manner of these operations, they would not be allowed to prohibit the establishment or operation of such a facility.

Unlike the 2016 law that legalized marijuana in Massachusetts, which allowed municipalities to opt-out of recreational cannabis sales, the psychedelics ballot initiative would require all municipalities to allow natural psychedelic substance licenses within their borders, as well as the cultivation of these substances on personal property.

In April, the MMA expressed concerns in its <u>testimony to the Legislature</u> on the initiative.

In September, the <u>Elections Division</u> in the Office of the Secretary of the Commonwealth will release a voter information booklet with the final language of each ballot question, as well as summaries.

# MMA seeks input on local roadway needs with Ch. 90 survey

#### By Daniel Yi

On Sept. 5, the MMA will be opening its biennial Chapter 90 funding survey with an email to chief municipal officials and public works and highway department officials in all 351 Massachusetts cities and towns.

The survey asks communities for their assessment of what it would cost to maintain their local roads in a state of good repair.

The MMA and local officials across the state recognize the Chapter 90 program as a critical resource to ensure the health of local economies and the well-being of Massachusetts cities and towns. Up-to-date information about



In a survey going out on Sept. 5, the MMA will ask communities about their funding needs for maintaining local roads.

local road and bridge maintenance needs is key to the MMA's transportation funding advocacy efforts, particularly with a new legislative session set to begin in January.

Information gathered through the Chapter 90 survey provides concrete data to help inform legislators and the public through educational materials, public statements, and testimony to the Legislature and state transportation administrators.

To ensure the most accurate picture of local roadway conditions and resource needs, the MMA is seeking as many responses as possible. Local officials are asked to share it widely within their professional networks and respond on behalf of their municipality by Sept. 20.

For more information about the survey, contact Project and Research Assistant Daniel Yi at dyi@mma.org.

# Governor signs veterans services bill

## By Ali DiMatteo

Gov. Maura Healey on Aug. 8 signed a broad bill known as the HERO Act that aims to modernize and increase veterans benefits with a mix of policy changes and tax incentives.

## The HERO Act:

- Expands the definition of "veteran" for the purposes of some benefits to include those who have served in the National Guard or as a reservist in any branch of the armed forces
- · Expands access to mental health

- services for veterans by allowing them to be reimbursed for visits to outpatient behavioral health providers
- · Increases annual payments to disabled veterans from \$2,000 to \$2,500 over two years
- Increases tax credits for small businesses that hire veterans
- Expands veteran motor vehicle benefits, including waiving veterans plate fees
- Expands veteran property tax exemptions by allowing municipalities to double exemptions for veterans

- and tying the annual property tax abatement to inflation
- · Requires public school districts to provide support services to militaryconnected students when a parent or guardian is called to active duty

The HERO Act was initially filed by Healey last November, and passed in the House in May, and the Senate in June.

In 2023, Healey established an Executive Office of Veterans Services, which has focused on overhauling and updating veterans services and programs.

# Administration awards \$52M in climate resiliency funding

The Healey-Driscoll administration on Aug. 1 announced a commitment of \$52.4 million in grants to advance climate resilience across Massachusetts, the largest investment in the history of the Municipal Vulnerability Preparedness program.

This year, the Executive Office of Energy and Environmental Affairs is providing an additional \$7 million to help communities impacted by devastating inland flooding in 2023. Gov. Maura Healey and **Energy and Environmental** Affairs Secretary Rebecca Tepper made the announcement in Leominster, a community impacted by catastrophic flooding last September.

"Today, we are continuing our promise to help communities in addressing last year's challenges and taking proactive steps to reduce future climate risks," Healey said. "These grants ... are a strong statement of our commitment to resilience. Our goal is to empower every community to adapt, thrive, and lead in the face of climate challenges."

The MVP Program combines local leadership and expertise with a significant investment of resources from the state to tackle the ongoing impacts of climate change, such as inland flooding, more frequent and severe storms, rising sea levels, drought, and extreme temperatures.

MVP Action Grants are used to carry out priority climate change adaptation measures identified through the MVP



Joined by state officials and several mayors on Aug. 1, Gov. Maura Healey announces \$52.4 million in grants to advance climate resilience across Massachusetts, the largest investment in the history of the Municipal Vulnerability Preparedness program. (Photo courtesy Joshua Qualls/Governor's Press Office)

Planning process, or a similar climate change vulnerability assessment and action planning.

A total of 71 projects have been awarded grants, including 62 for municipalities, seven for regional planning agencies, and two for tribes.

"We are committed to making serious investments in local projects, like enhancing stormwater systems and culverts," Tepper said. "These upgrades are critical for bringing down flood risks and protecting the health and safety of Massachusetts residents."

In April 2023, Healey launched the pilot round of MVP Planning 2.0, which marks the next phase of the administration's flagship program. MVP 2.0 supports communities in updating their climate change resiliency plans with a focus on

environmental justice and other priority populations most impacted by climate change, and helps in putting these plans into action. The next application period for this program is expected to be announced later this year.

MVP is a priority program of ResilientMass, the state's initiative to reduce risk and build local resilience to climate change impacts.

Leominster Mayor Dean Mazzarella said his city was among the first to create a Climate Action Plan with assistance from the MVP Program. Since then, he said, the city has "partnered with the MVP

program on several occasions to allow us to bring our most critical environmental projects to reality."

Leominster is receiving \$487,483 to enhance flood resilience in the high-risk Burrage and Mascoma neighborhood. The funding will support collaborative efforts with private property owners to develop solutions considering current and future impacts of increased precipitation and stormwater runoff. Leominster will also benefit from a \$458,400 grant awarded to the Montachusett Regional Planning Commission to facilitate the development of interactive map-based tools to illustrate the impacts of the September 2023 flood emergency.

# **MassDOT announces \$6.5M in Shared Streets grants**

The Massachusetts Department of Transportation on Aug. 5 announced the award of \$6.5 million to 28 municipalities and two regional transit authorities under the Shared Streets and Spaces Program.

The program provides project funding to help Massachusetts cities and towns design and implement changes to curbs, streets and parking areas in support of public health, safe mobility and community growth and revitalization.

Transportation Secretary Monica Tibbits-Nutt said the grants "will advance projects to help support safe travel for everyone, whether they are on foot, bike, transit or in an automobile, and strengthen our municipalities across the state."

The program encourages quick implementation of projects to improve plazas, sidewalks, curbs, streets, bus stops, parking areas, and other public spaces in support of public health, safe mobility and



Shared Streets and Spaces grants help cities and towns make improvements to curbs, streets and parking areas to support public health, safe mobility and community growth and revitalization.

strengthened commerce.

Local grant-winning projects include a regional bikeshare program in Acton, Concord, Lincoln and Maynard, as well as bikeshare enhancements in several other communities; ADA-compliant curb ramps, crosswalks and signage in several communities; a new crossing island, raised

side street crossings, curb extensions, green bike lanes, and green infrastructure for stormwater management in Boston; flex posts to protect existing bicycle lanes in Brookline; bicycle racks, a water bottle filling station, and bus stop improvements in Dedham, a bi-directional cycle track at roadway grade in Fitchburg; new sidewalk snow removal machines in Framingham; a neighborhood pedestrian plaza in Malden; Rapid Rectangular Flashing Beacon signals at crosswalks in Natick; high-visibility crosswalks and a pedestrian refuge island in Needham; public transit stop improvements in Palmer; a "road diet" in Pittsfield; road narrowing in Springfield; a new pocket park and pedestrian improvements in Wakefield; sidewalk and bike lane extensions in Westfield; and bike racks in Yarmouth.

• <u>Visit the MassDOT website for the complete list of project awards</u>

# Governor signs IT bond bill, with local grant funding

#### By Ali DiMatteo

Gov. Maura Healey on July 29 signed a \$1.66 billion information technology bond bill known as the FutureTech Act.

The law, which aims to modernize the state's IT and cybersecurity infrastructure, includes funding for several municipal grant programs.

The law also includes funding for a number of technology projects, including artificial intelligence and emerging technology, as well as for upgrading and modernizing government information systems.

Funding includes:

- \$30 million to support the <u>Municipal</u> <u>Fiber Grant Program</u>
- \$25 million to support the <u>Community</u> <u>Compact IT Grant Program</u>
- \$150 million for local and regional IT security improvement projects
- \$750 million to improve the quality,

consistency, efficiency and delivery of services and programs to the public and interactions between residents and state agencies

The law is a mix of 10- and 30-year bonds, and uses an additional \$400 million in anticipated federal funding to be set aside in an IT Federal Reimbursement Fund.

The House had passed its \$1.23 billion bond bill on May 15, and the Senate passed a largely similar bill on June 6. ●

# Climate Beacon Conference is Oct. 16-18 in Boston

The second annual Climate Beacon Conference, the region's global climate change gathering, will be held at the Boston Society of Architects on Oct. 16-18.

The conference will feature global, national and local leaders who discuss the strategies and resources to propel solutions to the climate crisis into reality. Corporate, municipal, institutional and community leaders come together with experts and practitioners to share information and chart paths to more sustainable, livable futures.

As was the case last year, admission is complimentary for public-sector leaders, including municipal officials, as

well as students, small nonprofits, and environmental justice or community organizations.

This year's conference will focus on the following four tracks — all critical to addressing climate change and helping Massachusetts achieve its climate goals and continuing to grow its global leadership:

- Building Better: Focused on designing and building the infrastructure and neighborhoods of the future and how to retrofit and modernize the current building stock
- Powering Better: Focused on how everyone benefits from scaling the clean, renewable energy the region needs,

how that energy is used, and how these developments positively impact their surrounding environments

- Moving Better: Focused on how people get from place to place in cleaner, healthier, more modern ways
- Adapting Better: Focused on how communities better adapt to the impacts of climate change through natural solutions, smart community and economic choices, and environmental restoration

U.S. Sen. Ed Markey said, "Climate Beacon is working to build partnerships, empower stakeholders, and create the community we need to build our livable future."

Registration is available online.

# **MMA Webinars**

# **Funding available for EVs**

An MMA webinar on Aug. 7 explored state incentives and federal funding options for electric vehicle charging infrastructure and low-emission vehicles.

Anna Vanderspek, electric vehicle program director at the Green Energy Consumers Alliance, discussed the benefits of electric vehicles and provided an overview of the basics, including the three different types of EVs: battery EVs, plug-in hybrids, and fuel cell EVs.

Vanderspek highlighted state and utility incentives for EVs, including <u>Mass EVIP</u> and <u>MOR-EV</u>. She also discussed incentives for installing charging stations, emphasizing programs that cover a percentage of hardware, infrastructure and installation costs.

Carolyn Berndt, legislative director for sustainability at the National League of Cities, reviewed federal EV funding opportunities, incentives and technical assistance. She focused on investment tax credits available via <a href="Direct Pay">Direct Pay</a>, and outlined steps for getting started.

"Local governments must invest in their project first, then submit a tax form to the IRS to receive reimbursements," Berndt said. "The first year of filing will be the hardest, but the long-term payoff is huge for advancing these clean energy projects."

Kyle Funk, senior program specialist on infrastructure, transportation and solutions at the National League of Cities, reviewed policy considerations for municipal leaders as they pursue

# **Geothermal project funding**

An MMA webinar on July 23 discussed funding and financial incentives available for geothermal energy projects through the federal Inflation Reduction Act.

Massachusetts Deputy Climate Chief Jonathan Schrag and Deputy Director for Federal Funds and Infrastructure Bob LaRocca began by discussing <u>Direct Pay</u>, which allows cities and towns to receive federal tax credits for certain clean energy projects or investments.

"We aim to provide actionable guidance and resources to communities, while building a strategy for maximum impact," LaRocca said.

LaRocca reviewed relevant tax credits for municipalities, as well as an ideal process timeline for filing with the IRS.

"Cities and towns can choose whether to file according to a calendar year or a fiscal year," he said. "However, all of the projects for which you are seeking credit must be registered ahead of time."

Easton Town Administrator Connor Read discussed a replacement project for his town's public safety and public works facilities, which "will be transformative for our first responders and community," and will use geothermal energy.

Greg Joynt, associate principal and architect at Kaestle Boos Associates, discussed stakeholders involved throughout the design process, including select board members, the conservation commission, public works, geothermal engineers, and architects. He also reviewed Easton's stretch building energy code and



Panelists explore state incentives and federal funding options for electric vehicle charging infrastructure and low-emission vehicles during an MMA webinar. Speakers included, top row, left to right, Danvers Energy Resource Manager Jeff Elie; Carolyn Berndt, legislative director for sustainability at the National League of Cities; and Anna Vanderspek, electric vehicle program director at the Green Energy Consumers Alliance; and bottom row, left to right, Kyle Funk, senior program specialist on infrastructure, transportation and solutions at the National League of Cities; and MMA Legislative Analyst Josie Ahlberg.

Date: August 7 Length: 75 minutes

VIEW WEBINAR ↗

electrification. He offered guidance on working with utility providers, navigating permitting and zoning, and enforcing electrical codes.

**■ EV WEBINAR** continued on 19



In the MMA's fifth Climate Action webinar, panelists discuss funding and financial incentives available for geothermal energy projects through the federal Inflation Reduction Act. Speakers included, clockwise from top left, Massachusetts Deputy Climate Chief Jonathan Schrag; Greg Joynt, associate principal and architect at Kaestle Boos Associates; Easton Town Administrator Connor Read; and MMA Legislative Analyst Josie Ahlberg.

Date: July 23 Length: 75 minutes

VIEW WEBINAR 7

lifecycle cost analysis for the geothermal project.

Read discussed how to build community support, including using allies and tailoring messaging to target audiences.

MMA Legislative Analyst Josie Ahlberg moderated 30 minutes of questions and answers, addressing inquiries about Easton's use of rebates, fiscal caps for tax credits, and potential limitations of Elective Pay.

– Lily Rancatore

# MMA webinar to review essentials of capital planning

A free MMA webinar on Sept. 24 will highlight best practices for maintaining and building a community's capital assets.

Kasey Bik from the Division of Local Services will offer guidance on developing a capital plan and managing debt, while sharing resources to assist communities in developing their own processes.

Arlington Finance Committee Member Charlie Foskett will discuss his

community's capital planning objectives and financial strategies, including how to acquire and manage assets. He will also offer advice on how to build buy-in for these projects across constituencies.

The 75-minute



Kasey Bik

webinar will begin at noon. Online registration is available.

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 Member Program Coordinator Anneke Craig at acraig@mma.org.

# MMA webinar to offer guidance for 1st Amendment 'audits'

An interactive MMA webinar on Oct. 3 will offer an extended opportunity for questions and answers about so-called First Amendment audits, and protocols for dealing with them.

Attorneys Lauren Goldberg and Janelle Austin of KP Law will discuss practical tips for calmly communicating with "auditors," who record interactions with local government officials and post them online. The attorneys will explain how to prepare for audits, report the interactions, and determine follow-up measures.

Goldberg and Austin will review the implications of the Baron v. Kolenda and



Janelle Austin



Lauren Goldberg

Shurtleff v. City of Boston court cases, which reinforce the need to respect First Amendment rights and neutralize uncivilized public discourse.

This session will offer updated guidance, while building upon the content explored in a <u>previous MMA webinar</u> on First Amendment audits, held in January 2023.

The 75-minute webinar will begin at noon. Online registration is available.

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

# MMA webinar to cover use of opioid settlement funds

A free MMA webinar on Sept. 26 will review issues and strategies related to the use of opioid settlement funds.

Julia Newhall from the Massachusetts Department of Public Health and Cheryl Sbarra from the Massachusetts Association of Health Boards will give an overview of the state statute that established the Opioid Recovery and Remediation Fund and Advisory Council, as well as key components of the Massachusetts State Subdivision Agreement, including shared commitment for opioid abatement, approved strategies municipalities are permitted to fund, reporting requirements, and resources provided by **Care** Massachusetts: The Opioid Abatement Partnership.

Liz Leingang and Brittney Garrett from the Police Assisted Addiction and Recovery Initiative will discuss programs eligible for funding, potential



**Brittney Garrett** 



Cheryl Sbarra

Dan Cortez



Liz Leingang

barriers to distribution, and examples of how these funds are being leveraged across the country.

Dan Cortez, community engagement specialist with the Chelsea Police Department, and Vicky Butler, executive director of Plymouth County Outreach, will discuss how opioid settlement funds can be distributed to benefit existing programs.

The 75-minute webinar will begin at

noon. Online registration is available.

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 Membership and Project Assistant Maddie Roberts at mroberts@mma.org.

# **Town Report Contest entries due Oct. 31**

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

First-, second- and third-place winners will be selected from each of four population categories: less than 5,000; 5,001-15,000; 15,001-30,000; 30,001-plus. Winners will be recognized and given a certificate during Connect 351, the MMA's annual conference, in January 2025.

Judging criteria include:

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

Each entry will be reviewed by two

judges, chosen based on their expertise in the field and their ability to remain impartial.

To enter, please complete the form on the MMA website with a link to, or a PDF of, your town report.

Entries are due by Thursday, Oct. 31.

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

# **Entries sought for municipal website contest**

The MMA is accepting nominations for its annual municipal website awards, which will be presented during Connect 351, the MMA's annual conference, in January 2025.

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

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

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

12,001-25,000; 25,001-35,000; and 35,000-plus. One winner is selected from each category.

Judges evaluate municipal websites based on the following criteria:

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

use of an events calendar)

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

Please note that previous winners are not eligible to re-enter the contest unless their website has undergone a significant redesign.

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

# WEMO to hold annual Leadership Conference on Sept. 27

With the theme "Growing Trust in Local Government," Women Elected Municipal Officials will hold its sixth annual Leadership Conference on Sept. 27 in Devens.

The half-day conference will include a keynote presentation by Dana LeWinter, chief of Public and Community Engagement at the Massachusetts Housing Partnership. Her presentation will discuss the challenges and opportunities for engaging community members on local housing issues.

A panel of local leaders — Newton Mayor Ruthanne Fuller, Sharon Select Board Member Kiana Pierre-Louise and Franklin Councillor Melanie Hamblen — will share their experiences as women leaders and discuss opportunities for building trust in local government, in a discussion moderated by WEMO Vice Chair Yolanda Greaves, a member of the Ashland Select Board.



Dana LeWinter



Kiana Pierre-Louis

The agenda will conclude with guided small-group discussions, facilitated by Essential Partners of Cambridge, on the challenges facing women in local offices.

Registration and networking will begin at 8:30 a.m. The program will start at 9 a.m. and conclude at 12:30 p.m., followed by a networking lunch.

The conference will be held at the Devens Common Center at 31 Andrews Parkway, Devens. The cost is \$40.



Melanie Hamblen



Ruthanne Fuller

Additional information, including the registration link and agenda, will be shared with WEMO members and will be available on www.mma.org in the coming weeks.

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

# MMHR to hold Fall Conference Sept. 12-13 in Falmouth

Massachusetts Municipal Human Resources will hold its annual Fall Conference on Sept. 12 and 13 at the Sea Crest Beach Hotel in Falmouth.

The conference will open with the workshop "AI and HR — Friends or Foes?" The presentation, led by Dewand Neely, CIO of MGT Consulting Group, and Joellen Cademartori, CEO and co-owner of GovHR USA, will provide an overview of artificial intelligence and its implications for the field of municipal HR.

The afternoon will feature an AI discussion panel featuring Neely along with Chelsea Deputy City Manager for Operations Devon Fields and Attorney Nan ONeill of Murphy, Hesse, Toomey & Lehane. Newton HR Director Michelle Pizzi O'Brien will moderate.

Teresa Foley, founder and lead consultant of Brave Space Consulting, will lead an interactive diversity, equity and inclusion workshop, "Financial and Employee Health Impacts of Workplace Culture." Participants will learn how to identify microaggressions in the workplace, understand their impact on employees, and develop strategies for addressing them.



David Sewell McCann



Devon Fields



Dewand Neely



Nan ONeill

To conclude Thursday's events, attendees may join an outdoor reception for snacks, beverages and networking.

On Sept. 13, the conference will resume with a networking breakfast at 8 a.m.

Internationally known storyteller David Sewell McCann will lead the workshop "Transform Difficult Interactions with These 4 Storytelling Tools." McCann will share four powerful storytelling and listening tools to help HR professionals better navigate difficult messages, meetings and interactions; de-escalate conflict; and welcome new ideas.

The program will conclude with a session on mental health and work-life balance for municipal HR employees

led by Lori Lambert-Osburn, a wellness representative at the Massachusetts Interlocal Insurance Association.

The agenda also includes networking sessions, a morning walking club, and an MMA legislative update by MMA Legislative Director Dave Koffman.

Registration and a welcome breakfast will begin at 8:30 a.m on Thursday, Sept. 12.

The registration fee is \$200 for the full conference, or \$125 for Thursday only. The agenda and registration link are available at www.mma.org.

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

# VMLA virtual workshop to discuss 'situational supervision'

The MMA's Virtual Municipal Leadership Academy is expanding its offerings to include a new series of highly interactive workshops.

In the first interactive workshop, on Oct. 9, Lyn Freundlich of <u>Change for Good</u>
<u>Coaching and Consulting</u> will engage supervisors in activities and breakout discussions to:

- Identify their preferred supervisory style and practice tailoring their approach to meet the individual needs of staff in order to promote their success
- Learn how to recognize and respond to specific challenges individual staff members face

Traditionally, Freundlich says, supervisors have been taught to expect staff to accommodate their leadership style, but this approach is no longer seen as effective, supportive or inclusive.

Freundlich has more than 30 years of experience working with mission-oriented



Lyn Freundlich

nonprofits and focusing on justice. She founded Change for Good Coaching and Consulting three years ago to provide training and consulting services to nonprofit organizations and small businesses.

The 90-minute workshop on Oct. 9 will begin at noon. Online registration is available.

Change for Good's approach to training is highly participatory, so all attendees are strongly encouraged to keep their cameras on throughout the session. The workshop has a capacity limit of 30 attendees, but a waitlist will run for overflow sessions in October and November (pending the level of interest). Waitlisted members will be given priority for future workshops. To make the VMLA more inclusive and accessible, no more than

three participants will be allowed per municipality.

The registration fee is \$75, and each participant must register individually. Those who register will receive an automated confirmation email, but the email will not contain the Zoom access information. Attendees will be sent the Zoom information once registrations are finalized on Oct. 8.

The registration fee also provides access to the workshop recording on MMA On-Demand.

All cancellation requests must be received by email by Sept. 30 to receive a refund.

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 Director of Membership Candace Pierce at cpierce@mma.org.

# **Applications sought for Cyber Resilient grant program**

The MassCyberCenter at the Massachusetts Technology Collaborative is accepting applications for the Cyber Resilient Massachusetts Grant Program from municipalities across the state to boost their cybersecurity infrastructure.

A total of \$1.4 million in funding is available for the grants, which will help to build up municipal defenses against cybersecurity threats.

Cities and towns are eligible for up to \$25,000 to fund narrowly focused cybersecurity technology upgrades, which will be identified through a cybersecurity vulnerability assessment.

The grants may fund capital equipment, technology and infrastructure for cybersecurity improvement projects, including vendors/contractors or IT-related staff costs to the municipality for performing the upgrades.

Applications are open and reviewed quarterly. The next review deadline is Sept. 30. The application and notice of funding opportunity are available on the MassCyberCenter website.



Municipalities can apply for funding to boost their cybersecurity infrastructure through the Cyber Resilient Massachusetts Grant Program.

# MMHR seeking nominations for the 2024 Skop Award

Massachusetts Municipal Human Resources is accepting nominations for its annual Emil S. Skop Award, given in recognition of outstanding contributions made to the field of municipal human resources management.

Nominations will be accepted from MMHR members, human resources colleagues, municipal chief administrative officers, municipal personnel/human resources boards, officials of state human resources-related agencies, and other related entities.

The nomination deadline is Sept. 20. The award will be presented at the MMHR Labor Relations Seminar on Oct. 25 in Devens.

Skop was one of the founding members of the Massachusetts Municipal Personnel Association (renamed MMHR in 2019) and served as its first executive secretary. Before "networking" became a recognizable term, Skop acknowledged the value of sharing information and experiences with other human resources and labor relations professionals, and

was recognized for his tireless efforts in this area.

The award criteria and nomination form have been sent to members of MMHR and the Massachusetts Municipal Management Association, and the Google form is available online.

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

# MSA to host fall program webinar on Sept. 19

The Massachusetts Select Board Association will hold its annual fall program webinar on Aug. 19 from 12-1 p.m.

The webinar will provide tools and knowledge needed to inspire and mobilize community members to actively participate in civic life. It will be led by Morgan Clark, public services manager, and Kelsey Edmond, management analyst, from the UMass Collins Center for Public Management.

The webinar will share successful strategies and practical examples, providing valuable insights on how to effectively recruit volunteers for board and committee positions. The session will



Kelsey Edmond



Morgan Clark

emphasize the importance of creating inclusive and welcoming environments that encourage diverse perspectives and contributions.

The hour-long webinar will conclude with a Q&A session moderated by MSA Vice President Debra Roberts, a Select Board member in Stoughton.

The registration link has been sent to MSA members. The agenda will be available at <a href="www.mma.org">www.mma.org</a> in the coming weeks.

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

# MSA seeks nominations for its 2025 Board of Directors

The Massachusetts Select Board Association, a member group of the MMA, is seeking nominations for its 2025 Board of Directors.

Nominations will be accepted for four officer positions: president, first vice president, second vice president, and secretary, all of whom serve a one-year

The five district representatives are also up for election this year, for two-year terms. The MSA districts are as follows:

- District 1: Berkshire, Hampden, Hampshire and Franklin counties
- District 2: Essex and Middlesex counties
- District 3: Bristol, Norfolk and Suffolk counties

- District 4: Barnstable, Dukes, Nantucket and Plymouth counties
- District 5: Worcester County

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

Any select board member in Massachusetts may complete the online nomination form and submit his or her name for consideration. The form must be completed by Oct. 18.

MSA board responsibilities include attendance at MSA and MMA Board meetings. The MMA board meets on the second Tuesday of most months from 10 a.m. to 2 p.m. These meetings are typically hybrid: Zoom as well as in-person at locations across the state. The MSA board also meets monthly on

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

After interviewing all nominees, the MSA Nominating Committee will prepare a slate of nominations for election during the MSA's Annual Business Meeting, to be held during Connect 351, the MMA's annual conference, on Jan. 25 in Boston.

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

# MMA-Suffolk to offer 3 municipal finance seminars in 2025

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

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

• Winter 2025: Jan. 3

Spring 2025: March 7

• Fall 2025: TBD (generally mid-October)

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

"We've seen great success with the

program and are addressing a longstanding need," said John Petrin, a retired town manager and senior fellow and liaison for the MMA-Suffolk programs. "We're filling an important gap in preparing the next generation of municipal finance professionals."

The seminar is for municipal officials interested in furthering their careers in municipal finance or employees who are new to municipal finance. Participants must be currently employed by a city or town, and must have the approval of their municipal manager, administrator or mayor to apply.

Students are expected to attend all course sessions, participate in class activities, and complete all course assignments. Each session can accommodate up to 25 students, and the cost is \$925.

The registration process has been updated to make it more efficient. Registration is now first-come, firstserved. Applicants will be vetted to

ensure that they're a municipal employee in a role that's related to finance, and there can be no more than three participants per municipality.

Registration details for the winter session will be emailed to chief municipal officials in mid-October. Questions about the registration process can be directed to Kate Evarts at kevarts@mma. org or 617-426-7272, ext. 172.

#### More information

The MMA has partnered with Suffolk University since 2011 to offer programs designed exclusively for municipal employees to help them further their professional careers.

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.

# MMCA to hold member training session on Nov. 16.

The Massachusetts Municipal Councillors' Association will hold a training session for all city and town councillors on Saturday, Nov 16.

The free meeting will be held at Cyprian Keyes Golf Club in Boylston from 9 a.m. to 2 p.m. and includes lunch.

The program will include sessions on municipal finance and budgeting, zoning, and council operations. The day will begin with an MMA legislative and budget update.

Networking opportunities will be built into the program.

An invitation and registration information will be sent to all councillors and will be available on www.mma.org.

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

#### **OPENING SPEAKER**

Continued from page 1

management."

At the MMA's annual conference, Gupta will discuss ways to improve energy management and extend the "emotional runway" for municipal leaders who face constant demands and public scrutiny. Combining ancient wisdom and scientific research, Gupta works to help leaders develop better energy management strategies in order to boost creativity, innovation, and productivity, while simultaneously improving their emotional resilience and well-being.

"If you look up 'energy' in the dictionary, the definition is going to be something along the lines of your capacity to do work," he said in the Family Action Network interview. "But I would change that a little bit, to say that it's really your capacity to engage with the world around you, and that's with work, that's with relationships, that's with anything."

Gupta has endeavored to learn from both the victories and setbacks in his own life. A Michigan native of Indian descent, Gupta encountered racism and bullying while growing up, but excelled academically, earning a degree in information systems from the University of Michigan-Dearborn, and law and business degrees from Northwestern University.

Following the collapse of his first two Silicon Valley startups more than a decade ago, Gupta became the "face of failure" when a New York Times article captured his comments at a conference on failure. But he soon achieved success as the founding CEO of the mobile health company RISE, which partnered with then-First Lady Michelle Obama to provide low-cost health coaching to people in need. He has also invested in numerous well-known companies, including Airbnb, 23andMe and the meditation app Calm.

Gupta now shares what he has learned with others. In addition to his involvement with Harvard Medical School, he is the host of the docuseries "Business Class," which highlights the success stories and challenges of entrepreneurs, including Martha Stewart and Top Chef's Tom Colicchio. He has written two books, "Backable: The Surprising Truth Behind What Makes People Take a Chance on You," and "Everyday Dharma: 8 Essential Practices for Finding Success and Joy in What You Do."

In his second book, published in 2023, Gupta explores the concept of "dharma," which he calls the combination of a person's essence and expression — who they are, and how they show up in the world. He says life's nonstop demands often pull people further away from their essence, which leads to dissatisfaction and burnout. Taking lessons from Gandhi, the writer Toni Morrison, baseball legend Hank Aaron and others, Gupta's book offers strategies for people to rediscover their essence and find joy in what they do.

"When you are expressing your essence, even in a small way, you begin to feel more confident, you feel more creative, you feel more like yourself," Gupta said in the February interview.

After selling RISE (later acquired by Amazon) in 2016, Gupta had expected to bask in the success, but he found the glow lasted only a couple of weeks. That emptiness caused him to explore dharma, a concept his grandfather had taught him during a childhood visit to India. He says people can embrace both ambition and inner peace, if they do it in the right order.

"I think that the balance here of dharma is in not choosing one or the other," he said. "Outer success can be important, and inner success can be important. The fallacy though, is that outer success is going to lead us to inner success."

# **SATURDAY KEYNOTE**

Continued from page 3

wonderful."

Despite their dedication and intentions, however, the increase in public discord, political divisions and social media vitriol have left many public officials feeling deflated. Lehrman said municipal leaders frequently ask him one question: How can officials engage with colleagues who are set in their ways and who express little interest in dialogue? In response, his presentation has evolved over the past five or six years.

"I've been willing to speak more candidly

than ever about what it takes to convince someone who is angry or obstinate, what it takes to to deal with that," he said. "Because that's what's been growing — the obstinance, the unwillingness to reason — and that's really the number-one question."

At Connect 351, Lehrman plans to focus on the ability of municipal officials, boards and councils to innovate and create forums that allow people to gather and talk about their priorities, "so that even if the ultimate decision doesn't go their way, they know that they were a part of the conversation, they understand the facts, the rationale and why it

got decided in that way."

Later that day, Lehrman will facilitate a follow-up session, called "Let's Talk: From Conflict to Conversation," for municipal leaders who want to share challenges they're facing, the goals they want to pursue, and what they're doing to move from conflict to conversation in their communities.

"I'm going to try to make sure that everyone leaves with something pragmatic that they can do for themselves in their own community," he said.

# **MMCA** seeks nominations for its Board of Directors

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

Any councillor in Massachusetts may complete the <u>online nomination form</u> and submit their name for consideration. The nomination deadline is Nov. 1.

Nominations are sought for three officer and five district representative positions on the MMCA Board of Directors. These include president, first vice president and second vice president. Officers serve a one-year term. District representatives represent geographic regions and serve two-year terms.

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

After interviewing all nominees, the MMCA Nominating Committee will prepare a slate of nominations for election during the MMCA's Annual Business Meeting, to be held during Connect 351 (the MMA's annual conference) on Jan. 25, 2025, in Boston.

In performing its responsibilities for identifying, recruiting and recommending candidates to the MMCA Board, the Nominating Committee is committed to including qualified candidates who reflect diverse backgrounds. Previous attendance at MMA and MMCA in-person and virtual events is strongly preferred.

For more information about the MMCA, visit <a href="https://www.mma.org/members/councillors">www.mma.org/members/councillors</a>.

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

# Management Association to hold boot camp on Sept. 18

The Massachusetts Municipal Management Association will hold its annual "boot camp" on Sept. 18 at the Sharon Community Center.

The boot camp is designed as a practical guide for administrators and assistants who are new to the profession, and for

department heads and professional staff who are planning to move into a town manager or administrator role.

This year's meeting will feature a new format, with a focus on networking and interaction. The meeting will run from 9 a.m. to 3 p.m.

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

The agenda and online registration will be available soon on <a href="https://www.mma.org">www.mma.org</a>.

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

# MunEnergy meeting on Oct. 2 will focus on winter weather

The MMA's MunEnergy program will hold a free, one-hour meeting via Zoom on Oct. 2 to provide timely information about winter energy costs and to discuss what winter weather and climate change will mean for energy markets, as well as the best time to purchase energy as we head into the winter.

<u>Click here to register</u> for the Zoom meeting, which will begin at noon.

The MMA formed the MunEnergy program in 1998 to help Massachusetts cities, towns and government entities stabilize energy costs and simplify energy management. MunEnergy provides valuable resources to cities and towns, including a unique municipal contract,



energy experts who provide information and answer questions, and a focus on sustainability solutions.

Important considerations when choosing a plan include the budget, risk tolerance, and energy usage patterns of the customer. Customers should make sure to compare all costs (transmission fees, broker fees, fuel costs, etc.), not just

rates per kilowatt hour. MMA members can work with the team at MunEnergy on their climate goals through a range of innovative solutions.

Local officials can receive the latest energy information from the MMA and invitations to MunEnergy webinars by sending their energy contact information to energy@mma.org.

For more about the MunEnergy program, visit <a href="www.mma.org/munenergy">www.mma.org/munenergy</a> or contact Katie McCue at kmccue@mma.org or 617-426-7272, ext. 111. ●

# MCOA seeking annual award submissions through Sept. 6

The Massachusetts Councils on Aging is accepting nominations through Sept. 6 for its annual awards, which honor individuals, groups, and programs that have significantly impacted the lives of older adults.

Local leaders are encouraged to

nominate champions of the older adult community for their exceptional work and dedication.

Categories include Director of the Year and Innovation of the Year.

Visit the MCOA website for award criteria and nomination forms.

Awards will be presented at the MCOA Fall Conference, to be held Oct. 23-25 at the Sea Crest Resort in Falmouth.

For questions, contact kelly@mcoaonline.org.

# **Management Association awards Galkowski scholarships**

The Massachusetts Municipal Management Association in June awarded four scholarships from the Nancy Galkowski Legacy Fund.

The recipients are:

- Chelmsford Departmental Support Coordinator Harrison Movette
- Arlington Human Resources Director Caryn Malloy
- Longmeadow Finance Director Ian Coddington
- Oxford Administrative Assistant Kaitlin Morin

Moyette will take Massachusetts Certified Public Purchasing Official courses. Malloy and Morin are both pursuing professional certification



Caryn Malloy



Harrison Moyette

from the Society of Human Resources Management. And Coddington will participate in the five-week MMA-Suffolk Municipal Finance Management Seminar.

Galkowski had a 35-year career in municipal management in Massachusetts



Kaitlin Morin

and a passion for mentoring younger managers and being of service to her peers. Following her death in 2013, her Management Association colleagues established a fund to honor her memory and continue her legacy.

The fund accepts applications each spring.

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

# ATFC to hold Annual Meeting on Nov. 2

Local finance committee members are invited to the Association of Town Finance Committees' Annual Meeting on Nov. 2 at the Sharon Community Center.

The opening speaker will be Massachusetts Taxpayers Foundation President Doug Howgate.

The meeting will feature four educational workshops, running concurrently during two time slots.

The first session will feature "Finance Committee and Budgeting 101," covering the basics for new members, and a session on credit and bond ratings.

The second session will feature town and school budgeting relations, and an open meeting law and public records law overview with municipal attorney Karis



Doug Howgate



Karis North



Kiana Pierre-Louis

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

All local officials are

welcome to attend.

Online registration and a detailed agenda will be available later this month on www.mma.org.

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

# North.

After lunch, Sharon Select Board Chair Kiana Pierre-Louis will lead a workshop on having difficult discussions and de-escalation techniques. Pierre-Louis is an assistant dean at Northeastern University and a member of the MMA's DEI Advisory Committee.

# **EV WEBINAR**

Continued from page 11

Funk highlighted the ongoing work of the State and Local EV Workforce Collaborative, a task force helping to develop the workforce necessary to support EV adoption across the country.

Danvers Energy Resource Manager

Jeff Elie discussed how to maximize EV charging infrastructure benefits through careful consideration of siting. He shared his community's approach to electrifying vehicles and fleets using MassEVIP public access charging incentives, which helped Danvers double its charging offerings with a total of \$150,000 in funding.

MMA Legislative Analyst Josie Ahlberg

moderated 10 minutes of questions and answers, addressing inquiries about regional collaboration, building support across municipal boards and committees, and where to find EV charging stations across the state.

- Lily Rancatore

# **COPS Office to provide technical assistance to Boston**

The U.S. Justice Department's Office of Community Oriented Policing Services announced on Aug. 8 that it will engage with the Boston Police Department to provide a review and assessment of operations within the Boston Police Department's Human Resources section.

The review will determine whether processes and structures within the human resources area can be adapted to increase operational efficiencies and effectiveness. The assistance comes through the COPS Office Collaborative Reform Initiative's Critical Response program, in conjunction with the National Policing Institute (a Critical Response provider).

Acting Associate Attorney General Benjamin Mizer applauded the Boston Police Department for requesting the review.

"We know that agencies that are transparent about the work that they do and how they do it increase their ability to build public trust and advance public safety," he said.

COPS Office Director Hugh Clements Jr. said his office has seen the positive changes that agencies undergo when they commit to the type of assistance offered under the Critical Response program. That commitment, he said, "has a

big impact on public trust."

The Collaborative Reform Initiative encompasses three programs offering services to state, local, territorial, and Tribal law enforcement agencies: the Collaborative Reform Initiative Technical Assistance Center, Critical Response, and Organizational Assessment programs. (Visit <a href="cops.usdoi.gov/collaborativereform">cops.usdoi.gov/collaborativereform</a> for details.)

This continuum of services is designed to:

- Build trust between law enforcement agencies and the communities they serve
- Improve operational efficiencies and effectiveness
- Enhance officer safety and wellness
- Build agencies' capacity for organizational learning and self-improvement
- Promote community policing practices nationwide

The highly customizable Critical Response program is designed to provide targeted technical assistance to state, local, territorial, and Tribal law enforcement agencies experiencing high-profile events, major incidents, or sensitive issues of varying need.



The U.S. Justice Department will provide technical assistance to the Boston Police Department by reviewing and assessing operations within its human resources section.

The COPS Office is the part of the Justice Department responsible for advancing community policing nationwide. The only Justice Department agency with policing in its name, the COPS Office was established in 1994 and has been the cornerstone of the nation's crime-fighting strategy with grants, a range of knowledge resource products, and training and technical assistance. The COPS Office has appropriated more than \$20 billion to advance community policing, including grants awarded to more than 13,000 state, local, territorial, and Tribal law enforcement agencies to fund the hiring and redeployment of approximately 138,000 officers.

# Annual AltWheels Fleet Day set for Oct. 7 in Norwood

Municipal fleet managers can learn about sustainable transportation options at the 21st annual AltWheels Fleet Day event on Oct. 7 in Norwood.

The day-long event will feature speakers, ride and drive opportunities, exhibitor booths, networking, and educational panels and presentations on the latest alternative fuel and infrastructure options.

The MMA is a co-host, along with the Massachusetts Clean Energy Center, the New England Chapter of the American Public Works Association, Massachusetts Clean Cities, Mass Mobility Hub, and the state's MOR-EV program.



Municipal fleet managers can learn more about sustainable transportation options at the annual AltWheels Fleet Day event on Oct. 7.

As of Sept. 1, the admission fee is \$140, which covers parking, breakfast, lunch, and a cocktail hour, as well as access to panels, exhibits and ride and drives from 8 a.m. to 5 p.m.

The event will be held at the Four Points by Sheraton in Norwood.

The nonprofit AltWheels seeks to build a sustainable transportation and energy vision by "showcasing vehicle and fuel technologies, educating passenger and fleet consumers on best practices, promoting real choices that exist in the marketplace, and stimulating the demand for choices that will improve our health, air quality and survival."

Last year's Fleet Day drew 300 attendees, 30 speakers and representatives from nine states, and included 32 fleets and 26 vehicles in the vehicle showcase.

Visit the <u>AltWheels website</u> for more information or to register. ●

# Local leaders asked to participate in Good Neighbor Day

The Massachusetts Coalition to Build Community and End Loneliness is inviting local leaders across the Commonwealth to join in celebrating Massachusetts Good Neighbor Day of Action on Sept. 28.

The coalition says the day is a celebration of values that bind us — kindness, support and unity — and communities are encouraged to host events that bring neighbors together. The event aims to strengthen relationships, build bridges of understanding, and ensure that every member of the Commonwealth feels seen, heard and valued. The coalition says it is a day to remind ourselves that we are stronger and more resilient when we stand together as good neighbors.

On Sept. 1, Gov. Maura Healey signed a proclamation marking Sept. 28 as Good Neighbor Day of Action in Massachusetts.

"The last few years have shown us the value of connection, kindness and community," said Healey in a prepared statement. "As rates of loneliness continue to rise, this proclamation brings awareness to the importance of treating your neighbors with respect and kindness. Here in Massachusetts, we are proud to recognize Good Neighbor Day of Action and encourage people across the state to use the day as an opportunity to take a minute to do an act of kindness."

Good Neighbor Day of Action is intended to address a growing concern in our society: loneliness. Despite our increasingly connected world, many individuals still feel isolated and disconnected from their communities. Loneliness can have profound effects on both mental and physical health, as well as civic

engagement, and many consider it a public health crisis.

The coalition says municipal leaders play a crucial role in shaping and maintaining communities where we live. Participating in the Good Neighbor Day of Action is an opportunity to deepen trust and collaboration between residents and municipal leaders, and to create spaces for open dialogue, mutual respect, and shared experiences.

Municipal leaders and community members are encouraged to engage in friendly sports games, share stories over a barbecue, or work hand-in-hand to beautify local neighborhoods. These moments of connection can transform perceptions, break down barriers, and build lasting partnerships grounded in trust and empathy.

# Commission seeks feedback on draft historic preservation plan

The Massachusetts Historical Commission has been working over the past two years on an update to the Massachusetts State Historic Preservation Plan 2018-2022.

A draft of the new plan is available for public comment through Sept. 30 on the MHC's website, and more information about the state plan process is available online.

Any written comments should be submitted to Local Government Programs

Coordinator Jennifer Doherty by email at Jennifer.Doherty@sec.state.ma.us.

While the state plan is prepared by the MHC, it is not a work plan for the MHC. Instead, it is a plan for all preservationists in the Commonwealth.

The MHC seeks as much input as possible, to be sure that the new state plan can help anyone find a role for themselves in historic preservation efforts across Massachusetts. Feel free to share the

draft plan with others in your community who might be interested in providing input, such as historical or historic district commissioners, appointed and elected officials, municipal staff, and locally-active preservationists.

The MHC is also seeking to summarize preservation efforts from 2018 to 2022. Descriptions of projects or photographs may be emailed to Jennifer Doherty at Jennifer.Doherty@sec.state.ma.us.

#### **CONNECT 351**

Continued from page 3

include member business meetings and workshops, and the conference will conclude at 3:30 p.m.

The MMA is continuing to develop the program, and updates will be posted on www.mma.org in the coming weeks and months. As always, the conference will feature 18 timely and informative workshops, inspiring speakers, countless networking opportunities, membership business meetings, receptions, awards programs and other activities.

Registration for Connect 351 will open on Oct. 1, and the dates of the conference are Jan. 23-25, 2025.

### **Trade Show**

The 2025 Trade Show will be open on Thursday, Jan. 23, from 2 to 5:30 p.m., and on Friday, Jan. 24, from 8 a.m. to 4 p.m. An opening reception will be held on Thursday from 4 to 5:30 p.m. The Trade Show will not be open on Saturday, Jan. 25.

Booth selection and sponsorship opportunities are now open to all companies, nonprofits, and government agencies looking to connect with MMA members. Visit the 2025 MMA Trade Show web page for details, including sponsorship opportunities, the contract for exhibit space, the up-to-date exhibit hall floor plan, and a list of 2024 exhibitors and sponsors.

As exhibit contracts are received, the MMA will update the online floor plan. Sponsors and exhibitors will be updated continually on the <u>Trade Show web page</u>.

The MMA's Trade Show provides an opportunity to meet representatives of companies, government agencies and nonprofits with products and services that benefit local governments.

If you know of a company that would be interested in sponsoring or exhibiting but is not currently listed, contact Advertising & Trade Show Manager Karen LaPointe at klapointe@mma.org or 617-426-7272, ext. 154.

For more information about the conference, visit www.mma.org/Connect351.

### **LEGISLATURE**

Continued from page 1

**Public health:** The Senate bill included a provision, known as SAPHE 2.0, that would create a statewide action plan for bolstering public health services. The MMA had long been supportive of the intent of previous legislative efforts, but was concerned about potential financial burdens on cities and towns. The MMA worked with the legislative sponsors to add important safeguards for municipalities in a revised amendment, which was supported by the MMA and adopted in the final Senate bill.

Because bond bills require a roll call to authorize borrowing on behalf of the Commonwealth, the bonding authorizations in an economic development bill cannot move in an informal session, and so the governor has called for legislators to reconvene for a special legislative session to act on the package with the necessary roll call votes. Meanwhile, certain policy provisions and outside sections that were included in the bill could move forward as part of a reconciled bond bill or passed separately in an informal session.

The governor had filed her \$3.5 billion economic development proposal, known as the Mass Leads Act, in March.

# **Clean energy**

A House-Senate conference committee was unable to work out differences between <u>separate clean energy bills</u> that would, among other provisions, change the process for siting and permitting clean energy infrastructure such as solar arrays, wind turbines and battery storage.

Both bills included a requirement for cities and towns to approve small clean energy infrastructure project applications through a consolidated permitting process within 12 months or the permit would be automatically approved. Regulations and guidance for this process would be developed by a new Division of Clean Energy Siting and Permitting within the Department of Energy Resources.

The consolidation of the local permitting process was a central theme of the final recommendations of the 28-member Commission on Energy Infrastructure Siting and Permitting. This specific policy proposal was not supported by the MMA during the commission's work, however, and was a concern articulated to both the Senate and the House as they considered their legislation.

The bills also would require the Energy Facilities Siting Board to approve large projects through a consolidated permitting process within 15 months, and would expand EFSB membership to include municipal representation.

The bills were intended to advance the Commonwealth's goal to reach a net zero greenhouse gas emissions target by 2050 through a range of initiatives, including shifting energy generation to sources such as wind and solar.

# **Municipal Empowerment Act**

At the MMA's annual conference in January, Gov. Maura Healey announced an omnibus bill called the Municipal Empowerment Act, which was intended to increase municipal flexibility, strengthen municipal finances, address municipal workforce challenges, and improve the efficiency of local operations. The bill, filed on Jan. 22, received immediate strong support from the MMA and local officials across Massachusetts.

Initially, the Legislature broke the bill into two parts for hearings before the Joint Committee on Municipalities and Regional Government on Feb. 28 and before the Joint Committee on Revenue on Feb. 29, and it was later referred to the House Committee on Ways and Means. The MMA and local leaders testified in strong support at both hearings, and written testimony can be found here (Municipalities), and here (Revenue).

Among its many provisions, the Municipal Empowerment Act would reform procurement rules and update borrowing rules for school projects; make permanent a number of popular pandemic-era allowances for remote or hybrid public meetings; and establish enforcement mechanisms for

prohibitions on doubled-up utility poles.

It would also allow cities and towns, which face state-imposed caps on local revenue raising, to increase local-option meals and lodging taxes and create a new local-option motor vehicle excise surcharge.

A new commission would be established to take a fresh look at opportunities to address unfunded liabilities from non-pension employee benefits (known as OPEB), and municipalities would be able to offer a means-tested senior property tax exemption.

(Click here to read the MMA's op-ed on the package, published in June by Commonwealth Beacon.)

## **Federal funds**

A House-Senate conference committee was unable to reconcile differences between 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.

# **Informal sessions**

The Legislature will continue to hold informal sessions through the rest of the year, allowing for some additional policy legislation to be enacted, but the risk is that it only takes a single "no" vote to derail a bill during informals.

# Mass. Town Forest Conference is Oct. 19 in Stockbridge

The annual Massachusetts Town Forest Conference, which fosters collaboration among a range of professionals and volunteers who contribute to the management of community forests, will be held on Saturday, Oct. 19, at the Stockbridge Town Offices.

The free, full-day conference recognizes local efforts to enhance the climate resilience of community forests, and underscores the indispensable role that town forests play in local ecosystems. It features presentations, networking opportunities and field tours. The audience includes foresters, planners, arborists, conservation commission members, land trusts, nonprofit organizations, forest landowners, and more.

This year's theme is "Cultivating Healthy Forests and Communities for a Sustainable Tomorrow."

The event will include the keynote discussion "Fenn Farm and How the Stockbridge-Munsee Community Band of Mohican Indians Are Addressing



The annual Massachusetts Town Forest Conference will be held on Oct. 19 in Stockbridge.

the Complex History of Conservation." It will also feature speakers from the Department of Conservation and Recreation, and a talk by Shelby Marshall from the Stockbridge Agricultural and Forestry Commission. There will also be a question-and-answer panel moderated by Patrick White, a member of the Stockbridge Select Board.

Attendees may sign up for one of two field

tours between 1:30 and 3 p.m.: a tour of Gould Meadows in Stockbridge or of the Berkshire Botanical Garden. Registration is full for the third excursion, a tour of the Ice Glen old growth forest in Stockbridge, but people can join a waitlist for that tour.

Closing remarks will take place back at the Stockbridge Town Offices.

Registration and coffee will begin at 8 a.m. Free lunch and refreshments are included with registration for the event, which will conclude at 3:30 p.m. The agenda is available online, as is the required pre-registration.

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

# **Send us your Municipal Innovation Award entries!**

- · Has your community been working on a new and unique project?
- · Do you have a new or different solution to a problem facing your community, and possibly others in Massachusetts?
- · Has your community found a way to improve efficiency in providing municipal services?

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

The Kenneth E. Pickard Municipal Innovation Award is sponsored each year by the MMA to recognize municipalities that have developed unique and creative projects or programs to increase the effectiveness of local government. It is named in honor of Kenneth E. Pickard. executive secretary of the Massachusetts League of Cities and Towns from 1969 to 1973. Any city or town that is a member of the MMA is eligible to apply. The awards will be presented at Connect 351 in January 2025.

### **HOW TO ENTER**

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

Entries are due by Thursday, Oct. 31.

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

### **JUDGING**

Entries are judged by the following criteria:

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

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

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



# Shifts coming in Medicare plan offerings, costs

#### By Jennifer Ranz

Larry Tereso, MIIA's vice president for employee benefits, advises municipalities to plan for these new developments and their implications for retirees, who often outnumber the active municipal workforce.

"Medicare Advantage plans are changing," he said. "And although there are controls in place by the federal government, it's crucial for municipalities to stay informed and plan ahead."

# **Changing landscape**

The U.S. Centers for Medicare and

Medicaid Services announced new payment rates and regulatory adjustments that affect revenue growth for private insurers who offer Medicare Advantage plans — leading to reduced profits and cost-containment strategies. A recent McKinsey report noted that any cost savings for these companies will need to come from a combination of changes to medical rates, implementing value-based care, administrative expenses, and changes in product design. And insurers must do this while also meeting investor expectations and achieving Star-ratings (the system used by CMS to evaluate Medicare Advantage and prescription drug plans).

The aging Medicare-eligible population also plays a role in the market shift. Nearly half of the Medicare Advantage-eligible population will be 75 or older by 2030, up from roughly 40% currently, according to the McKinsey report. Chris Bailey, director of MIIA's Health Benefits Trust, adds that health care use rates in this demographic are also on the rise, as seniors schedule COVID-postponed

elective procedures such as knee and hip replacements. Additionally, chronic conditions may have worsened over time, with a gap in care, and now require more expensive treatments.

With the health care sector facing a severe workforce shortage, the McKinsey report points out that insurers must also cover costs to develop and expand upon new models of care — such as telehealth and wearables to gather targeted health data — in order to better serve the aging population.

# **Trends to watch**

Although the only change that can happen to Medicare Advantage plans in 2024 is <u>network adjustments</u> (with some hospitals dropping out of plans), retirees could see benefit reductions and out-of-pocket increases in 2025 and beyond. Tereso noted that it is not yet clear what plan changes will occur, but some experts predict rollbacks on vision, dental, and flex card coverage.

■ MIIA continued on 38

# Stay vigilant with comprehensive unemployment services

# By Jennifer Ranz

After Massachusetts unemployment rates reached a high of 17% during the COVID pandemic, unemployment is now at 3.5% as of July 2024, and unemployment fraud has leveled off — in large part due to heightened employer awareness and stronger anti-fraud detection now in place at the Department of Unemployment Assistance.

Municipalities should remain vigilant, however, according to Nancy Fermano, a MIIA management consultant.

"It's crucial to maintain effective unemployment management strategies and to audit monthly benefit charge statements thoroughly, as they can include calculation errors and overcharges that need to be corrected," she said. During fiscal 2024 (July 1, 2023, through June 30, 2024), MIIA's Unemployment Services Program processed more than 1,000 benefit charge protests for its 227 participating member municipalities, including the identification of 192 fraudulent claims, resulting in \$1.7 million in benefit charge credits back to members.

Many municipalities work with unemployment partner programs, such as MIIA's, to help manage the claims process. In addition to overall program administration and statement reviews, a contracted partner can help ensure that any protests are filed in time to meet the state's strict deadlines.

"When an unemployment services program expert goes through all of the

review steps, it is very likely that the employer will see improved unemployment practices and a net savings going forward," Fermano said. "The ultimate goal of MIIA's program is to support participating member employers in their timely and accurate payment of eligible unemployment claims and eliminate fraud in that process."

MIIA partners with First Nonprofit Companies and Unemployment Tax Management Corporation to provide comprehensive unemployment services, including program administration, claims processing, benefit charge auditing, fraud detection, hearings and appeals support, and education and training.

# **Mass Innovations**

# Merrimack Valley communities aim to make public housing greener

#### By Jennifer Kavanaugh

Hoping to bring the green revolution to public housing, the neighboring communities of Andover, Lowell and Methuen have teamed up to examine the energy-efficiency needs of their housing authorities, and plan to share their findings with communities around the state.

Led by Andover, the trio of Merrimack Valley communities was one of 40 teams named in April to participate in the first round of the U.S. Department of Energy's Energy Future Grants program, which will provide \$27 million in financial and technical assistance for cross-municipal projects that support an equitable transition to clean energy.

After they complete the federal paperwork process, the three communities are hoping to receive \$360,740 by this fall to study the energy systems in their public housing properties, identify ways to decarbonize buildings, and improve the quality of life for residents there. If all goes well, the team hopes to be considered for a second round of federal implementation funding.

Merrimack Valley officials said their effort capitalizes on the increased funding opportunities available now for climate-friendly projects, and on the push to provide electrification and decarbonization resources to all parts of society, especially underserved populations.

"Housing authorities, and these older buildings, really give us the opportunity to be innovators, to be leaders, rather than the folks who are being left behind," said Joyce Losick-Yang, Andover's director of sustainability and energy.

The Energy Future Grants program was appealing because it allowed for a wide range of projects and required only a 5% local cost share, said Losick-Yang, who asked other Merrimack Valley communities to partner on the grant application.

The chance to work with Methuen's housing authority, which owns 453 public housing units, grabbed the attention of Joseph Cosgrove, Methuen's environmental planner and energy manager. Housing authorities typically don't have the resources to wade through complex



The town of Andover says it has an "endless laundry list" of energy needs for the 274 housing units managed by its Housing Authority.

grant applications, he said.

"Housing is a big issue, and we have a housing authority here in Methuen with a lot of capital needs, and they're kind of an island among themselves," Cosgrove said.

Cosgrove said the newest building in Methuen's 15 public housing developments dates back to 1989, and the buildings struggle with inefficient, individual air conditioning units and outdated lighting.

As part of its DOE application, Lowell wrote that its public housing has "many unmet capital needs for energy efficiency and renewable energy for our buildings, including more roof and window replacements, domestic hot water boilers, water and sewer pipes, insulation, building and site infrastructure."

In Andover, where the housing authority manages 274 units and a group home, the town has an "endless laundry list" of needs, including a replacement for a 30-year-old boiler system, new hot water heaters, new windows and doors, and air sealing, Losick-Yang said.

The DOE funding will cover the project's first phase. The communities will have a year to complete the work, which will include interviewing public housing residents about their energy concerns and needs, and identifying possible upgrades for energy systems in those buildings. The team will also benefit from exchanging ideas with several other teams grouped in the national affordable



Methuen owns 453 public housing units spread out across 15 developments.

housing cohort, Losick-Yang said.

"It's also a nationwide experiment, which is so exciting," she said.

Officials emphasize the importance of engaging public housing residents and the employees who maintain the properties throughout the process. These stakeholders can help produce more meaningful outcomes, the officials said.

"In order to ensure that this energy transition is just and equitable, it will be essential to engage early and often with the most vulnerable populations in our communities," Lowell Sustainability Director Katherine Moses wrote in a letter to the DOE.

Partway through Phase 1, the DOE is expected to select a quarter of the teams to receive a second, \$1 million Phase 2 grant for implementation. Even if the Merrimack Valley team doesn't get that grant, Losick-Yang said, they are confident that their Phase 1 work will position them to attract other funding.

The specific implementation projects would depend on the outcome of initial assessments, but Cosgrove said he expects one focus might be aging HVAC systems and possible heat pump upgrades.

The Merrimack Valley team isn't content to gather knowledge solely for its own purposes. Working with the Northeast Energy Efficiency Partnerships, it plans to develop a funding and project playbook for other communities and housing

■ MASS INNOVATIONS continued on 27

# **Around the Commonwealth**

# Montague

# Town secures funding to convert mill site to open space

Montague is entering the next phase of a plan to clean up the Strathmore Mill site in Turners Falls, a fouracre, multi-building parcel along the Connecticut River that was once home to paper mills.

"It's an exciting project because it helps to protect the Connecticut River foremost," said Town Administrator Walter Ramsey. "It's creating riverfront open space in an environmental justice community, and it's also supporting hydro generation, which is the biggest economic driver in Montague."

Ramsey, who served as economic development planner and conservation agent in the town before becoming town administrator, said he has been working on the project since he came to the town 14 years ago. Recently retired Montague Town Administrator Steven Ellis also championed the project during his time with the town.

The Massachusetts Department of Conservation and Recreation awarded \$5 million for the project, with another \$4.92 million from the U.S. Environmental Protection Agency in a brownfields cleanup grant through the Bipartisan Infrastructure Fund. The brownfields grant will be used to clean a 1.3-acre area of the site with the Strathmore Mill.

The grant awards have been celebrated by the town's state and congressional delegations.

"This is a big project for a small town [with a population of about 8,500], and the mill itself is of a very significant scale for a small town," Ramsey said. "These are giant mills that are vacant and entirely unused. So it's just of a scale that a small town like Montague can't address on its own. And the industry is long gone and not in a position to be held accountable."

The town took possession of the property in 2010 through a tax title process in hopes of restoring and redeveloping the site, but it proved infeasible due to



Montague has secured federal and state funding to transform the old Strathmore Mill site, left, to riverfront open space, as shown in a proposed rendering. (Photo courtesy town of Montague/PLACE Alliance)

site access issues and financial hurdles. The town then determined it would be more suitable to restore the site to natural park land. The buildings have significantly degraded and are at risk of an uncontrolled collapse.

Ramsey said the community has spent significant time <u>developing a vision</u> for the property that would honor its history and importance to the town while protecting important natural resources.

"There's a lot of rare species at this location, and the river is a popular area for recreational use — for boating, fishing and kayaking," Ramsey said. "We are also working with our indigenous partners, to have some representation on the landscape, because this is a culturally important property for them as well."

The town is finalizing the design and permitting for the project and hopes to bid the project for demolition work to begin next summer.

"I would encourage other small towns to think big and have a vision and to really build a network of support with your state and federal partners and regional planning agency," Ramsey said. "We made our case, showed our vision and were able to get some key champions."

- Meredith Gabrilska

# **Boston**

# First LGBTQ-friendly senior housing development opens

Addressing the region's shortage of affordable housing and the specific needs of aging LGBTQ+ residents, Boston recently opened an LGBTQ-friendly apartment building for seniors, called the first of its kind in New England.

On July 3, Boston Mayor Michelle Wu joined U.S. Sen. Elizabeth Warren, Lt. Gov. Kim Driscoll, city officials and stakeholders for the grand opening of The Pryde, a converted school building that now features 74 below-market-rate apartments and community space. The development's name reflects both LGBTQ+ pride and the Hyde Park neighborhood where the building is located.

City officials said the development responds to the need for LGBTQ-affirming affordable housing and services, and provides a place where seniors can feel safe and valued, and can participate in programming that celebrates their lives.

"Older people in Boston deserve to live in a welcoming, accessible home where they can live and age with dignity," said Emily Shea, Boston's Age Strong Commissioner, in a prepared statement. "The Pryde will not only provide the accessible features and living spaces needed for older people to live well, but it will also build community with its welcoming spaces for activity and social connection."

The project has brought new life to a 120-year-old, unused school building, and represents a partnership involving the city of Boston, the nonprofit LGBTQ Senior Housing Inc. and developer Pennrose, with support from the federal and state government, philanthropic organizations, private companies and the community.

The building contains a mix of studios and one- and two-bedroom apartments created from renovated classrooms. Its amenities include 24-hour staffing, resident lounges and a sunroom, onsite laundry, an art studio, library and

■ COMMONWEALTH continued on 27

# **Around the Commonwealth**

### **COMMONWEALTH**

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classroom space for continuing education, a fitness center, a general store, and organized transportation options for appointments.

The Pryde was designed to welcome the surrounding community, with event and gallery spaces and a 10,000-square foot community center offering social, educational and cultural services and programming. Pryde residents have nearby access to shopping, restaurants, cultural resources and the MBTA Commuter Rail.

"This new development is an incredible asset to the neighborhood, offering not just beautiful new housing, but also access to gardens, an art studio with gallery space, and an active community space," Mayor Wu said in a statement.

The Pryde includes office space for LGBTQ Senior Housing Inc., and for the 54th Massachusetts Volunteer Infantry Regiment of Reenactors of Hyde Park, a group that preserves the history of, and educates the public about one of the first Black regiments to serve in the Civil



The Pryde, a 74-unit, LGBTQ-friendly, affordable housing development in Boston's Hyde Park neighborhood, opened in July. (Photo courtesy city of Boston)

War.

While the building is LGBTQ-friendly, the application process was open to anyone who was at least 62 years old and met certain financial requirements. During the initial leasing process, 70% of the units carried a preference for Boston residents.

The apartment rents range from \$1,223 to \$2,802 a month, according to the Pennrose website. Eight of the 74 apartments are dedicated to people

leaving homelessness or who need rental assistance, with the remaining available to those who fall into five different tiers between 30% and 100% of area median income.

A housing lottery for the development took place in April, and Pennrose said it received more than 700 applications. Residents recently started moving into The Pryde, and the company said it hopes to have the building fully occupied by the fall.

Financing for the project came through a variety of sources, including a \$850,000 federal earmark, federal and state low-income housing tax credits, state historic tax credits, city funding and funds through its Community Preservation Act, as well as numerous private donations, including a \$1 million donation from the Harry and Jeanette Weinberg Foundation.

#### — 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.

# **MASS INNOVATIONS**

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authorities.

The three communities are also working with the Merrimack Valley Planning Commission to expand the energy-efficiency bandwidth for communities that don't have sustainability directors or

planning staffs focused on those needs. In its letter supporting the application, the MVPC wrote that it envisions hosting "a regional coordinator to support this work as an essential component of ensuring long-term system changes."

For more information about this project, contact Joyce Losick-Yang at joyce.losickyang@andoverma.us.

This column highlights some of the innovative approaches and strategies Massachusetts municipalities are using to deliver services and solve problems. If you know of a Mass Innovation that could be featured in this column, email us at innovations@mma.org.

# Meeting space wanted

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

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

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

# **DIRECTOR'S REPORT**

Continued from page 2

I want to express my appreciation to our Membership Director, Candace Pierce, as well as to local practitioners Sean Dugan and Jeremy Warnick, for leading the effort to form this new group and bring it under the MMA umbrella. Effective communication is critical to the success of every organization, including local governments, and this group will facilitate the idea exchange to help meet the evolving challenges. •

# **People**



Andrew Hogeland

Williamstown
Select Board
Member **Andrew Hogeland**, an
MMA Board member and tireless
advocate for rural
local governments,
has announced that
he will be stepping
down from his
municipal service

within the next few weeks.

Hogeland said that he and his wife, Anne, are planning to move to West Hartford, Connecticut, to be closer to their grandchildren. As of late August, he didn't have a date for his departure, since he is awaiting his board's decision on when it would vote on a temporary replacement.

A Williamstown resident since 1994, Hogeland has been volunteering in town for almost two decades. He joined the Select Board in 2014 and served as its chair from 2016 to 2017, and from 2021 to 2022. He has also served on numerous local committees, starting with the Conservation Commission and the Mt. Greylock Regional School District Building Committee in 2005, and later including the Planning Board and the Finance Committee, among others.

Hogeland became involved with the MMA in 2018, and has served on the Local Government Advisory Commission, as a liaison to the Rural Policy Advisory Commission, and on the Policy Committee on Municipal and Regional Administration. He also helped organize several Rural and Western Massachusetts municipal conferences with the MMA.

Since 2018, Hogeland has held several positions within the Massachusetts Select Board Association, including secretary, second vice president, District 1 representative, and first vice president. He has been the MSA's president since January 2023, and served on the MSA Select Board Handbook update working group.

He also served as the Western Massachusetts representative on the Commission of the Future of Transportation, as a delegate/alternate on the Berkshire Metropolitan Planning Organization, and on the Berkshire County Selectmen's Association. Earlier in his public service, he served for three years on the Winchester Conservation Commission.

An attorney who practiced law for more than three decades, Hogeland said that his municipal involvement has allowed him to serve by helping to solve local problems.

"The MMA has been a great opportunity for me to advocate on behalf of municipalities across the state, especially our rural towns," he said.

"I will miss my work in the town, and with MMA, more than I know."



Daniel Nason

**Daniel Nason** became the new town administrator in Harvard on Aug. 5.

Nason was most recently the public works director in Sudbury, a position he held since October 2016. Previously,

he served for more than four years as Northborough's public works director, for three years as Ayer's public works superintendent, and for four years as the senior engineer in Holden. He also worked for three years as a national engineering manager for Imbrium Systems Corporation in Worcester, and held several civil engineering roles in the private sector.

Nason has also been an instructor for the New England Interstate Pollution Control Commission and for the UMass Transportation Center. He has served as the town moderator in Holden since spring 2023.

Nason has a bachelor's degree in civil engineering from Worcester Polytechnic Institute, and earned the MMA-Suffolk Certificate in Local Government Leadership and Management in 2022.

In Harvard, Nason filled the role left vacant by longtime administrator

**Timothy Bragan**, who retired this summer after more than 17 years in the role.



Nelson Mui

**Nelson Mui** became the new town administrator in Townsend on Aug.

Mui had been the assistant director of public works in Arlington since January 2023. Previously, Mui

worked as a management analyst and business manager for the Concord Department of Public Works, a business manager for the MIT Lincoln Laboratory, a business manager for the city of Fitchburg, a business manager for the Framingham Police Department, a data analyst for the town of Natick, and a finance manager at Boston Medical Center. He has a bachelor's degree in finance, and master's degrees in business administration and real estate management, all from Bentley University.

In Townsend, Mui fills the role left vacant by **Eric Slagle**, who departed after two years to become the town manager in Wilmington in June.



Margaret Hurley

Margaret Hurley, who has led the Municipal Law Unit at the Attorney General's Office for the past 16 years, is transitioning to a new role at the AG's office that will address housingand zoning-related legal issues.

Hurley is set to become the AG's senior counsel for housing and municipal law. She has already been doing part of this work over the past few months, she said, and expects to transition into the new role full time in the coming weeks.

Hurley will be focusing on the

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# **People**

#### **PEOPLE**

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intersection of housing, zoning and municipal law issues, including Section 3A zoning requirements and new requirements in the Affordable Homes Act. She said she will also continue to be involved in the Municipal Law Unit's review of bylaws related to these topics, and will continue to assist cities and towns with compliance and questions. She will also assist the work of the office's new Housing Affordability Unit, and all other divisions with projects or cases involving municipalities.



Maddie Roberts

At the MMA, **Maddie Roberts** was promoted to become the new membership and project assistant on Aug. 19.

Roberts joined the MMA last October to serve as the receptionist and

administrative assistant. Before coming to the MMA, she worked as a nanny in Pennsylvania and as the main desk assistant at the Syracuse University Office of Student Living. She was a research assistant for the forthcoming book, "White Is Not a Country," for Pulitzer Prize-winning journalist Jose Antonio Vargas, and a research assistant for another book project, "The Border Is Everywhere: Policing Everyday Life in An Era of Mass Deportation," by anthropologist and author Denise Brennan. She has a bachelor's degree in anthropology, with a minor in African American studies, from Syracuse University.

Roberts is filling a role that **Amanda Brangwynne** had held for more than two years. Brangwynne was promoted last month to become the MMA's database administrator.

**Elanienne "Ella" Coste** will join the MMA on Sept. 9 as receptionist and administrative assistant.

Since July 2023, Coste has worked as the access services assistant at the



Elanienne Coste

MIT Libraries in Cambridge, helping patrons at the circulation desks and assisting with larger library efforts, including a project to convert a library into a 24/7 study space. Previously, she worked as a barista

at WhereUBean Coffee in Phoenix, as a research assistant for an archeological project in Syracuse, New York, and as a certified trainer at a Chipotle Mexican Grill in Syracuse. She has a bachelor's degree in anthropology and forensic science, with a minor in Spanish, from Syracuse University.

Coste takes the place of **Maddie Roberts** (see left).



Michael Stone

Michael Stone, chair of the Yarmouth Select Board, died on Aug. 13 at age 76, after a battle with cancer.

Stone served for 11 years on the Select Board and two decades on the Yarmouth

Recreation Commission. He also spent 25 years coaching and mentoring young athletes and was the founder of Community Visions, a nonprofit supporting recreation in town.

Stone was born in South Carolina and grew up in Springfield, Massachusetts. After earning a master's degree in English from the University of New Hampshire and a law degree from Western New England College, he practiced law for more than four decades and was a long-time resident of South Yarmouth. A father of two daughters and grandfather to two grandsons, he recently celebrated his 46th wedding anniversary with his wife, **Gail Stone**.

Cambridge City Councillor **Joan Pickett** died on Aug. 30 after a brief illness. She was 69.

Pickett was serving her first term on the City Council, after winning a seat in 2023. Previously, she served as president of the Mid-Cambridge Neighborhood Association and president of Cambridge Streets for All. She had also been the board chair and finance committee chair for the Charles River Conservancy, and a founding board member of Caring Canines Pet Therapy.

Raised in New Hampshire, Pickett started her career in New York at Standard & Poor's bond rating agency before coming to the Boston area in 1997 and spending more than 20 years working in strategic planning and business development for Beth Israel Deaconess Medical Center. She had a biology degree from Boston College and master's degrees in public health and business administration from Columbia University. According to her personal website, she lived with her husband, **Adane Dessie**, and two dogs, Pippi and Bo.



David Sousa

**David Sousa**, a former Stoughton Select Board member, died on July 27 while on the job for the Massachusetts Department of Transportation. He was 57.

Sousa had served on the Select Board from 2014

to late 2017, and was the chair for part of that time. For the past 14 years, he had worked with MassDOT, and was the District 5 foreman in Bridgewater. He also founded the Parade of Lights holiday parade in Stoughton, and played Santa for local charities during the holidays.

According to published reports, Sousa was struck by a vehicle while working on a highway crew cleaning debris along Route 24 in West Bridgewater. Calling his death "a void in our community," the town flew flags at half staff in honor of Sousa, who left behind his wife, **Maria Sousa**, and two children.

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# **People**

### **PEOPLE**

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David Bridgman

David Bridgman,

a former long-time Westhampton Select Board member, died on Aug. 19 at age 87.

Bridgman served for 24 years on the Westhampton Board of Selectmen, and was so well-regarded that, after

he announced his retirement from the

board, residents wrote in his name and re-elected him anyway. He was a former president of the Massachusetts Selectmen's (now Select Board) Association, served for 10 years on the MIIA Board of Directors, and served for five years on the Local Government Advisory Commission and the MMA Board of Directors.

Bridgman was also a member of the Hampshire County Commission, was president of the Hampshire County Selectmen's Association, and served in numerous community organizations. He also served on the Westhampton Volunteer Firemen's Association and was its fire chief for 18 years.

After 43 years of service, he retired as a chief master sergeant with the Air National Guard, and served for five years on the Massachusetts Air National Guard State Staff.

Married for 66 years, Bridgman leaves behind his wife, **Jeanne Bridgman**, five children and several grandchildren.

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.

# Longtime manager, former ICMA president Malloy to retire

#### By Jennifer Kavanaugh

James Malloy, a longtime town manager who was also the state's first manager to serve as president of the International City/County Management Association, will retire on Sept. 30 from his current post in Lexington.

Malloy is leaving with almost four decades of experience in municipal and county management in several states. Before coming to Lexington in October 2018, he spent nine years as the town manager in Westborough and 15 years as the town administrator in Sturbridge. He also worked as a village manager in Monticello, New York, and served in several roles in Arapahoe and Alamosa counties in Colorado.

Reflecting on his career, Malloy told the MMA recently that he most appreciated the "opportunity to positively affect resident's lives on a daily basis, helping communities tackle big issues, and working with staff and others in our communities to leave the community a better place from when I started."

"I've been lucky to have worked for communities that have been able to attract great staff that work really well together to achieve a lot for the communities that I've worked for," he said. "I'll miss all the people I've worked with over the years."

Malloy has served as chair of the MMA's Fiscal Policy Committee and was president of the Massachusetts Municipal



Lexington Town Manager James Malloy, left, poses with Westborough Town Manager Kristi Williams, president of the Massachusetts Municipal Management Association, during the group's July 18 meeting in Danvers. Malloy and Williams previously worked together in Westborough, when Malloy was the town manager and Williams was the assistant.

Management Association in 2010. Malloy's colleagues paid tribute to him at the Management Association meeting on July 18 in Danvers, noting his mentorship of people into manager roles and his kindness in making new members feel welcome to the group. The association made a donation in his honor to the Pan-Mass Challenge, a 200-mile annual bike trek across the state that Malloy rides in to raise money for the Dana-Farber Cancer Institute.

Malloy said Massachusetts is fortunate to have a group that allows managers to exchange ideas and ask each other for help.

"Managers around the state have been great in collaborating, and the association has developed excellent monthly meetings and conferences to help managers and assistants in the ever-changing profession of municipal management," Malloy said.

With the ICMA, Malloy served as the organization's Northeast vice president from 2014 to 2017, as the president-elect in 2019 to 2020, and then as president from 2020 to 2021. He served as chair of the Conference Host Committee when the ICMA's annual conference was held in Boston

in 2013. More recently, he served in the ICMA's Leadership Institute on Race, Equity and Inclusion.

The Lexington Select Board will hold a retirement reception to honor Malloy on Sept. 26. He said the town has been searching for a new town manager, with the hope of having that person start in late September.

After he leaves, he said, he hopes to spend more time volunteering, getting outdoors, traveling and golfing.

He shared this advice for managers: "Don't be afraid to make a suggestion or take a chance. Some opportunities only arise once, and if you don't move on it, the opportunity may be lost forever."

## **CAREERS AT MMA/MIIA**

#### **Risk Management Program Coordinator** MMA/MIIA

The Massachusetts Municipal Association (MMA) and the Massachusetts Interlocal Insurance Association (MIIA) are seeking a Risk Management Program Coordinator to join the MIIA Risk Management Team. This is an excellent opportunity for someone who has an interest in working with safety and risk management professionals and developing as a professional risk manager or trainer. About MMA: The nonpartisan Massachusetts Municipal Association provides an array of services to its member cities and towns statewide, including advocacy, education and training, research and analysis, and publications and information programs. As the voice of local government in Massachusetts, the MMA works to advance the interests of all cities and towns. About MIIA: The Massachusetts Interlocal Insurance Association provides property, liability, workers compensation, and group health insurance to cities and towns in Massachusetts. MIIA is a nonprofit organization and a subsidiary of Massachusetts Municipal Association. About the position: The Risk Management Program Coordinator supports the Risk Management team in the implementation, tracking and data entry of risk management grants, driver training, and unemployment insurance programing, and provides backup support for training and rewards program tasks. They will handle a high volume of member contact through email and phone communication, coordinate risk management and flex grant activities, coordinate administration of driver training program simulator, EVOC, and onsite driver training programs. They will be responsible for the coordination of MIIA Unemployment Insurance Program, provide backup on all training functions, scheduling and tracking of training, provide materials to trainer/participants, attendance tracking, assist risk managers and account executives with member requests, assist with new risk management initiatives and support the training manager and risk management training team in timely and efficient delivery of risk management services. Qualifications: The candidate must have a bachelor's degree in a safety and health related field and two to five years of work experience in training or insurance. An interest in training, safety and health is preferred. To apply, send a PDF of your cover letter and resume to hr@mma.org.

### **Enrollment and Eligibility** Representative MMA/MIIA

The Massachusetts Municipal Association (MMA) and the Massachusetts Interlocal Insurance Association (MIIA) is seeking an Enrollment and Eligibility Representative to join the MIIA Health Benefits Trust Team. About MMA: The nonpartisan Massachusetts Municipal Association is the recognized voice of local government across the state, advancing cities and towns as centers of excellence in our economy and society. The MMA provides high-impact services to its member cities and towns statewide, including advocacy, policy research and analysis, multi-faceted education and training, multi-platform publications and nationally recognized municipal service programs.

As a membership organization, the MMA works to advance the interests of all cities and towns, uniting local leaders to promote local government policies and programs that build strong communities. About MIIA: The Massachusetts Interlocal Insurance Association provides property, liability, workers compensation, and group health insurance to cities and towns in Massachusetts, MIIA is a nonprofit organization and subsidiary of MMA. About MIIA Health Benefits Trust: The Trust provides insurance coverage for the employees and retirees of 180 cities, towns, and other municipal entities in Massachusetts. The Trust is the largest municipal joint purchasing association in New England and one of the largest and most successful in the nation. About the position: Under the general direction of the Health Benefits Trust Operations Manager, this position works to enroll members into Trust. The Enrollment and Eligibility Representative is responsible for reviewing enrollment applications for completeness and eligibility; entering enrollment data into the Health Trust database; working with our insurance partner to ensure proper enrollment of members; researching and resolving health claims problems on behalf of members; and responding to questions and inquiries regarding eligibility and enrollment. Qualifications: A college degree or courses is preferred but not required. Knowledge normally acquired through the completion of course work and an ability to quickly come up to speed on health insurance, health care claims, benefits, the enrollment environment and knowledge of laws, rules, and regulations related to health insurance for Massachusetts' municipalities. Work environment: Our offices are located in Boston's Government Center neighborhood. The position offers a very competitive salary, terrific benefits, and a great collaborative work culture. It is a mostly remote position with a handful of in office days throughout the year. If you are ready to devote yourself to work on behalf of our member cities and towns, then this position may be for you. Timeline: The successful applicant will be available to start in Fall 2024. Applications will be considered on an ongoing

basis until the position is filled. How to apply: Please send a PDF of your cover letter and resume to hr@

#### Part-Time Emergency Vehicle Operator Course (EVOC) & Simulator Instructor MMA/MITA

The Massachusetts Municipal Association (MMA) and the Massachusetts Interlocal Insurance Association (MIIA) are seeking a part-time certified Emergency Vehicle Operator Course (EVOC) and Simulator Instructor to join the MIIA Risk Management Driving Training Team. This is an excellent opportunity for someone who is interested in training Police Officers in Emergency Driving across Massachusetts and assists with driver simulator training. About MMA: The nonpartisan Massachusetts Municipal Association provides an array of services to its member cities and towns statewide, including advocacy, education and training, research and analysis, and publications and information programs. As the voice of local government in Massachusetts, the MMA works to advance the interests of all cities and towns. About MIIA: The Massachusetts Interlocal Insurance Association provides property, liability, workers compensation, and group health insurance to cities and towns in Massachusetts. MIIA is a nonprofit organization and a subsidiary of Massachusetts Municipal Association. About the position: This is a part-time, hourly, non-benefit eligible position. Under the direction of the Driving Instructor, the EVOC & Simulator Instructor facilitates instruction to students on emergency driving and vehicle limitations, incorporates vehicle pre-inspection into training, identifies and demonstrates components and the importance of defensive driving such as attitude, skill, vehicle capability, and driving conditions. Possess knowledge of EVOC courses and objectives, set up and break down of courses. Utilizes the Doran simulator computer system including Police, Fire, DPW and general municipal driving scenarios, course development on a regular basis

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# Classified advertising rates and information

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

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

# Classified advertising rates

Classified ad rates include publication in The

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

#### Member rates

- \$100 for first 100 words; \$100 for each additional block of up to 100 words
- Rate for one format only (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.

#### October Beacon

Deadline: September 25 Publication: October 1

### November Beacon

Deadline: October 28 Publication: November 1

### Placing an ad

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

For more information, call Meredith Gabrilska at the MMA at 617-426-7272, ext. 110.

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

See www.mma.org for details.

#### **CLASSIFIEDS**

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with updates, and interacts between dispatch and officers. The Instructor is responsible for maintenance on the truck, trailer and simulator, and responsible for confirming specific simulator scheduling. Collaborates with Doran to ensure 24-hour customer support onsite visit and follow up when necessary, tracks and communicates participant performance to participants and Police Chief/Training Officer, and submits monthly expense reports. Qualifications: The candidate must be certified as an EVOC Instructor and possess knowledge of EVOC training and vehicle dynamics. Must possess a DOT Medical Card. Possess knowledge of Commercial Vehicle, Federal Highway Safety Regulations and CDL licensing. Knowledge of Doran simulator computer system (including Police, Fire, DPW and general municipal driving scenarios). Knowledge and fluency of Police/Fire response policies, a valid driver's license, and the ability to drive the truck and towing simulator trailer. How to Apply: Please send a PDF of your cover letter and resume to: hr@mma.org.

Please note: The MMA and MIIA are committed to diversity in the workplace and we are proud to be an equal opportunity employer. Diverse candidates are encouraged to apply. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, ancestry, genetics information, pregnancy or pregnancy-related condition, disability, age, or military or veteran status.

# **EMPLOYMENT OPPORTUNITIES**

### **Town Manager** Town of Berlin, Connecticut

Town of Berlin, Connecticut (est. 1785; pop. 20,149), invites candidates to apply for the Town Manager position. Qualifications: bachelor's degree required with five to 10 years of management experience, with preference for municipal/government experience but not required if candidate has good operational/financial skills. MPA/MBA and ICMA/CM credential a plus. Please contact the consultant about the full profile of the position. Salary and negotiable length of time to move. Please submit your cover letter and resume to Ms. Frank. Position will remain open until filled; first screening date is Sept. 16. Ms. Randi Frank, Randi Frank Consulting, LLC, 203-213-3722, randi@ randifrank.com, www.randifrank.com.

### **Chief of Police** City of Holyoke

The city of Holyoke seeks a community-oriented, experienced professional to serve as Chief of Police. The ideal candidate will be focused on community safety, building relationships, and supporting the quality of life of residents, business owners, city employees, community members, and visitors to Holyoke. The ideal candidate should have a driven commitment to training, professional standards and is expected to have a demonstrable track record of dedication to professional standards, training and the evolution of training in policing. The Chief must be committed to

a work culture and hiring practices of diversity, equity, inclusion and belonging. Apply at <a href="https://www.holyoke.org/documents/chief-of-police">www.holyoke.org/documents/chief-of-police</a>.

#### Full-Time Dispatcher Town of Acton

The town of Acton is seeking to fill a full-time Dispatch position. The Dispatch team works under the direction of the Dispatch Supervisor. Duties: answer and process emergency and non-emergency calls for service; dispatch police, fire, EMS, and other emergency and non-emergency units and personnel as needed. Provide pre-arrival instruction for emergency medical dispatch. Monitor and operate radios, computers, telephones, alarms, cameras, and other specialized equipment as necessary following established procedures and policies. Minimum entrance requirements: applicants must have a high school degree or equivalency and two years of work experience. Preferred qualifications: experience in accurately assessing and processing emergency and non-emergency requests for assistance. Previous experience preferred but willing to train the right candidate. Pay: from \$26.13 per hour plus evening and midnight \$2/hr shift differential. For more information and how to apply, please visit www.actonma.gov/jobs.

# Local Building Inspector/Zoning Officer Town of Pepperell

The town of Pepperell seeks a qualified Building Inspector/Zoning Officer (full or part-time) to perform inspection work related to the data collection and interpretation of the state building code, the local zoning ordinances and other applicable regulations. Inspects residential and commercial construction and remodeling from footers to final inspection, documents inspection results, investigates complaints of code violations, and answers building code and other general questions while in the office and in the field. Knowledge of the Microsoft Office suite, online permitting software, as well as knowledge of town government operations required. Candidates must possess advanced technical school training or equivalent experience in general construction; the ability to establish and maintain effective working relationships with town and members of the building community and the general public. Massachusetts construction supervisor's license and state certification as a local inspector. Valid motor vehicle license required. Full description: Local Building Inspector/ Zoning Officer. Fee-based compensation. Position(s) will remain open until filled. Resume review to begin early September. Interested applicants should submit a resume and/or letter of interest to: Judy Palumbo, HR, Town Hall, One Main St., Pepperell, MA 01463, or email jpalumbo@town.pepperell.ma.us. The town of Pepperell is an EEO employer.

# **Deputy Director of Planning and Zoning**City of Manchester, New Hampshire

The city of Manchester, N.H., is hiring for the position of Deputy Director of Planning and Zoning. As the largest city in northern New England, Manchester is the economic center of the region and is consistently listed as one of the hottest markets for real estate in the country. The Deputy Director of Planning and Zoning plays an essential role in managing the land-use regulation of this dynamic and growing city. Experience in management and the review of civil-engineering plans are essential qualifications. A master's degree or professional degree from an accredited university in urban planning, civil engineering,

architecture, community development, law, public policy, or a related field is preferred, but may be substituted for a bachelor's degree in similar fields with extensive experience. AICP certification is preferred. The salary range for this position is \$103,000 to \$131,000. For a job description and application form, visit <a href="www.manchesternh.gov/Departments/Human-Resources/Employment">www.manchesternh.gov/Departments/Human-Resources/Employment</a>.

#### Town Accountant Town of Holbrook

The town of Holbrook seeks a qualified Town Accountant to manage financial records, including ledgers, budgets, and audits. The Accountant ensures compliance with federal/state laws, GAAP, and UMAS, while aiding in budget preparation and financial policy development. Key responsibilities: maintain financial records and monitor budgets. Approve payrolls, bills, and expenditures for compliance. Oversee audits and prepare financial reports. Supervise and mentor the Assistant Town Accountant. Qualifications: associate degree required; bachelor's in accounting or related field preferred. Three or more years of supervisory experience in accounting; municipal experience preferred. CGA or CGFM certification preferred; certification eligibility desirable. Salary and benefits: Starting at \$100,000+, negotiable based on qualifications. Includes paid time off, health/dental insurance, and Norfolk County Retirement pension. Application process: submit a cover letter and resume in a single PDF to town\_administrator@holbrookmassachusetts. us. Open until filled.

# Operations Manager Public Schools of Brookline

The Public Schools of Brookline, Mass., is seeking a dynamic and experienced individual for the full-time position of Operations Manager. This role collaborates closely with school and town departments in ensuring safe, efficient, and operational school facilities through proper daily maintenance and improvements and completion of repairs and renovations to existing buildings, and all other related work as required. Competitive salary range of \$90,000 to \$105,000. Find us on Indeed or LinkedIn for more information. Position will remain open until filled.

# Director of Facilities Management (240007BO)

#### Massachusetts Department of Public Health, Bureau of Infectious Disease and Laboratory Sciences

The Massachusetts Department of Public Health (DPH) seeks an experienced facilities management leader to serve as the Director of Facilities Management for the Bureau of Infectious Disease and Laboratory Sciences' (BIDLS) State Public Health Laboratory. This role will be responsible for the management of all facilities maintenance staff and programs, for overseeing management of facilities operations staff and programs, and acting as a liaison with the Commonwealth's Division of Capital Asset Management and Maintenance (DCAMM). To apply: massanf.taleo.net/careersection/ex/jobdetail. ftl?job=240007BO. Posting deadline: Sept. 19.

# Town Planner Town of Freetown

This is a full-time position (36 hours); salary based on qualifications. Qualifications: bachelor's degree in planning, community development or public

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administration or a related field required; master's degree preferred; minimum of three to five years of experience in land use or municipal planning; two years of supervisory experience preferred. Ability to communicate effectively to employees and the general public verbally and in writing; ability to use software, including MS Office, databases, and GIS software; ability to read plans. Certification as a planner by the American Institute for Certified Planners (AICP) is preferred. Email cover letter and resume lsouza@ freetownma.gov.

### **Building Inspector City of Gardner**

The city of Gardner is seeking a qualified Building Inspector to perform enforcement of Massachusetts building code and local zoning ordinances. Conduct inspections of new and existing construction for conformance with applicable laws. Qualifications: minimum five years of related experience in the supervision of building construction or design, or in the alternative, a two-year associate degree in engineering related to building construction or design, or an equivalent combination of education and experience approved by the Board of Building Regulations and Standards. Click here to apply: <a href="www.gardner-ma.gov/Jobs">www.gardner-ma.gov/Jobs</a>. aspx?UniqueId=98&From=All&CommunityJobs=-False&JobID=Local-Building-Inspector-175. The city of Gardner is an equal opportunity employer.

#### **Regional Public Health Nurse** Town of Dedham

The town of Dedham seeks a Regional Public Health Nurse to support the Norfolk County-8 (NC-8) Public Health Collaborative, comprising the towns of Canton, Dedham, Milton, Norwood, Walpole, Wellesley, and Westwood. The Regional Public Health Nurse will be part of a collaborative response to manage and perform essential public health services necessary to support healthier communities. Responsibilities include planning, design, and implementation of regional public health programming, expansion of public and community health service delivery, support for efforts to increase compliance and access to childhood immunizations, utilization of MAVEN to support surveillance and data collection for communicable disease reporting, assistance and support for regional tuberculosis surveillance, TB testing and DOT coverage, and support for camp inspections. This position is 37.5 hours per week with an annual salary of \$80,000-\$85,000. Candidates must meet minimum requirements listed in the full job description on the town of Dedham's website (click here). Qualified individuals should send a full resume and cover letter to careers@bmestrategies.com by Sept. 15 at 5 p.m. EST. Please include "Regional Public Health Nurse" in the subject line of your email.

#### Staff Engineer City of Easthampton

The city of Easthampton is looking to fill the position of Staff Engineer. This position provides technical civil and environmental engineering with a focus on permitting, design, and construction administration. The Staff Engineer gives operational and technical support on projects to maintain and improve the city's roadway and water resources infrastructure. They support the City Engineer and Department of Public Works on all infrastructure-related planning, design, construction,

operation, maintenance activities, and other related work. This position is full-time and benefitted at 34 hours a week, Monday through Thursday. Salary: \$59,000-\$70,300. To see the full position posting and apply, visit ma-easthampton.civicplus.com/Jobs.

# **Building Commissioner** City of Easthampton

Easthampton is a small city with a vibrant community, increasing economic growth, expanding housing production, and focusing on enhancing all forms of infrastructure. The city is seeking a Building Commissioner to oversee regulatory and compliance aspects of building and construction activities within Easthampton. The Commissioner ensures construction projects adhere to building codes, zoning laws, and safety regulations and leads in enforcing standards, reviewing construction plans, issuing permits, and conducting inspections. Requires strong leadership skills, in-depth knowledge of building regulations, and a commitment to public safety, customer service, and community development. Salary: \$70,000-\$90,000. To see full posting and apply, visit: ma-easthampton.civicplus. com/Jobs.aspx?UniqueId=98&From=All&CommunityJobs=False&JobID=Building-Commission-

### **GIS Systems Manager Town of Saugus**

Salary range: \$80,000-\$95,000 annually. The town of Saugus seeks a hands-on GIS Data Systems Manager to provide administrative and technical management of all Department of Public Works software and technology, and perform other duties as required. Qualifications: bachelor's degree in computer science, management information systems, engineering, GIS or related field; five to seven years' experience in software/technology support; at least three years' technical expertise with GIS; or equivalent combination of education and experience. Utilities and/or public works infrastructure and automation systems experience desirable. Valid driver's license. Please email applications/resumes to: gchristina@saugus-ma.gov.

# Assistant DPW Director (Engineering **Degree Required)**

# Town of Saugus

Salary range: \$90,000-\$120,000. The town of Saugus is seeking an immediate full-time Assistant DPW Director who will assist in the oversight of daily operations of the department, as well as short- and long-term planning, budgeting and development of those divisions and their associated municipal infrastructure. Minimum qualifications include a bachelor's degree in civil engineering or related field, prior experience in public works operations a plus and five years of supervisory and management experience or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. Municipal experience preferred. A large part of this position is handling a multitude of tasks simultaneously, effectively dealing with the public and problem solving. This position reports directly to the Director of Public Works. Please email applications/ resumes to: gchristina@saugus-ma.gov.

# **Town Planner**

#### **Town of Saugus**

Salary: \$90,000-\$110,000. The town of Saugus is seeking a full-time Town Planner. This position serves as the town's point of contact and manager for all: shorter term, intermediate and longer-range master planning. Responsibilities include: land use planning; energy, housing and open space projects and initiatives; infrastructure needs assessments; and coordination of efforts to attract desired economic development. Duties also include developing sound approaches to development; assessing proposals for growth; making recommendations for land-use development zoning by-law changes. The Planner will be expected to develop and/or obtain strategic land-use planning tools as well as housing studies. The Planner will assist in the review and evaluation of development proposals and will provide input for specific planning and development issues. The Planner will seek and prepare grant applications, and will perform other related planning, community development assignments. This position focuses on zoning, assists and advises various elected and appointed groups, boards and commissions. Qualifications: minimum of five years of planning and community development or related economic experience. Bachelor's degree required, master's degree preferred, in planning community. Please email applications/resumes to: gchristina@saugus-ma.gov.

#### **Town Accountant** Town of Rehoboth

The town of Rehoboth is seeking qualified applicants for the position of Town Accountant. The Town Accountant works under the general supervision of the Board of Selectmen. The Town Accountant position performs highly critical functions of a complex and technical nature that requires significant ethical and professional judgment to ensure that all municipal financial transactions conform to state and municipal law and to professional standards. The Town Accountant assists the Town Administrator and town departments in capital and operating budget preparation for general funds. The Town Accountant is responsible for maintaining and controlling all town expenditures and financial records, as well as revenue forecasting and documentation. Proficiency in MUNIS software is strongly preferred. Selected candidates will be required to obtain a Massachusetts certified governmental accountant certification. Qualifications: bachelor's degree in accounting or related field, and three to five years of municipal accounting experience, or any equivalent combination of education and experience. Salary competitive based on qualifications. Interested candidates should submit a resume and cover letter to the Board of Selectmen's Office, 340 Anawan St., Rehoboth, MA or by email to darruda@ rehobothma.gov. Position will remain open until filled. Rehoboth is an EOE/AA.

#### Harbormaster Town of Wellfleet

The town of Wellfleet is seeking applicants for the position of Harbormaster. This full-time position requires a thorough understanding of harbors, waterways, and boating regulations and excellent customer service to recreational and commercial clients. Associate degree; with five to seven years of experience in harbor, marina, and waterways operations management and/ or related field including three years supervisory experience; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. Marina experience is essential. The incumbent must acquire and maintain the requisite certification(s) which are necessary to perform enforcement duties associated with the position.

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Position requires proficiency in the preparation and understanding of department operating and capital expense budgeting. Business/management experience to maximize net revenues is a plus. Valid Massachusetts motor vehicle operator's license, coast guard license with towing endorsement and Massachusetts harbormaster's certificate within two years of appointment. Hourly range \$54.67-\$57.95.

### **Systems Analyst** Town of Wilmington

The town of Wilmington is currently seeking an IT Systems Analyst to join their growing Information Technology Department. The IT Systems Analyst provides assistance in administering and trouble-shooting all municipal and public safety technology infrastructure. The position manages Tier 2 and 3 service support to end users and the department for desktop, server, cloud and mobile systems. Successful candidates must show effective interpersonal skills and demonstrate comprehensive knowledge of modern technologies and industry best practices. Interested parties may visit <a href="https://www.wilmingtonma.gov/jobs">www.wilmingtonma.gov/jobs</a> for a full job description. Salary range: \$85,523.33-\$108,224.95 annually, full-time, exempt with an excellent benefits package.

### Assistant Harbormaster Town of Wellfleet

The town of Wellfleet is seeking applicants for the position of Assistant Harbormaster. This full-time position requires a thorough understanding of harbors, waterways, and boating regulations and excellent customer service to recreational and commercial clients. Basic knowledge of carpentry, plumbing, small engine repair and maintenance, and personnel supervisory skills are desired. This position reports to the Harbormaster. A graduate of the Harbormaster's Training Academy is preferred but not required. Hoisting license for pile driving and crane operation will be required within one year of hire. Fire responder certificate required within six months of hire. Hourly wage range from \$45.17-\$54. Resumes are only to be electronically submitted in PDF format to: humanresources@wellfleet-ma.gov.

#### HMEO - Highway Division Town of Billerica

Operates heavy equipment such as backhoe, front end loader, dump truck and other similar equipment; knowledge of and use of hand tools in the digging of ditches and patching of streets for repairs; and performs all other duties as required. High school graduate or GED equivalent. Have a valid Class B Massachusetts commercial driver's license with air brake endorsement. Must have an unrestricted Mass. Department of Safety Class 1C, 2A, 4E, 4G hoisting license. Must have one year of experience in operating heavy equipment. Must be available for off hours overtime and be on-call rotation. Salary: \$27.67 hour, Monday-Friday, 7 a.m.-3:30 p.m.

### **Town Accountant/Finance Director Town of Cohasset**

The town of Cohasset, an active waterfront community on the south shore, is looking for a Town Accountant/Finance Director. General responsibilities: reporting to the Town Manager, the Town Accountant/Finance Director provides fiscal leadership and performs professional, administrative, supervisory and technical work in ensuring the proper recording

and maintenance of financial records, approving all payments, monitoring expenditures of all town funds, auditing financial records and transactions, and establishing and implementing fiscal policies and procedures, including short and long-range projections on operating and capital budgets and related financing. Salary: \$110,000-\$150,000 annually. Apply: for more information and to apply, visit <a href="mailto:cohassetma.org/551/Human-Resources">cohassetma.org/551/Human-Resources</a>.

# **Economic Development Program Manager**

#### **Town of Yarmouth**

The town of Yarmouth is searching for an Economic Development Program Manager to join our team. Working under the general direction of the Assistant Town Administrator, the Economic Development Program Manager performs high level professional, and technical planning tasks requiring significant independent judgment in formulating and recommending economic development plans, strategies and vision for the town's economic development program, including the recruitment, growth and retention of local businesses. Provides critical staff leadership in implementing and carrying out the economic vision of the town in working with diverse independent individuals, groups and agencies. Responsible for grant writing and administration to support program implementation and to stimulate business and infrastructure development. Serves as the key spokesperson for economic development efforts. Requires a high degree of independent, varied and complex work requiring a thorough knowledge of a wide range of statutes and regulations relating to economic development, business finance, planning and land use regulation. Independently exercises judgment and initiative in carrying out functions of critical importance addressing priority community needs and in responding to inquiries in situations not clearly defined by precedent or established procedures. Errors could result in serious delay or loss of services, poor public relations, degradation of the economic integrity of the community, legal ramifications, and significant monetary loss to the town. Performs similar or related work as required or as situation dictates. Recommended minimum qualifications: bachelor's degree in public administration, economics, urban or regional planning, or related field; master's degree preferred. Minimum three years of planning or economic development experience at the local, regional or state level; combination of private and public sector experience desirable; or any equivalent combination of education and experience. Knowledge, ability and skill: knowledge: general knowledge of: economic development principles applicable to local government; principles and practices of land use planning public; commercial real estate and office administration. Through on the job learning, develops thorough knowledge of local government practices related to economic development and of land use planning and permitting regulations applicable to Yarmouth. Ability: ability to work independently and to communicate effectively in oral, graphic and written form. Ability to establish and maintain effective working relationships with coworkers, board/committee members, public sector officials, the business community, community groups, and the general public. Skill: superior communication skills, both oral and written. Good analytical and organizational skills. Strong interpersonal skills and ability to maintain strong working relationships with patrons and staff. Application procedure: please complete an employment application form. (Current employees are not required to complete an employment application form). Submit completed employment application form, resume and cover letter to humanresources@yarmouth.ma.us with "Economic Development Program Manager" in the subject line and include your full name, address, phone number and email address on the cover letter and resume.

### Highway Director Town of Hanson

Salary range: \$110,000-\$118,000. Job description can be found at: <a href="https://www.hanson-ma.gov/sites/g/files/vyhlif3231/f/news/town-hall-vacancy-posting.pdf">www.hanson-ma.gov/sites/g/files/vyhlif3231/f/news/town-hall-vacancy-posting.pdf</a>.

#### Sewer Superintendent Town of Rockland

The town of Rockland is seeking experienced and motivated applicants for the Sewer Superintendent position which is under the direction of the town-elected Board of Sewer Commissioners. The Superintendent is responsible for the planning, budgets, organization, direction, and management of the operations and activities for the town's 2.5 MGD treatment plant, collection and storage system. This position will ensure compliance with all applicable federal and state mandates and regulations as well as exercise direct authority over all plant staff, including outside contractors, in accordance with all town policies and procedures. Salary range: \$100,000-\$115,000 annually, full-time, with an excellent benefits package. Please visit <u>rock-</u> land-ma.gov/184/Employment-Opportunities for complete job advertisement.

## **Town Planner** Town of Londonderry, New Hampshire

Position opening. Department: Planning and Economic Development. Job title: Town Planner. Salary: \$79,647.91-\$104,197.43. Work schedule: assigned to 40 hours per week. Additional hours may be required to meet the needs of the department. Requires attendance at meetings and hearings with state and local boards, commissions, organizations, authorities, and related groups and organizations. Application process: please submit a cover letter resume and completed employment application (found on the town website) by email to hrdept@ londonderrynh.gov or mail to Town of Londonderry Human Resources, 268B Mammoth Road, Londonderry, NH 03053. No phone calls or in-person applicants, please. For more information, visit www. londonderrynh.gov/human-resources/pages/ employment-opportunities.

## Director of Inspectional Services/ Building Commissioner Town of Southbridge

The town of Southbridge is seeking to fill the position of the Director of Inspection Services/Building Commissioner. The incumbent is responsible for the overall management of operations for the Inspections Department, and performs supervisory, administrative and professional work in planning, organizing, and directing all department services and activities. enforcement of all building, zoning, and environmental regulations and laws. Performs all other related work as required. This is a full-time benefit eligible position at a biweekly salary of \$3,603.34. Please visit the town of Southbridge website for the complete job posting and to apply <a href="https://www.ci.southbridge.ma.us">www.ci.southbridge.ma.us</a>.

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### Project Manager (Environmental) Greater New Bedford Regional Refuse Management District

The Greater New Bedford Regional Refuse Management District is seeking a motivated and environmentally conscious Project Manager that is interested in pursuing a career involving the responsible management of solid waste and recycling as valuable resources. This is a full-time, in-person position that involves a variety of responsibilities and coordination with all levels of our operation. Our district manages an integrated solid waste management plan for the city of New Bedford and the town of Dartmouth and is committed to the responsible and economical management of solid waste. The full job description, employment application, and more information are available at gnbrrmdistrict.org.

# Human Resources and Benefits Administrator

#### **Town of Yarmouth**

The town of Yarmouth is searching for an experienced human resources professional to join our team. Working under the administrative direction of the Director of Human Resources, performs varied and responsible duties requiring thorough knowledge of departmental operations, with particular regard to benefits administration. Works independently within departmental policies and procedures. Unusual cases are referred to the department head. Communicates all benefit plan information to employees during onboarding meetings, during current employment via periodic meetings or written updates, in conjunction with an employee's termination or retirement and throughout retirement, as needed. Assists in the development of special projects and management plans that generate programs at a town wide level. Administers all employee benefits programs, including multiple health insurance programs for both current and retired employees, life insurance, dental insurance, flexible spending accounts, retirement plans, disability insurance, special discount and payroll deduction programs, and other contracted benefit programs. Processes enrollments, changes and terminations; communicates with payroll for required deductions. Reconciles and processes insurance invoices. Maintains accurate and up-to-date subscriber lists. Maintains records regarding life insurance for retirees. Maintains personnel records for year-round, part-time and full-time employees relating to employment, compensation, benefits, and leaves of absence, evaluation, discipline and separation. Provides guidance and assistance to employees throughout the organization. Plans and coordinates employee benefits events. including the annual Open Enrollment, Benefits Fair, Employee Recognition, and Cape Cod Municipal Health Group sponsored Wellness Programs. Maintains records and processes paperwork for the Cape Cod Municipal Health Group and the Barnstable County Retirement Association. May serve on related committees, including the Cape Cod Municipal Health Group. Performs a variety of specialized administrative procedures which may involve performing factual research, analysis, calculations; maintaining database. May perform grant administration duties such as preparation of applications, reimbursement requests and tracking of related expenditures. Performs data analysis and reports to assist with

collective bargaining. Assists with implementation and maintenance of wage and compensation systems for municipal employees. Participates and supports activities of the town wide safety committee. May provide employment verification data on claims for unemployment; researches unusual claims; takes the initiative to analyze or investigate current or past claims so as to recommend changes to minimize the town's future liability; processes reimbursable claims for payment. Ability to interpret and follow applicable OSHA regulations as they pertain to the work environment. Performs similar or related work as required or as situation dictates. Recommended minimum qualifications: education and experience: bachelor's degree in human resource management or business administration and seven years of work experience in a business environment, with three or more years of experience in human resources and/or benefit administration; or an equivalent combination of education and experience is required. Application procedure: please complete an employment application form found at www.yarmouth.ma.us/jobs. Submit completed employment application form, resume and cover letter to humanresources@yarmouth.ma.us with "HR and Benefits Administrator" in the subject line and include your full name, address, phone number and email address on the cover letter and resume.

### **Heavy Motor Equipment Operator** Town of Winchester

The town of Winchester seeks qualified candidates for a full-time Heavy Motor Equipment Operator position available at the Department of Public Works in the Water and Sewer Department. This is a union position under the Service Employees International Union (SEIU Local 888). Qualified applicants must possess a CDL with airbrake endorsement and have considerable knowledge of the mechanics and operation of heavy automotive equipment. Hiring range is \$26.99/hr.-\$31.58/hr. See full description here: www.winchester. us/Jobs.aspx?UniqueId=100&From=All&CommunityJobs=False&JobID=Heavy-Motor-Equipment-Operator-Water-and-68. Please submit a completed application, letter of interest and resume to Human Resources, Town of Winchester, 71 Mount Vernon St., Winchester MA 01890 or humanresources@winchester.us. AA/EOE

### Part-Time Town Accountant Town of Granby

The town of Granby is seeking a Town Accountant. Municipal experience preferred. Position is part-time for 20 hours per week. Compensation up to \$60,000 per year depending on qualifications, education, and experience. The town is an equal opportunity employer. Application and job description are available from the Select Board's Office 10-B W State St, Granby MA 01033 or by calling 413-467-7177. Position will remain open until filled.

### **Town Administrator** Town of Bellingham

Bellingham, Mass. (17,000 pop.), is seeking an experienced, knowledgeable, and talented municipal leader with superior communication and community engagement skills, proficient financial acumen, as well as excellent project and personnel management skills, to serve as Town Administrator. Bellingham is a welcoming, affordable, and family friendly community. Its current Town Administrator is retiring after more than 35 years of service. A historic and primarily residential community with an AA+ rating, Bellingham is located on the Rhode Island border. Led by a

five-member Selectboard with open Town Meeting, Bellingham has an FY25 budget of nearly \$80 million. Candidates must have a bachelor's degree (advanced degree preferred) in public administration or a related field with five to seven years of experience as a town administrator/manager or assistant town administrator/manager preferred, or relevant senior-level municipal management experience. Candidates should have exceptional listening skills, be respectful of diverse viewpoints, and be approachable and empathetic. Candidates must be able to work collaboratively with elected and appointed boards, committees and recognize the value citizen volunteers bring to the government process; must have superior skills in economic and community development, land use planning with the ability to build and maintain morale while mentoring a new and changing staff. Salary to be determined based on qualifications and experience; current salary \$200,000. For additional information related to the position, the town, or the application process, contact Interim Town Administrator, Denis Fraine at dfraine@ bellinghamma.org. Send resume and cover letter in a single PDF by email, in confidence, by Sep. 16. Subject: Bellingham TA to hallie@bellinghamma.org.

### Facilities Director Town of Scituate

The town of Scituate seeks qualified applicants for the position of Facilities Director. The Facilities Director performs professional, supervisory, and administrative work in the planning, implementing, and oversight of public buildings and projects. Directly responsible for the management of town facilities and related procurement and performance management programs. Ensures compliance in the administration of buildings projects and maintenance as required by Massachusetts general laws Chapter 149 and 30B. Provides supervision to Asst. Director, Senior Clerk, HVAC Technician, Maintenance Employee and Custodians. Bachelor's degree in engineering, business, public administration or related field preferred. Five to seven years of experience in public administration, preferably in supervisory setting, or five to seven years progressively responsible experience in building construction work with a background in construction preferred. Public procurement experience is particularly helpful. Salary range is \$106,617 to \$117,685 annually DOE. Full job description may be found on the town of Scituate's employment page. Interested applicants should submit a cover letter and resume to HR@scituatema.gov or mail to Human Resources, 600 Chief Justice Cushing Highway, Scituate, MA 02066. Position open until filled. AA/EEO/ADA

# **Building Inspector/Zoning Agent**Town of Somerset

The town of Somerset is seeking applications for a Building Inspector/Zoning Agent to enforce the state building code and local zoning bylaws. Experience in supervision of building construction. Must possess and maintain a construction supervisor's license, state certification as a Building Inspector in accordance with M.G.L. Chapter 143 and 780 CMR 110.R7 and a valid Class D motor vehicle operator's license with a clean driving record. Experience in zoning enforcement is highly desirable. Full job description and application available at <a href="https://www.townofsomerset.org/DocumentCenter/View/101/Employment-Application-PDE">www.townofsomerset.org/DocumentCenter/View/101/Employment-Application-PDE</a>. Questions and applications should be submitted to the office of the Town Administrator at nfournier@town.somerset.ma.us. Position is open

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until filled. The town of Somerset is an affirmative action equal opportunity employer.

# **Town Engineer Town of Southbridge**

The town of Southbridge is seeking a Town Engineer that is responsible for managing the operations of the town's engineering functions, including the survey, design, planning, bidding and management of public works projects. These projects will include road construction/resurfacing, building improvements, park/ cemetery improvements, MS4 stormwater permitting and projects, and so on. The Town Engineer is also responsible for technical reviews, private development construction inspection and expert witness testimony. Serves as liaison with officials, contractors and citizens; performs all other related work as required. The Town Engineer works jointly with the Director of Public Works, Operations Officer, and Operations Manager to ensure the successful day to day operations of the Public Works Department and the town of Southbridge. Starting salary at \$96,864.03. Requirements: Education, training and experience: bachelor's degree with a concentration in civil engineering; PE or PLS is desired; and three to five years of progressively responsible experience in the field of civil engineering and EIT; or any equivalent combination of education, training and experience. Possession of a valid motor vehicle operator's license. Knowledge: knowledge of the concepts, methods, techniques, and materials of public works management. Extensive knowledge of the principles and practices of civil engineering. Thorough knowledge of local, state, and federal laws and regulations governing municipal infrastructure. Ability: ability to recognize town-wide priorities and work cooperatively to support their accomplishment within accepted guidelines of engineering practice. Ability to plan, assign and supervise the work of groups of employees engaged in a variety of department construction and maintenance operations. Ability to read, understand, and interpret technical documents; ability to prepare technical reports. Ability to communicate effectively in both written and oral form. Ability to work effectively under time constraints to meet deadlines. Ability to deal tactfully and courteously with citizen groups and/or citizen complaints. Skill: proven skills in use of business computer applications, basic software programs, engineering software applications including CAD design, GIS computer mapping, and internet applications. Visit the town of Southbridge website to apply: www.ci.southbridge.ma.us.

### Assistant Sr. Wastewater Operator Upper Blackstone Clean Water

Candidates will be responsible for operating and maintaining WWTP facility processes and equipment, including belt filter presses, multiple hearth incinerators, and a biological nutrient removal activated sludge system. Process-control laboratory analysis. Ability to work with SCADA. Checking, operating, inspecting, servicing, and cleaning of equipment including regulation of automatic equipment and the like. Ability to carry out emergency procedures; assigning, instructing, and supervising operators; and keeping periodic records, operating engines, and auxiliary equipment; operating an automobile or truck as required. Oversees and performs custodial duties incidental to the work.

Acts as shift supervisor in the absence of the Senior Operator, performing all responsibilities expected of that position. Weekend and holiday work is required. Massachusetts Grade 6 certification necessary. A valid driver's license is required. Upper Blackstone offers a competitive benefits package including medical, dental, vision, and 403(b) retirement plan. Employees are part of the Mass. State Retirement System. Send cover letter and resume to: Human Resources Manager, hr@ ubcleanwater.org.

# **Director of Community Planning**City of Springfield

The city of Springfield is seeking a dedicated professional to join the Community Development Department as the Director of Community Planning. This position is responsible for completing place-based assessments in order to plan and develop local strategies in neighborhoods across Springfield. This position will work collaboratively to advance local and state level policies and practices that promote sustainability and healthy communities. The position reports directly to the Deputy Development Officer for Housing, Community Development and Sustainability. Supervision is exercised over departmental employees. To see the full job description and apply, please click here: Director of Community Planning.

# Assistant City Solicitor II City of Framingham

Salary Range: \$107,597 to \$146,524; full-time position (in-person only.) The city of Framingham Legal Department is hiring a Massachusetts-licensed attorney for the position of Second Assistant City Solicitor. Under the supervision of the City Solicitor, this role involves a wide range of municipal legal tasks. Responsibilities include representing the city and its officials in cases, claims, and arbitrations; handling labor relations, employee discipline, and policy matters; and managing land use, planning, and contract issues. For more info and to apply, visit the city of Framingham Employment Opportunities website at <a href="https://www.framinghamma.gov">www.framinghamma.gov</a>.

### Assistant City Planner City of Concord, New Hampshire

To view this job description and apply, visit: <a href="https://www.governmentjobs.com/careers/concordnh?">www.governmentjobs.com/careers/concordnh?</a>.

### Library Director Town of Stratham, New Hampshire

The Wiggin Memorial Library, located in Stratham, New Hampshire, is seeking a team-building, community-focused leader to be its next Library Director. The Director's essential functions include strategic planning, personnel development and oversight, administration, programming for the public and budgeting. Well qualified candidates will have demonstrated excellent personnel development skills. Salary: \$60,000 to \$85,000 per year. For all details, please find the full job listing at: <a href="www.strathamnh.gov/town-administration/pages/employment-opportunities">www.strathamnh.gov/town-administration/pages/employment-opportunities</a>. Note: The town of Stratham employment application is not required for Library Director candidates.

### **SERVICES**

### **Human Capital Solutions**

MGT provides executive recruiting, comprehensive interim staffing, and human capital consulting for local governments, school districts, businesses, and

nonprofits. Drawing on decades of experience working across the country, our team collaborates with your organization to understand your unique needs, culture, and goals to deliver tangible results. We tackle immediate challenges, anticipate future workplace needs, bridge talent gaps, and enhance policies to foster lasting positive transformation within your organization. Visit us at <a href="mgt.us">mgt.us</a>, post to our job board at <a href="mgt.us">govhrjobs.com</a>, or contact our team of experts at 847-380-3240.

### **Municipal Energy Services**

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

# Municipal 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@erickinsherfcpa.com or visit our website <a href="mailto:erickinsherfcpa.com">erickinsherfcpa.com</a> for further information.

#### **Public Management Consultants**

MMA Consulting Group Inc. provides consulting services to cities, towns, and other public agencies. We specialize in public safety/emergency response (police, fire, EMS) issues, the design and administration of assessment centers, structured oral panels, and recruitment of police and fire executives. For information, contact Mark Morse, President, MMA Consulting Group Inc., 101 Court St. #7, Plymouth, MA 02360; 508-746-3653; mmacginc@gmail.com.

# 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.

### Mass Notification System for Municipalities

Are you able to reach your residents when you need

### **CLASSIFIEDS**

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to? My Town Alert helps keep your community informed, prepared, and engaged every day. 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 out 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, 207-713-4302, <a href="www.town-alert.com">www.town-alert.com</a>, 300 Congress St., Suite 405, Quincy, MA 02169.

#### **Town Counsel/Legal Services**

Brooks & DeRensis, P.C., is available to provide services to government entities at the state, county, city, town or regional district level. Legal services available include procurement law, contracts, eminent domain, labor relations and civil rights. Contact Paul DeRensis for all public law issues at 857-259-5200.

# **Executive Recruitment and Municipal Management**

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

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

# **Special Counsel, Public Construction and Infrastructure Services**

Petrini & Associates, P.C. (P&A) is a recognized

statewide leader in representing public owners in public construction and infrastructure disputes and litigation. P&A has decades of experience, having represented public owners in numerous bid protests, delay claims, differing site conditions, disputes between design professionals and project owners, and a broad variety of other construction disputes. Since its founding in 2004, P&A has represented over 40 cities, towns, school districts and water and sewer districts in public construction litigation. For further information, please visit <a href="https://www.petrinilaw.com">www.petrinilaw.com</a> or contact Christopher Petrini at cpetrini@petrinilaw.com or 508-665-4310.

#### **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**

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

### **Municipal Support Services**

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

com, call 508-690-0046, 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 Stapczynski, President, Human Resources Services Inc., 9 Bartlet St., Suite 186, Andover, MA 01810; 978-474-0200; hrsconsulting@comcast.net; or visit <a href="https://www.hrsconsultinginc.com">www.hrsconsultinginc.com</a>. 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 multi-disciplinary team provides individuals and organizations with support to move forward constructively and improve functionality. Our services include: facilitation, mediation, training and coaching, leadership development, cultural competency, independent workplace investigations, stakeholder assessments, public engagement and process design. For more information, visit <a href="https://www.themediationgroup.org">www.themediationgroup.org</a>, email info@themediationgroup.org or call 617-277-9232.

#### **Town Counsel Services**

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

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

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

### Labor Counsel Services/Municipal Human Resources Specialists

Clifford and Kenny, LLP provides quality representation to cities, towns and school districts in the area

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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 <u>CliffordKennyLaw.com</u> to see a complete list of our satisfied clients or call John Clifford or Jaime Kenny at 781-924-5796 for more information.

#### MIIA

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According to the McKinsey study, insurers may shift from more generous (often free) benefits to increasing their return on investment through benefit designs that boost retention, such as features to make them easier to use, and benefits focused on specific, improved health outcomes. Insurers may also increase

<u>Special Needs Plan</u> offerings, which address specific health conditions such as diabetes, cancer and stroke, as well as serving seniors living in nursing homes and assisted living facilities.

# **Considerations for municipalities**

With the fall open enrollment period on the horizon, Bailey advises municipalities to be aware of market trends and engage in budgeting conversations locally, as co-payments could increase and there may be an adjustment period.

"More will be known about the exact budget impact in the next few months," Bailey said. "In the meantime, municipalities can reach out to their retiree health insurance account representative to get up to speed and make sure they are aware of changes to plan offerings for next year."

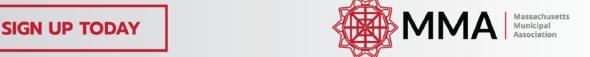
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# Calendar

### **SEPTEMBER**

Massachusetts Municipal Councillors' Association, board meeting, 12-1 p.m., The Boylston Rooms, Easthampton. Contact: MMA Senior Member Program Coordinator Denise Baker

MMA Board of Directors, 10-11:45 a.m., The Boylston Rooms, Easthampton. Contact: MMA Executive Assistant Courtney Butler

Local Government Advisory Commission, 1-2 p.m., The Boylston Rooms, Easthampton. Contact: MMA Executive Assistant Courtney Butler

Association of Town Finance Committees, 4-5 p.m., virtual. Contact: MMA Senior Member Program Coordinator Denise Baker

12-13 Massachusetts Municipal Human Resources, Fall

Conference, Sea Crest Beach Hotel, Falmouth. Contact: MMA Member Program Coordinator Anneke Craig

Massachusetts Municipal Management Association,

boot camp, 9:30 a.m.-3 p.m., Sharon Community Center, Sharon. Contact: MMA Senior Member Program Coordinator Denise Baker

Massachusetts Select Board Association, webinar, 12-1 p.m. Contact: MMA Member Program Coordinator Anneke Craig

MMA webinar, capital planning, 12-1:15 p.m. Contact: MMA Member Program Coordinator Anneke Craig

Massachusetts Mayors'
Association, monthly meeting, 10 a.m.-3 p.m. Contact: MMA
Membership Director Candace Pierce

MMA webinar, opioid settlement funds, 12-1:15 p.m.
Contact: MMA Membership and Project Assistant Maddie Roberts



**Massachusetts Municipal Association** 

3 Center Plaza, Suite 610, Boston, MA 02108

Women Elected Municipal Officials, leadership conference, 9 a.m.-12:30 p.m., Devens Common Center, Devens. Contact: MMA Member Program Coordinator Anneke Craig

#### **OCTOBER**

MMA webinar, "First Amendment audits," 12-1:15 p.m. Contact: MMA Senior Member Program Coordinator Denise Baker

MMA Board of Directors, board retreat, 8:30 a.m.-1 p.m., the Conference Center at Waltham Woods, Waltham. Contact: MMA Executive Assistant Courtney Butler

9 MMA Virtual Municipal Leadership Academy webi-

**nar**, situational supervision, 12-1:30 p.m. Contact: MMA Membership and Project Assistant Maddie Roberts or Membership Director Candace Pierce

Massachusetts Select Board Association, leadership conference, 8:30 a.m.-2 p.m., Lake Pearl, Wrentham. Contact: MMA Member Program Coordinator Anneke Craig

Massachusetts Municipal Communicators, webinar, 12-1:15 p.m. Contact: MMA Membership Director Candace Pierce

Massachusetts Municipal Management Association,

meeting, 9 a.m.-1 p.m., Cyprian Keyes Golf Club, Boylston. Contact: MMA Senior Member Program Coordinator Denise Baker

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

Massachusetts Municipal Human Resources, labor relations seminar, 8:30 a.m.-3 p.m., Devens Common Center, Devens. Contact: MMA Member Program Coordinator Anneke

# **NOVEMBER**

Association of Town Finance Committees, Annual Meeting, 9 a.m.-3 p.m., Sharon Community Center, Sharon. Contact: MMA Senior Member Program Coordinator Denise Baker

Women Leading Government, meeting, 9 a.m.-1 p.m., Lake Pearl, Wrentham. Contact: MMA Senior Member Program Coordinator Denise Baker

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

MMA Board of Directors, 10-11:45 a.m., remote via Zoom. Contact: MMA Executive Assistant Courtney Butler

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.

# For more information, visit www.mma.org

### **MMA** contacts

**Denise Baker** can be reached at dbaker@mma.org

**Courtney Butler** can be reached at cbutler@mma.org

**Anneke Craig** can be reached at acraig@mma.org

**Timmery Kuck** can be reached at tkuck@mma.org

**Candace Pierce** can be reached at cpierce@mma.org.

**Maddie Roberts** can be reached at mroberts@mma.org.