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October 2024

Registration opens for Connect 351

By John Ouellette

Online <u>registration</u> opened this morning for Connect 351, the MMA's annual conference, which will be held Jan. 23-25 in Boston.

Known for 45 years as the MMA Annual Meeting & Trade Show, the event has a new name and location, and will be expanding into a third afternoon.

The new name, Connect 351, is meant to convey the value of connection for members who attend, as well as the MMA's role in connecting all 351 diverse cities and towns in Massachusetts.

The new venue is 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.



Somerville City Councillor Kristen Strezo, left, Massachusetts Select Board Association President and Stoughton Select Board Member Debra Roberts, center, and Sharon Select Board Chair Kiana Pierre-Louis get together during last year's MMA conference.

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.

The 2025 conference will open earlier

than in past years, on the afternoon of Thursday, Jan. 23, with the Trade Show and two sessions for professional development and career networking. On-site registration will open at 1 p.m., and the Trade Show and Headshot Station for members will open at 2 p.m.

The Trade Show and conference programming will continue all day on Friday, Jan. 24. Saturday's events will include member business meetings and workshops, and the conference will conclude at 3:30 p.m.

In Friday's opening keynote, titled "Momentum: Boosting Resilience, Fulfillment and Performance," author and entrepreneur Suneel Gupta will address what he calls the "human energy crisis" and the link between well-being and performance.

In the <u>Saturday keynote</u>, titled "From Conflict to Conversation," facilitator and podcast host Matt Lehrman will explore

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MMA hosting Legislative Breakfast Meetings Oct. 4, 11 and 18

By Daniel Yi

Online registration is open for the MMA's fall series of Legislative Breakfast Meetings, which will be held during October in Franklin, Leyden, Ludlow, Maynard, Peabody and Yarmouth.

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

MMA Legislative Division staff will discuss the latest activity in the Legislature that has implications for cities and towns. Topics will include the fiscal



Leominster City Councillor Claire Freda listens to a presentation during an MMA Legislative Breakfast Meeting in Westborough in March.

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,

■ BREAKFAST MEETINGS continued on 16

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.

Executive Committee

John McLaughlin,

MMA President and MMCA President Councillor, Waltham

Jamie Hellen, MMA Vice President Town Administrator, Franklin

Jill Hai, MMA Immediate Past President and MSA Second Vice President Select Board Member, Lexington

Ruthanne Fuller, MMaA First Vice President Mayor, Newton

Debra Roberts, MSA President Select Board, Stoughton

Nicole LaChapelle, MMaA President Mayor, Easthampton

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Kevin Sullivan, ATFC First Vice President Finance Committee, Hanson

Brendan Sweeney, MMCA First Vice President Councillor, Beverly

Melinda Tarsi-Goldfien, ATFC President Industrial and Development Committee, Pelham

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Executive Director's Report

Join us, for Connect 351

By now you may have heard that the MMA's annual conference has a new name. You may have heard that we're moving to a new location. And you might have even seen the new imagery that goes along with our rebrand.

All of that reflects top-notch work by the team here at the MMA, and we're very, very proud and excited about it.

But I'm writing today — on the day that we open Connect 351 registration — with this simple request: Please join us.

Join your colleagues from communities all over Massachusetts, so you can discuss shared challenges — maybe even commiserate — and share the strategies that seem to be working, even if they're in another community.

Join the friends you haven't met yet, the folks that get pulled into conversations that you're part of, or that sit beside you at a workshop.

Join our inspiring speakers, who will get your wheels turning with ideas that you can apply immediately to make your work, and your communities, better.

Join our workshop panelists and Trade Show exhibitors, who are more than happy to share their expertise with you and answer your questions.

Join the MMA staff, who will be out in full force to ensure that you have a great experience, and who always look forward to the opportunity to see you, the people



By Adam Chapdelaine

they dedicate their work lives to every single day.

Join our respite from the daily grind of your work, for an event that some members describe as "an oasis" from their day-to-day responsibilities.

Join an event that crackles with positive energy, despite being held post-holidays and in the depth of winter.

For all these reasons and more, join us.

Please visit our excellent event website — connect351.org — and check out our keynote speakers, our workshop topics, our schedule of events, our Trade Show information, and our online registration page. Everything you need to know is there, and the site gets updated on a rolling basis as further details are confirmed.

The website even features video messages just for you from the keynote speakers describing what you can expect from their sessions. It also has a short video to help you become familiar with the new neighborhood for the event — the Seaport District in Boston.

It's true, we're going bigger and better than ever this year! The new venue is considerably larger — and much more modern, and brighter — than the old one, and the event is expanding into Thursday afternoon, in addition to the usual Friday and Saturday. The momentum has been building for some time, but this year we take a leap forward.

■ DIRECTOR'S REPORT continued on 24

TheBeacon

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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

Gov. Healey signs federal funds bill

By Adrienne Núñez

Gov. Maura Healey on Sept. 24 signed a bill to leverage interest from the state's rainy day fund to improve the competitive position of the state and its municipalities for federal dollars.

The governor had proposed the plan in a bill she filed last October to create a Commonwealth Federal Matching and Debt Reduction Fund as a funding source for the state and communities across the Commonwealth to help meet the required local match for grants. She proposed using up to \$750 million in interest generated annually by the state's stabilization fund, but the bill approved by the Legislature set the maximum annual contribution at about \$250 million.

The law also authorizes up to \$50 million to support municipal and regional project matching requirements in federal grant applications, and includes \$12 million for technical assistance to help municipalities with grant tracking, grant writing and implementation.



Gov. Maura Healey, center, speaks during the signing ceremony for a so-called federal funds bill on Sept. 24. Joining her are Administration and Finance Secretary Matthew Gorzkowicz, left, Director of Federal Funds and Infrastructure Quentin Palfrey, center, and Lt. Gov. Kim Driscoll. (Photo courtesy Joshua Qualls/Governor's Press Office)

The Senate had approved its version of a federal funds bill on Jan. 11, and the House passed its bill on Feb. 28. The MMA strongly supported the legislation and testified before the House

Committee on Federal Stimulus and Census Oversight. A House-Senate conference committee released a compromise bill on Sept. 18, and the Legislature passed it the following day.

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

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

Healey's closeout budget bill includes disaster funds, clean energy

By Jackie Lavender Bird

Looking to close the books on fiscal 2024, Gov. Maura Healey filed a \$714 million supplemental budget bill on Sept. 11 that includes several provisions of note to municipalities.

The bill's spending would cover deficiencies in the fiscal 2024 state budget law, with a net cost to the state of \$149 million, according to the administration. The majority of the spending, \$565 million, would be for MassHealth, which is a "net-zero" cost due to federal reimbursements. Most of the remaining \$149 million would address fiscal 2024 account deficiencies, with \$33.9 million in new spending.

The governor's bill includes \$11 million to seed a Disaster Relief and Resiliency Fund, which was created in the fiscal 2025 state budget. The fund would allow for a rapid state response to extreme weather events in municipalities, and is set to be funded at the end of fiscal 2025, should there be a consolidated net surplus of \$14 million. According to the governor's filing letter, this proposal would allow the funds to be available immediately, with the intention of still



A \$714 million supplemental budget bill filed by Gov. Maura Healey on Sept. 11 includes language that would make changes to the state and local siting and permitting processes for clean energy infrastructure.

using the fiscal 2025 surplus to add to the fund.

To address municipal tax abatement reimbursements for veterans, widows, blind persons and the elderly, the bill includes \$11.1 million to fully fund fiscal 2025 payments to municipalities. If the funding is approved, the Division of Local Services would issue accounting guidance.

The governor's bill includes several outside sections to address policy changes and/or technical fixes.

The bill proposes a new effective date for changes to the tax title foreclosure process that were included in the fiscal 2025 state budget law. The effective date would be pushed from Nov. 1 of this year to July 1, 2025, to coincide with the beginning of the next fiscal year.

The governor also attached language to the bill that would make changes to both the state and local siting and permitting processes for clean energy infrastructure. The changes would apply to small and large clean energy projects, including solar arrays, battery storage, wind turbines, and energy transmission and distribution infrastructure.

The governor's proposal is very similar to changes included in separate clean energy bills passed by the House and Senate this past summer. The House and Senate proposals remain in a conference committee process, and negotiators have signaled that they could reach an agreement by the end of the year.

The governor's supplemental budget is being sent to the House Committee on Ways and Means to begin the legislative process.

Massachusetts 250 launched to celebrate anniversary

On Sept. 17, Gov. Maura Healey and Lt. Gov. Kim Driscoll joined Boston Mayor Michelle Wu, state officials, legislators, and representatives from the Massachusetts arts, culture, and tourism industry on the steps of the State House to launch Massachusetts 250, a statewide initiative to celebrate 250 years of America's independence and Massachusetts' revolutionary legacy.

The initiative will highlight the state's rich history and amplify untold stories of the Revolution through hundreds of cultural and community events over the next two years. The announcement included a display with reenactors, dignitaries, and historic militia personnel.

Healey and Driscoll also announced \$1.5 million in grants to 37 organizations through the Massachusetts Office of Travel and Tourism to support the development of projects that promote Massachusetts' Revolutionary War history. (Visit the Massachusetts 250 website for the list of grant awardees and projects.)

"Massachusetts is where the Revolution began and where the Revolution continues," Healey said in a prepared statement. "And with Massachusetts 250,

we're leading commemorations of the Revolutionary War for the next two years."

The governor added that Massachusetts 250 "is a statewide, ongoing celebration of our history and everything that makes our state special" and that the campaign "will draw visitors, drive local economies, and share the whole story of Massachusetts and our nation through the voices of every community."

Driscoll called Massachusetts 250 "a oncein-a-lifetime opportunity" to celebrate Massachusetts' history and showcase the state as a top destination for visitors.

"Statewide partnerships and events will commemorate our revolutionary spirit," she said, "highlighting the far-reaching impacts of Massachusetts in revolutionary history and the many other firsts that originated here, creating a powerful celebration of our civic pride."

The Massachusetts 250 Grant Program,



At the State House on Sept. 17, Gov. Maura Healey launches Massachusetts 250, a statewide initiative to celebrate 250 years of America's independence and the state's revolutionary legacy. (Photo courtesy Joshua Qualls/Governor's Press Office)

administered by the Massachusetts Office of Travel and Tourism within the Executive Office of Economic Development, will fund projects that highlight historic themes of revolution and independence, celebrate significant firsts in Massachusetts history, and take a creative or innovative approach to commemorating the state's past 250

The Massachusetts 250 creative campaign will collaborate with municipalities, community groups, businesses, and local organizations to commemorate the state's revolutionary history over the next two years. Statewide partnerships and programs will engage locals and visitors in experiences that narrate iconic historical moments like "the Shot Heard Around the World," the Battle of Bunker Hill, the Boston Tea Party, and Paul Revere's Ride.

Library programs, Revolutionary Weekends, and signature events will highlight the untold stories of Native Americans, women, and people of color who played crucial roles in shaping America and Massachusetts. The creative campaign will include billboards in Times Square in New York City and other out-of-state markets, as well as digital and social media ads.

For more information, visit massachusetts250.org and follow the campaign on Instagram, Facebook, and Threads.



Driscoll raises municipal empowerment

During a meeting of the Local Government Advisory Commission in Easthampton on Sept. 10, Lt. Gov. Kim Driscoll cites several bills that the administration is continuing to push for in Legislature during the rest of the year, including an economic development package, clean energy siting, and a "Municipal Empowerment Act." She said that the administration is "definitely still full-steam ahead on the Municipal Empowerment Act," either this year or next. "I know the pressures on the operational side of things," the former Salem mayor told municipal officials. Sitting with her are MMA President and Waltham City Councillor John McLaughlin, left, and Administration and Finance Secretary Matthew Gorzkowicz.

MMHR discusses inclusive workplace culture, Al

By Anneke Craig

Emerging topics in municipal human resources management, including artificial intelligence and inclusivity in the workplace, were the focus of the annual Massachusetts Municipal Human Resources Fall Conference on Sept. 12 and 13 in Falmouth.

The program opened with the workshop "AI and HR: Friends or Foes?" led by two representatives from MGT Consulting Group: Chief Information Officer Dewand Neely and Senior Vice President for Human Capital Joellen Cademartori.

Neely gave an overview of GPTs, or Generative Pre-Trained Transformers, a type of AI tool that is trained on a wide range of existing data — from sources such as books, articles and websites — in order to generate responses to specific prompts.

He briefly demonstrated how GPT tools can be used to help draft policy, streamline communications, and standardize the format of official documents. GPT tools cannot complete those tasks independently, he said, but can help to "augment things you're already doing as HR professionals."

Artificial intelligence was also the topic of an afternoon discussion panel featuring Neely, attorney Nan ONeill of Murphy, Hesse, Toomey & Lehane, and Chelsea Deputy Director of Operations Devon Fields.

The panelists discussed the legal landscape of AI use in municipal government, and the opportunities and challenges it poses to HR professionals.

ONeill said "there has to be some element of human consideration," in order to prevent bias or error when using GPT and other AI tools.

"It needs to be reviewed," she said. "Whether it's a dress code or some other policy, for example, a second pair of eyes needs to be on it."

The panel also shared strategies for improving AI literacy among employees and gauging how it's already being used in city or town hall.

"The onus is on the communicator to meet people where they are," Fields said.

In Chelsea, she said she found that

introducing employees to the topic of AI with an article or podcast gave them "the time and space to digest" before discussing it in meetings.

"Empathy, community, and context," Neely added. "A computer can't do that."

In the afternoon, Teresa Cruz Foley, Founder and Lead Consultant of Brave Space Consulting, led a diversity, equity, and inclusion workshop on mindfulness strategies for advancing inclusivity in the workplace and improving employee wellness and engagement.

Mindfulness practices that "get us back into our bodies" can help to calm the stress response and increase empathy and social-emotional intelligence in diverse settings, she said.

"We are able to do better when we feel better." Foley said.

The day one agenda also included a legislative update from MMA Legislative Director Dave Koffman and a pilot networking session for MMHR's regional subgroups.

David Sewell McCann opened day two with a workshop on storytelling

and listening strategies for navigating conflict. In a series of interactive exercises, McCann helped participants seek out connection before moving forward in difficult interactions with employees.

"The point of storytelling is to make a connection first," he said. "Because on the other side of that is problem-solving."

He shared "story-listening" techniques to help participants digest and retain information, even in tense situations.



During the Massachusetts Municipal Human Resources Fall Conference on Sept. 12 in Falmouth, Dewand Neely, MGT Consulting Group's chief information officer, left, discusses artificial intelligence on a panel with Chelsea Deputy Director of Operations Devon Fields.



During the Massachusetts Municipal Human Resources Fall Conference on Sept. 13 in Falmouth, David Sewell McCann leads a workshop on storytelling and listening strategies for navigating conflict.

MIIA Wellness Representative Lori Lambert-Osburn concluded the day with a wellness workshop for HR professionals. Participants took a self-assessment to gauge their mental health and self-care habits, and learned strategies for taking manageable steps toward improvement.

Lambert-Osburn advised participants to "dream big, and start small."

\$25M in federal funding awarded for roadway safety

State and local officials gathered in Lynn on Sept. 9 to celebrate the award of \$25 million from the U.S. Department of Transportation's Safe Streets and Roads for All grant program to improve roadway safety.

The federal grant program was established through the Bipartisan Infrastructure Law, with approximately \$5 billion in appropriated funds to be awarded over the next five years.

Grants were made to 10 municipalities, as well as the Massachusetts Bay Transportation Agency and the Metropolitan Area Planning Council. Lt. Gov. Kim Driscoll joined U.S. **Deputy Transportation Secretary** Polly Trottenberg, Congressman Seth Moulton, and Lynn Mayor Jared Nicholson for the announcement.

Trottenberg said the USDOT is "proud to have found a formula that works for a large federal program that is helping solve a national safety problem by working at the local level, in partnership with local leaders and community members."

The SS4A program funding awards can be used to improve roadway safety by supporting communities in developing comprehensive safety action plans,

conducting data analyses, and implementing projects and strategies that seek to significantly reduce or eliminate transportation-related fatalities and serious injuries. Funding can also be used to support stakeholder engagement to ensure that all community members have a voice in developing plans, projects, and strategies.

The following are the Massachusetts recipients of this round of SS4A funding:

- Abington: \$301,804 to conduct supplemental planning and demonstration activities, such as traffic calming and crossing treatments
- Boston: \$3.5 million to update the city's Vision Zero Plan and conduct demonstration projects to pilot ways to improve safety on streets in East Boston
- Clinton: \$356,204 to develop a comprehensive safety action plan and conduct demonstration activities
- Fitchburg: \$423,795 to develop a comprehensive safety action plan; develop an ADA transition plan; and deploy high-visibility crosswalks,



Lt. Gov. Kim Driscoll announces \$25 million in grant awards from the U.S. Department of Transportation's Safe Streets and Roads for All grant program in Lynn on Sept. 9. (Photo courtesy Joshua Qualls/Governor's Press Office)

- curb extensions with flex posts, pedestrian scale lighting, and ADA curb ramps along priority roads lacking infrastructure for vulnerable road users
- Haverhill: \$743,778 to implement temporary safety measures and analyze the most effective solution to meet the goal of zero deaths in the community
- Lynn: \$9.6 million to implement lowcost street design changes on highinjury routes to address systemic crash risks
- MAPC: \$7.5 million to update the council's comprehensive safety action plan; conduct walkability and bikeability audits; and implement quickbuild traffic calming projects
- MBTA: \$2.16 million to retrofit 175 MBTA buses with a collision avoidance system
- New Bedford: \$237,267 to conduct two demonstration projects in areas with a high prevalence of pedestrian-involved crashes
- Peabody: \$223,360 to test safety interventions by altering the geometry of Lynnfield Street and key intersections
- Quincy: \$126,400 to conduct demonstration activities to inform the local MPO's comprehensive action plan
- Watertown: \$806,192 to conduct a Safe System Approach Educational Campaign and Citywide Speed Limit Study; and to deploy traffic calming, pedestrian safety, and bicycle safety treatments •





LGAC thanks administration for support

During a meeting of the Local Government Advisory Commission in Easthampton on Sept. 10, Easthampton Mayor Nicole LaChapelle, left, and Shrewsbury Town Manager Kevin Mizikar thank the administration for its support on key legislation and funding programs. LaChapelle cited the continued support for and development of the Community One-Stop grant program, adding that her city has benefited from MassWorks funds for important infrastructure investments and mill site redevelopment projects. Mizikar cited the administration's economic development bill, with important provisions to update the civil service process and support local boards of health.

Gov. signs a supplemental budget bill for FY24

By Jackie Lavender Bird

On Sept. 17, Gov. Maura Healey signed a \$362 million fiscal 2024 supplemental budget bill that allocates state American Rescue Plan Act funds, as well as funding for certain municipal tax abatement reimbursements.

The law, enacted by the Legislature on Sept. 12, allocates \$228 million of the state's remaining ARPA funds toward a reserve for home- and community-based services for older adults and \$61 million to support a health and human services workforce fund.

The law includes \$5.57 million to address a shortfall in a line item for municipal tax abatement reimbursements for



A \$362 million fiscal 2024 supplemental budget bill signed by Gov. Maura Healey on Sept. 17 allocates state American Rescue Plan Act funds, as well as funding for certain municipal tax abatement reimbursements.

veterans, widows, blind persons and the elderly, allowing for the full funding of fiscal 2024 reimbursements for 153 municipalities, each of which was previously provided prorated payments. The Division of Local Services will issue accounting guidance directly to the affected communities.

The supplemental budget signed by the governor is the final version of a bill that she had filed in March. It is separate from a fiscal 2024 closeout supplemental budget bill that Gov. Healey filed on Sept. 11.

MVP Expressions of Interest due Nov. 1

The Municipal Vulnerability Preparedness grant program is accepting Expression of Interest forms through Nov. 1 for its fiscal 2026 Action Grant round.

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

An Expression of Interest is not required, but preparing one allows potential applicants to receive feedback

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

This process is intended to help design competitive applications, but does not guarantee that a project will be funded.

Feedback on project ideas will be provided ahead of formal applications between January and March next year. The fiscal 2026 Request for Responses period is

tentatively set for spring of 2025.

The program's website states that the MVP team "will take compliance with Section 3A of M.G.L. Ch. 40A (i.e., MBTA Communities) into account when making grant award recommendations after the formal application closes in Spring 2025."

The Expression of Interest form and more information are available on the MVP program website.

- Josie Ahlberg

Municipal aggregation guidelines aim to streamline process

By Josie Ahlberg

Concluding a nearly year-long investigation, the Department of Public Utilities in July issued <u>an order</u> with final, uniform guidelines to approve future municipal aggregation plans.

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

Aggregation has become an important option for Massachusetts municipalities since 1997. There are currently 199 approved municipal aggregation plans, and the number continues to grow, thanks in large part to a recently cleared backlog of pending proposals that the DPU addressed this past summer.



The Department of Public Utilities has issued guidelines for approving municipal electricity aggregation plans.

The DPU's guidelines come after a lengthy stakeholder engagement process, during which the MMA submitted a letter of comment in response to the DPU's draft guidelines and model template. The initial draft threatened to remove some key flexibilities regarding launch dates and product offerings, two areas that have now been addressed

differently in the final guidelines.

Among other issues, the guidelines cover the following:

- What a municipality must include in its municipal aggregation plan
- Details a municipality must provide on an ongoing basis about the operation of its municipal aggregation program
- Requirements that apply to electric companies related to facilitating the successful operation of municipal aggregation programs
- The DPU's review of proposed plans, including a new 120-day deadline for the department to issue a decision on a municipality's application

More information on municipal aggregation can be found on the <u>DPU's webpage</u> on the topic. ●

MMHR to hold Labor Relations Seminar on Oct. 25

Massachusetts Municipal Human Resources will hold its annual Labor **Relations Seminar** on Oct. 25 in Devens.

The seminar will open with a labor law update from attorney Melissa Murray of Norris,



Vanessa Hale



Mike Maccaro



Melissa Murray

Murray, & Peloquin. Additional morning sessions will include a presentation by the Public Employee Retirement Administration Commission and a legislative update.

In the afternoon, attendees will participate in one of the following three breakout workshops:

· An introductory session on management rights led by Attorney Mike Maccaro of Murphy, Hesse, Toomey & Lehane and Weston Assistant Town Manager Lisa Yanakakis

· A discussion panel about the employee handbook update process, with panelists including attorney Katherine Feodorofff of Mead, Talerman & Costa; Natick Human Resources Director Dorothy Blondiet; and Southborough

Assistant Town Administrator Vanessa

 An overview of the Fair Labor Standards Act, presented by attorney Sean O'Connor of Morgan, Brown, &

The agenda is still in development and will be made available at www.mma.org in the coming weeks.

Seminar registration and a networking breakfast will begin at 8:30 a.m., and the event will conclude at 3:30 p.m. Lunch will be provided.

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

The seminar will be held at the Devens Common Center, 41 Andrews Parkway, Devens.

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

Town Report Contest entries due Oct. 31

The MMA is accepting entries for its Annual Town Report Contest through Oct. 31.

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; 30,001plus. 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.

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



LGAC reflects on FY25 budget

During a meeting of the Local Government Advisory Commission on Sept. 10 in Easthampton, Adams Select Board Vice Chair Christine Hoyt, right, thanks the Legislature and the Healey-Driscoll administration for the 3% general local aid increase for fiscal 2024 and for their commitment to state-local partnership. In particular, she highlighted the \$45 million in supplemental road maintenance funding from Fair Share revenue, which is particularly impactful for rural communities and helps them deal with construction inflation. Seated next to Hoyt is Easthampton Mayor Nicole LaChapelle.

Green Communities Summit coming to Devens

The Green Communities Division is planning to hold the first Green Communities Summit in November in Devens to share best practices and celebrate the program's results thus far.

Attendees will include municipal staff and officials, school staff, committee members, and other stakeholders. The summit will be held at the Devens Conference Center.

The division, which administers the Green Communities Grant and Designation Program, sent out a brief survey in early September to gather feedback and input on how to structure the event and to help plan the programming. Details and registration information will be forthcoming.

Upcoming deadlines

Applications from eligible Green Communities for the fall Competitive Grant Block will be accepted from Oct. 7 through 18.

Annual reports for fiscal 2024 Green Communities are due on Nov. 15.

Applications from cities and towns seeking the Green Communities designation are due on Dec. 31.

Dec. 31 is also the application deadline for municipalities that are seeking to be certified as Climate Leader Communities.

For more information, visit the <u>Green</u> <u>Communities Division website</u> or contact <u>Green Communities Program</u> regional coordinators.

- Josie Ahlberg

Women Leading Government to meet on Nov. 7 in Wrentham

De-escalation techniques will be the focus of a Women Leading Government meeting on Nov. 7 at Lake Pearl in Wrentham.

The program is designed to help members proactively deal with residents, local officials and other stakeholders in an increasingly volatile political climate. Following the presidential election, this session will provide timely guidance to managers, department heads and front line staff.

Session presenters are Clifford & Kenny



Jaime Kenny



Jean Haertl

partner Jaime Kenny and Safety and Respect at Work Owner and trainer Jean Haertl.

The meeting will begin at 9:30 a.m. and end at noon, followed by lunch. The registration fee is \$25 per person.

All women working in appointed local government positions are invited.

Visit www.mma.org for more information and online registration.

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

FCC seeks applicants for Schools and Libraries Cybersecurity Pilot

The Federal Communications Commission is accepting applications for the Schools and Libraries Cybersecurity Pilot Program.

Schools, libraries, and regional or statewide groups of schools or libraries may apply to participate in this three-year, \$200 million program, so long as they meet the E-Rate program's eligibility

requirements.

Applicants may seek reimbursement under this program for a variety of cybersecurity services and equipment, subject to an overall cap. Eligible services and equipment include: advanced/next generation firewalls; endpoint protection; identity protection and authentication; and monitoring, detection and response.

The application period is open through Nov. 1.

For more information, visit www.fcc.gov/cybersecurity-pilot-program.

For more information about the MassCyberCenter, visit MassCyberCenter.org.



Healey, mayors discuss municipal issues

Gov. Maura Healey speaks with mayors from around the state during a meeting of the Massachusetts Mayors' Association on Sept. 25 in Boston. Healey covered a range of topics, including her legislative priorities, such as clean energy and economic development, her intent to file Municipal Empowerment 2.0 legislation, and Massachusetts 250, the commemoration next year of the 250th anniversary of the Battles of Lexington and Concord. (Photo courtesy Joshua Qualls/Governor's Press Office)

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 begin with a session on municipal finance and budgeting, followed by an interactive zoning primer led by Watertown City Manager George Proakis.

This will be followed by a council operations session addressing the ins and outs of the councillor's role, presented by a former Amherst Councillor Shalini



Shalini Bahl

Town Council.



George Proakis Bahl and the clerk to the Council. Athena O'Keeffe, who are currently



Athena O'Keeffe

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

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

An interactive MMA webinar on Oct. 22 will offer protocols for dealing with socalled First Amendment audits and an extended opportunity for questions and answers about 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 also review the implications of the Baron v. Kolenda and Shurtleff v. City of Boston court cases, which reinforce the need to respect



Janelle Austin



Lauren Goldberg

First Amendment rights and neutralize uncivilized public discourse.

authoring a Handbook for the Amherst

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

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

Note: This webinar was originally scheduled for Oct. 3. Those who had registered for Oct. 3 are automatically enrolled for Oct. 22, using the same Zoom link. The webinar will be recorded and sent to all attendees.

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

For more information, contact MMA Member Program Coordinator Kristianna Lapierre at klapierre@mma.org.

DOER updates SMART solar program straw proposal

Following a feedback period this past summer, the Department of Energy Resources has posted an <u>updated straw</u> proposal regarding possible changes to the Solar Massachusetts Renewable Target program, which supports the development of solar energy in Massachusetts.

The straw proposal also addresses

current solar costs, revenue requirements across different program elements, and added SMART features.

The DOER hosted a two-hour webinar on July 10 to provide background information and review proposed policy changes. The webinar recording is available on the **SMART Programmatic** Review website, along with responses

to a series of questions on the program received during a stakeholder feedback process last winter.

Visit the **SMART** program website for more information, or direct questions to doer.smart@mass.gov.

- Josie Ahlberg

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.

MMA Webinars

Civic participation, recruitment for boards, committees

At the Massachusetts Select Board Association's annual fall program webinar on Sept. 19, communications experts from the Collins Center for Public Management at UMass Boston discussed the roles of select board members in building stronger communities through civic participation.

Morgan Clark, public services manager at the center, said cities and towns sometimes "struggle to mobilize community members to actively participate in local government" through volunteer board and committee positions. Boards and committees must compete with other non-government volunteer opportunities, and prospective volunteers must overcome barriers such as time constraints, child care needs, accessibility, and level of expertise.

Clark and Kelsey Edmond, a management analyst at the Collins Center, shared five recommendations, including making the goals of civic participation clear and making the volunteer experience meaningful. By framing the goals of a board or committee "in a way that a layperson can understand," Edmond said, select boards can help to reduce the intimidation factor and demystify municipal operations.

Recruitment efforts may also benefit from an issue-based approach, Edmond said. For example, positions on a town Zoning Board of Appeals could be promoted as exciting volunteer opportunities for community members who are passionate about housing or local economic development.

Clark added that municipal volunteers should be recognized for making a meaningful difference in their communities. Volunteer

Capital planning best practices

An MMA webinar on Sept. 24 discussed the essentials of capital planning and best practices for strong financial management.

Kasey Bik, a project manager at the Division of Local Services Financial Management Resource Bureau, shared a step-by-step framework for the capital planning process, including assessing assets; building a detailed asset inventory; and developing a rubric to help prioritize capital needs by degrees of urgency. She also discussed the role of municipal staff, town boards and committees, and the public in developing a strong capital plan.

"Being able to share your long-term plan with community residents and getting their buy-in" is key to "build[ing] trust in your community," she said. "The goal of capital planning is consistency ... in your funding strategy, your choices, and how you manage your long-term finance."

Charlie Foskett, a member of Arlington's Finance Committee, discussed how stakeholders in his town work together throughout the capital planning process, highlighting compromise and collaboration.

"The fiscal conservatism and political energy of citizens, combined with the professional expertise of town staff," he said, has been "a very workable formula."

He also discussed how to win support for a capital plan at



The Massachusetts Select Board Association's annual fall webinar covered how select board members can build stronger communities through encouraging civic participation. The webinar featured presentations from two communications experts from the Collins Center for Public Management at UMass Boston: Morgan Clark, the center's public services manager, and Kelsey Edmond, a management analyst at the center.

Date: Sept. 19

Length: 60 minutes

VIEW WEBINAR **₹**

picnics, awards, perks, and other appreciation initiatives help to "strengthen loyalty and boost morale."

In response to questions, Clark and Edmond shared communication and recruitment advice for communities with smaller budgets, advising select board members to engage with prospective municipal volunteers "on a one-on-one level."

As elected community leaders, select board members are uniquely positioned to develop a "strong understanding of volunteer concerns and motivations," Clark said.

– Anneke Craig



State and local officials discuss the essentials of capital planning and best practices for strong financial management during a recent MMA webinar. Pictured, clockwise from top left, are Charlie Foskett, a member of the Arlington Finance Committee; Kasey Bik, a project manager at the Division of Local Services Financial Management Resource Bureau; and Sherborn Town Manager Jeremy Marsette.

Date: Sept. 24

Length: 75 minutes

VIEW WEBINAR 7

town meeting.

Sherborn Town Manager Jeremy Marsette, who moderated the webinar, facilitated a 25-minute question and answer session with the audience.

- Anneke Craig

MMA Webinars

Opioid settlement funds

An MMA webinar on Sept. 26 reviewed issues and strategies related to the <u>statewide opioid settlement fund</u>.

Julia Newhall from the Massachusetts Department of Public Health and Cheryl Sbarra from the Massachusetts Association of Health Boards provided an overview of the state law that established the Opioid Recovery and Remediation Fund and Advisory Council, as well as key components of the Massachusetts State Subdivision Agreement, including 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 discussed how these funds are being leveraged across the country, as well as some of the challenges communities are encountering.

The webinar discussed examples of the use of opioid funds in Massachusetts. Dan Cortez, community engagement specialist with the Chelsea Police Department, discussed the <u>Chelsea Hub</u> model. Natashia Patricio, program coordinator for the New Bedford Police Department, and Karen MacDonald, public health task force coordinator for the New Bedford



During an MMA webinar, officials review issues and strategies related to the use of opioid settlement funds. Pictured, clockwise from the top left, are Cheryl Sbarra from the Massachusetts Association of Health Boards, and Brittney Garrett and Liz Leingang, both from the Police Assisted Addiction and Recovery Initiative.

Date: Sept. 26

Length: 75 minutes

VIEW WEBINAR 7

Health Department, discussed New Bedford's use of the funds.

- Ali DiMatteo



Mayors discuss climate risks

Energy and Environmental Affairs Secretary Rebecca Tepper speaks during a meeting of the Massachusetts Mayors' Association on Sept. 25 in Boston, where she discussed climate risks facing municipalities and grant programs available to help them.

CONNECT 351

Continued from page 1

how local leaders can build consensus and foster inclusion.

During a challenging time for public leaders, Gupta will help municipal leaders focus on internal change, while Lehrman will look externally.

Thursday afternoon will feature a Women Leading Government session with Lancaster, Texas, City Manager Opal Mauldin-Jones, in a conversation with Needham Town Manager Kate Fitzpatrick. The other Thursday session is called Speed Coaching for Municipal Officials.

The MMA is continuing to develop the program, and further updates will be posted at <u>Connect351.org</u> in the coming weeks and months.

All the information needed to <u>register</u> and make <u>hotel reservations</u> can also be found on the Connect 351 website.

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., providing

an opportunity to meet with exhibitors. 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 Connect351.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, "Finance Committee and Budgeting 101," will cover the basics for new members with Holliston Town Administrator Travis Ahern and Medfield Assistant Town Administrator Frank Gervasio.

A concurrent session on credit and bond rating will feature Kayla MacEwen, managing director at Masterson Advisors LLC.

The second session will feature town



Doug Howgate



Karis North



Kiana Pierre-Louis

and a member of the MMA's **DEI Advisory** Committee.

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 are available on www.mma.org.

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

and school budgeting relations, and an open meeting law and public records law overview with municipal attorney Karis 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

Municipal website contest entries due Oct. 31

The MMA is accepting nominations for its annual municipal website awards through Oct. 31.

The awards recognize excellence in customer service, functionality, convenience and government transparency delivered by a municipal website. They will be presented during Connect 351, the MMA's annual conference, in January 2025.

To enter the contest, chief municipal officials may simply fill out a short online nomination form.

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 35,000plus. One winner is selected from each category.

Judges evaluate municipal websites based on the following criteria:

- · Current and timely information
- · Intuitive navigation tools and organization of material
- · Ease of access to resources for residents, such as the ability to apply for licenses and permits, pay bills, order documents, and make suggestions
- Use of social media and tools for online community engagement (including the use of an events calendar)
- Availability of public records
- · Clear branding as the official municipal

government site

- · Robust search function
- Mobile-responsive design
- Details about municipal departments
- Visual appeal and overall experience

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.

Municipal website contest entries due Oct. 31.



UMass students visit the MMA

At the MMA office on Sept. 27, MMA staff and municipal leaders host about two dozen public policy students from UMass Amherst to discuss local government career opportunities and answer questions on topics ranging from police reform to housing and zoning issues. Pictured, left to right, are MMA Executive Director Adam Chapdelaine, Shrewsbury Town Manager Kevin Mizikar, Westborough Town Manager Kristi Williams, and Acton Town Manager John Mangiaratti.

MMA-Suffolk kick-off Certificate programs, HR seminar

By Kate Evarts

The MMA and Suffolk University kicked off two Certificate in Local Government Leadership and Management programs in September, in Pittsfield and Sharon.

Nearly 550 local officials have graduated from the certificate program since it began in 2011. The two current offerings are the 23rd and 24th certificate classes.

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

The next certificate programs will begin in September 2025 in Barnstable and Winchester. Applications will be available on the <u>program website</u> on Feb. 1, 2025.

Human Resources Seminar

The second session of the MMA and Suffolk University's Municipal Human Resources Seminar began in September, with 27 new students participating in the fall seminar.

The HR seminar covers human resources management, policies and practices specific to Massachusetts cities and towns. There has been overwhelming interest in the seminar since it began in April.

Topics include hiring and onboarding, benefits administration, policy development, collective bargaining, and employee reviews and evaluations. Students also review relevant labor laws and best practices in municipal human resources management.

Planning is underway for future Municipal Human Resources seminars, and waitlisted applicants will receive emails when sessions are confirmed.

Municipal Finance Management Seminar

The MMA and Suffolk University will offer three Municipal Finance Management Seminar programs in 2025.

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.

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 (expected mid-October)

"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.

Registration is first-come, first-served. 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



The MMA-Suffolk Certificate in Local Government Leadership and Management program kicks off its 2024-2025 session in Sharon on Sept. 13, with a total of 27 students participating.



Twenty-five students participate in the orientation for the 2024-2025 MMA-Suffolk Certificate in Local Government Leadership and Management program in Pittsfield on Sept. 6. Pittsfield Mayor Peter Marchetti greeted them on their first day.

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. ●

MunEnergy to cover winter energy strategies

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.

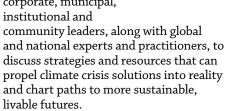
Local officials can receive the latest energy information from the MMA and invitations to MunEnergy webinars by sending their energy contact information to energy@mma.org.

For more about the MunEnergy program, visit www.mma.org/munenergy or contact Katie McCue at kmccue@ mma.org or 617-426-7272, ext. 111.

Climate Beacon Conference is Oct. 16-18

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 brings together corporate, municipal,



Michelle Wu

This year's theme is "Charting the Course."

Admission is complimentary for public-sector leaders, including municipal officials, as well as students, small nonprofits, and environmental justice or community organizations.

New this year is a Municipal Movers breakfast reception for local officials, from 8:30 to 9:30 a.m. on Oct. 17.

Also on Oct. 17, at 9:30, Boston Mayor Michelle Wu will join GBH President Susan Goldberg for a "Harborside Chat" focused on the role of municipalities in charting the course to a more sustainable, livable future, and how local leaders balance the decisions they have to make every day.

This year's Climate Beacon will focus on



Susan Goldberg (Photo courtesy Celeste Sloman)

the following four tracks, all of which are critical to addressing climate change and helping Massachusetts achieve its climate goals and continuing to grow its global leadership:

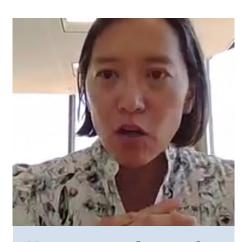
Building Better: Focused on designing

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.



Hao presses forward on economic development

During a meeting of the Local Government Advisory Commission in Easthampton on Sept. 10, Economic Development Secretary Yvonne Hao said the administration continues to advocate strongly for its \$3.5 billion economic development package, which did not pass by the end of the formal legislative session. The administration's bill includes funding for MassWorks grants, the Rural Development Fund, the Public Library Construction Program, the Seaport Economic Council, and climate technology, among other programs.

MBTA expands income-eligible reduced fare program

The MBTA has expanded access to reduced fares for income-eligible riders across the MBTA service area.

The new program, launched on Sept. 4, provides low-income riders ages 18 to 64 with reduced one-way fares of approximately 50% off on all MBTA buses, subways, Commuter Rail lines, and paratransit (The RIDE) travel. The expansion is the first reduced-fare program to include The RIDE.

The online application, available at mbta.com/income-eligible, can be completed in English, Spanish, Portuguese, simplified Chinese, Traditional Chinese, Haitian-Creole, or Vietnamese.

The MBTA offers in-person support at five locations around the MBTA service area, in partnership with Action for Boston Community Development and the Massachusetts Association for Community Action network. An



The MBTA expanded access to reduced fares for income-eligible riders on Sept. 4.

additional 31 locations will become available for service over the course of this fall.

Program participants can demonstrate eligibility via existing enrollment in programs with a cutoff of 200% of the federal poverty level, including Supplemental Nutrition Assistance Program, Transitional Assistance for

Families and Dependent Children, Emergency Aid to the Elderly, Disabled and Children, MassHealth CarePlus, MassHealth Family Assistance, MassHealth Limited, MassHealth Standard, and MASSGrant.

Young people with low income already enrolled in the Youth Pass will be guided to enroll in the new program, with the Youth Pass program being discontinued on Oct. 31.

According to prior research, riders with low income are expected to take 30% more trips with a reduced fare, significantly increasing mobility while saving on transportation costs.

More than 60,000 riders are expected to qualify for and enroll in the program, which the MBTA said could result in up to 8 million more trips per year.

BREAKFAST MEETINGS

Continued from page 1

regulatory updates, and more.

Officials from every city and town are 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.

The meetings will be held from 8:30 to 10:15 a.m. in the following locations:

October 4

Ludlow: Mill 10, 68 State St.

Peabody: Peabody City Hall, Wiggin Auditorium (2nd floor), 24 Lowell St.

October 11

Franklin: Franklin Municipal Building, Council Chamber, 355 E Central St.

Leyden: Leyden Town Hall, 16 West

Leyden Road

October 18

Maynard: Maynard Fire Department, 30 Sudbury St.

Yarmouth: Senior Center, 528 Forest Road, South Yarmouth (co-sponsored by the Cape and Islands Municipal Leaders Association)

Meetings are free to attend, and members are asked to register online.

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



WEMO focuses on public trust

Sharon Select Board Chair Kiana Pierre-Louis, right, speaks during a panel discussion, "Growing Trust in Local Government," at the Women Elected Municipal Officials Leadership Conference, as Newton Mayor Ruthanne Fuller listens. The conference, held on Sept. 27 in Devens, also featured a keynote presentation by Dana LeWinter, chief of public and community engagement at the Massachusetts Housing Partnership.

EOTSS, UMass Amherst partner on GIS hub

The Executive Office of Technology Services and Security has partnered with the University of Massachusetts at Amherst to establish a regional Geographic Information Systems Hub.

The hub, announced in late August, will focus on educating the next generation of the geospatial workforce. It will also provide support for local governments that use GIS mapping data to make better decisions for resilient communities, plant and animal species, watershed health, business concerns, and public health.

The partnership will assist local, state and regional government organizations with mapping projects by involving UMass Amherst students and faculty with geospatial mapping, data analysis and transformation, as well as acquisition of data, software and consulting services.

The hub will work in coordination with regional planning organizations, private businesses, and other higher education institutions to assist in meeting its mission.

The hub has the following objectives:

- · Strengthen UMass Amherst's engagement with and support for western Massachusetts communities
- Establish new workforce development pathways for both undergraduate and graduate students
- Build upon the strong GIS research program at UMass Amherst
- Strengthen links between the Massachusetts Office of the State Geologist/Geological Survey and MassGIS
- Further the MassGIS mission to support the public and private

- sectors in using geospatial data and technology for decision-making
- Support statewide efforts for more comprehensive and higher quality geospatial data

Technology Services and Security Secretary Jason Snyder said the partnership with UMass Amherst will advance "critical state goals around regional equity, workforce development and decision-making informed by current, high-quality data."

The Hub will be operational in the fall semester. Any data created will be available to the public under a broadly permissive license structure and will be served by MassGIS.

Visit the MassGIS website for more information on MassGIS.

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

Mass. Highway Association holds expo

Massachusetts Highway Association Vice President Roby Whitehouse, left, Marlborough Mayor Christian Dumais, center, and MHA President Scott Crisafulli gather during the New England Public Works Expo in Marlborough on Sept. 18. The annual event is one of the largest of its kind in New England, with about 2,000 public works personnel and officials, guests, vendors, and partners highlighting services and equipment for public works.

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.

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 AltWheels website for more information or to register.

MBI to host first Digital Inclusion Event on Oct. 9

The Massachusetts Broadband Institute will host the first <u>Digital Inclusion Event</u> in Worcester on Oct. 9 from 9 a.m. to 3 p.m.

"Celebrating Digital Equity in Massachusetts: A Forum for Innovation and Collaboration" will feature remarks from digital equity practitioners, resident stories from individuals impacted by this work, and networking





opportunities.

The event is an opportunity to connect with professionals across sectors and

industries who are working to close Massachusetts' digital divide.

Also at the event, the MBI will be presenting its inaugural Digital Equity Awards to spotlight exceptional contributions by three individuals in the categories of Digital Equity Leadership, Innovation, and Community Impact.

Online registration is now available.

EPA awards \$2M Solid Waste Infrastructure Grant to Greenfield

By Owen Page

The U.S. Environmental Protection Agency has awarded a Solid Waste Infrastructure for Recycling grant of \$2 million to the city of Greenfield to overhaul the city's recycling program.

Greenfield was one of 25 communities awarded grant funding out of an applicant pool of more than 330 communities nationwide, according to the EPA.

The grant funds will be used to convert Greenfield's existing manually sorted, dual-stream recycling program into a single-stream system using automatic vehicles. The new vehicles are able to hold up to five times the volume of recyclable material as the previous vehicles, while the fully automated collection process reduces hazards to drivers.

The city will also develop and implement a promotional and enforcement campaign to help ensure that all collected materials are suitable for recycling.

The grant will also allow Greenfield to modify its transfer station to accommodate the conversion to single-stream recycling.



Greenfield Recycling Outreach Coordinator Sean Kelleher holds the city's old recycling bins, which will be replaced by new curbside carts, seen to his left and right. (Photo courtesy Athena Lee Bradley)

The SWIFR Grant program is funded through the 2021 Bipartisan Infrastructure Law, which provided the EPA with a substantial investment to support National Recycling Strategy implementation. This funding targets

waste management system and program improvements to enable efficient resource deployment while reducing environmental impact.

Visit the <u>EPA's website</u> for more information on SWIFR grant projects. ●

USDOT launches Reconnecting Communities Institute

The U.S. Department of Transportation has created a new center to help reconnect communities that were harmed, isolated and cut off from opportunity by transportation infrastructure.

The Reconnecting Communities
Institute offers support to grantees and prospective grantees of the
Reconnecting Communities Pilot
Program to strengthen local capacity in
planning and implementing innovative
community reconnection projects.

Communities and organizations that have received an RCP Program grant or



identified a need to address the negative impacts of transportation infrastructure can use an <u>online form to express interest in support</u> from the RCI.

The RCI will host two webinars to provide a program overview, introduce the RCI team, explain how to request support, and answer audience questions.

Attendees of "RCI: How We Can Help" will learn about the flexible, tailored and free assistance available to RCP Program grantees and prospective grantees.

The first webinar was held on Sept. 26, and the second will be held on Oct. 8, 3-4 p.m. (register here). Recordings of the webinars will be made available on the RCI website.

The RCI strives to host inclusive and accessible events, and captions will be provided. For questions or to request accommodations, contact rci@dot.gov.

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 term.

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 <u>online</u> <u>nomination form</u> 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

Zoom.

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

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, <u>visit www.mma.org/members/councillors</u>.

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

WEMO seeks nominations for its 2024 Steering Committee

Women Elected Municipal Officials, a group within the MMA's membership, is seeking nominations for its 2025 steering committee.

Any woman mayor, select board member, or city or town councillor in Massachusetts may complete the <u>online nomination form</u> by Nov. 8 to submit their name for consideration.

The WEMO steering committee consists of one mayor, three select board members and two councillors. Nominations are open for two officer positions: chair and vice chair. Nominations are also open for four director positions. WEMO

officers and directors serve one-year terms, and there is no restriction on which elected position serves in these seats.

WEMO steering committee responsibilities include attendance at WEMO committee meetings and planning content and recommending speakers for WEMO virtual and in-person events. The WEMO committee meets virtually on a monthly basis. Previous participation in WEMO and MMA events is strongly preferred.

After interviewing all nominees, the WEMO Nominating Committee will

prepare a slate of nominations for election during the WEMO Leadership Luncheon on Jan. 24, 2025, in Boston.

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

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

Entries 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.



Legal and liability considerations for shared services

By Stephen Batchelder

Shared service and mutual aid agreements are valuable tools enabling cities and towns to pool resources. When properly implemented, they can save money and allow municipalities to leverage services they might otherwise be unable to provide.

In recent years, <u>critical labor shortages</u> and economic limitations have placed additional pressures on municipalities to explore mutual aid solutions to a diverse cross-section of services.

Regional alliances that implement due diligence, with specific indemnification language and insurance-related requirements, have seen great success in forging agreements. For example, multiple regions around the Commonwealth have agreements to share 911 dispatch services, including 70 communities in the greater North Shore area.

On the other hand, communities can encounter significant challenges when details are not carefully considered. For instance, in one shared animal control services agreement, coverage ambiguity arose when a local resident needed rabies



More than 70 communities share 911 dispatch services through the North Shore Regional 911 Center.

treatment after a bat bite, leading to complications over how health care costs would be divided among the towns. In another case, vague terms in a shared services agreement resulted in a complex liability issue when an employee from one community filed a Massachusetts Commission Against Discrimination complaint against all municipalities in the agreement.

When considering new agreements, local leaders are advised to take a disciplined approach to fully define the scope of the agreement and the terms of service, including:

• The roles of the parties

- · Governance and decision-making authority
- Legal and regulatory parameters
- Insurance provisions
- Risk transfer provisions, such as indemnification and hold-harmless agreements

Scope and parameters

Transparency is important from the outset. Gathering input and recommendations from the community and sharing them with municipal stakeholders is the first step. Best practices include forming a committee to lead the identification of shared service opportunities, conducting feasibility and cost analyses, and overseeing the implementation of the shared service. This committee can focus on singular opportunities; it may also be chartered to explore additional services across a broad spectrum of opportunities on a regional basis.

During this step, the partnering municipalities should also share common goals and expectations for the contemplated

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Women's health resources for all stages

By Jennifer Ranz

Women's health needs evolve significantly across life stages, ranging from family planning to hormonal changes to the management of chronic conditions.

Infertility, postpartum depression, and menopause symptoms affect many women, and women are twice as likely as men to experience mental health conditions such as anxiety disorders and post-traumatic stress disorder.

Because of the diverse challenges women encounter, providing support in the workplace calls for a customized approach, according to Christine Chouinard, a wellness analyst with MIIA's Health Benefits Trust.

"Using menopause as an example, one woman may experience muscle and joint pain that was never there before, while another may face hot flashes, headaches and mental health changes," she said. "It's important to provide clear pathways for women during each life stage and the many challenges these stages can bring. It is not a one-size-fits-all approach."

Employees are more likely to feel valued when employers offer resources through a tailored approach, Chouinard said.

Employers can begin by assessing workforce demographics and identifying resources that best support the specific age groups and life stages within their teams. Many municipalities have successfully

implemented wellness committees or a wellness "champion" model, where employees collaborate to develop and promote workplace wellness initiatives that fit employee needs.

Through the Health Benefits Trust's women's health partner, Maven, subscribers can access a full range of resources — including telehealth appointments, mental health support, fertility resources, webinars on menopause management, and more — available 24/7 to support all life stages.

MIIA also provides a women's health toolkit and maternal mental health resource portal, available to both subscribers and non-subscribers.

Mass Innovations

Canton offers first-in-state ambulance blood transfusions

By Jennifer Kavanaugh

Motivated by the memory of a teenage boy they couldn't save, and aided by a well-timed college football game, the Canton Fire Department has developed a first-in-the state ambulance blood transfusion program, which has already saved several lives in recent months.

In March, the fire department became the first agency in the state to offer universal whole-blood transfusions to patients before they reach the hospital. Partnering with Boston Medical Center, the department can supply transfusions to roughly two dozen south-of-Boston communities within a 30-minute drive of Canton, and as of last month had already given 10 transfusions in the field, to patients who otherwise wouldn't have survived the ride to the hospital, officials said.

Canton's efforts date back almost a decade, when Leo Reardon, the department's emergency medical services coordinator, and Dr. Mike Valkanas, the department's medical director, responded to a 16-year-old boy who had been run over by his own vehicle. They tried to save him, but he bled to death before he could get to a hospital.

"We kind of, at that point, found ourselves frustrated by the fact that we can do so many other things at the paramedic level, in the prehospital space, for the treatment of patients with chest pain, and heart attacks, and strokes, and things like that," Reardon said. "We have so many tools at our disposal to be able to bring to the patient's bedside. And you know, when it comes to trauma, we're not really doing anything at all different than what we were doing, like, way back in the 1970s. So we found ourselves really looking for answers on how we could do something different."

Canton officials say the prehospital transfusions at the scene of an accident, or in an ambulance en route to the hospital, can buy patients just enough time to receive level one trauma care in a Boston emergency room. The transfusions given by paramedics can take just two to five minutes, Reardon said. Eight of the program's first 10 transfusions



The Canton Fire Department stores blood in a temperature-controlled container for transfusions in the field. (Photo courtesy Leo Reardon/Canton Fire Department)

were administered due to motor vehicle accidents, he said, and given Canton's proximity to several major roads and highways, the service "kind of became a no-brainer."

The use of whole blood in the field is a newer concept, having emerged from military battlefield medicine. Blood transfusions in hospitals typically have been administered as a succession of separate blood components — not all components, all at once. Proponents say whole-blood transfusions have shown success in saving the lives of severe trauma patients. In their partnership with Boston Medical Center, Canton paramedics administer low-titer, O-positive whole blood, a universal version intended to minimize bad immunity reactions in people with different blood types.

Canton's program got its start in San Antonio, where the city launched the country's first whole blood EMS program, and where Reardon received training. But to proceed, the town needed a more local partner, and teamed up with BMC, and more specifically, with Dr. Crisanto Torres, who has researched the practice. The transfusion team included Dr. Daniel Muse, another EMS medical director who oversees many of the communities now included in the program. With those pieces in place, Reardon and the team sought approval from the state, from the town, and from the unions to add the service. It so happened that college sports intervened.

On Dec. 9 last year, Gillette Stadium in nearby Foxborough hosted the iconic Army-Navy football game. Organizers wanted to have onsite transfusion capacity available, Reardon said, and Canton's application to the state to administer field transfusions was already pending. The state's approval came on Dec. 1, and eight days later, the team arrived with six units of blood. They didn't need the blood that day, but it got the ball rolling for opening the program officially a few months later.

Seventeen out of the fire department's 54 employees, enough to ensure transfusion coverage on every shift, trained with Boston University Medical School trauma surgeons and personnel at BMC, and they receive ongoing training.

The department built a satellite blood bank to store and refrigerate the blood, Reardon said. Paramedics responding to a transfusion call carry the blood in a transport cooler, and then use equipment to warm it up before it goes into the arms of patients. The department bought a special field transfusion truck, but paramedics can take the blood onto other vehicles.

Reardon said Canton received \$175,000 of the state's share of American Rescue Plan Act funds, with the help of Rep. Bill Galvin and Sen. Walter Timilty, to pay for the truck. Town officials said the department also received about \$35,000 in federal Homeland Security funds to purchase equipment for storing and transporting the blood.

"I think the program has proved its worth with 10 field transfusions completed and multiple lives saved," said Town Administrator Charles Doody, who was involved in the program's early planning when he was the fire chief. "[Ongoing] funding will be the next hurdle."

Canton's one-year program approval from the state is due to expire on Dec. 1, and the department is reapplying through the Department of Public Health, Reardon said. It has already been working with Mansfield to start a service there, he said, and "our goal is to make services like this available to more people in the state."

For more information about Canton's transfusion program, contact Deputy Fire Chief Scott Johnson at sjohnson@town.canton.ma.us.

Around the Commonwealth

Medford

Program strengthens social support systems to address climate resilience

In the latest round of Municipal Vulnerability Preparedness funding, Medford received a \$750,000 grant that will be used to expand Medford Connects, an initiative that strengthens social systems to help build climate resilience.

Created in 2020 using an earlier MVP grant, Medford Connects is building a network of city departments and agencies, and community service providers, to support marginalized communities so they can better withstand and recover from the impacts of climate crises, with the goal of a more equitable and resilient city.

"As the effects of climate change continue to impact many aspects of daily life, we're working to create a more resilient community, and the MVP grant funding has been critical to strengthening those efforts," said Mayor Breanna Lungo-Koehn in a statement. "We have been able to build a robust Medford Connects program that will be able to support and engage communities before, during and after climate emergencies."

The initiative has now received four rounds of MVP funding. The latest grant will be used to support the community engagement team, formalize the network of community organizations, and create a virtual resource center.

"The new round of funding is looking at climate vulnerability when we talk about exposure sensitivity and adaptive capacity," said Prevention and Outreach Manager Catherine Dhingra. "That's really looking at race and ethnicity, financial resources, information access, social networks and housing demographics. Those are our key ways of looking at how our vulnerable communities are going to be adaptive in the changing climate, and how we can build that infrastructure."

The program support team consists of "Medford Connectors" and "Community Liaisons" that engage with community members. Liaisons support wide

community efforts with health and social vulnerabilities, for example connecting residents with SNAP benefits or MassHealth, while Connectors work with specific initiatives and have a focus on financial stability, older adults, food systems, youngest families or English language learning communities. Team members are able to provide multilingual support to residents.

"You can't be healthy and well and be resilient if you don't have your basic needs and a network to help you," Dhingra said. "We were recognizing that people were not connected to these systems, and that they weren't going to approach these systems without a warm connection."

For example, after the program partnered with the library to offer English language classes, Dhingra said residents became aware of all that the library had to offer.

"They all got library cards after the class," she said. "They started to use the library as a resource to connect them to job searching, connect them to resources for their children. And then when we had a heat event, they knew to go to the library, because that was a place they could get cool and get resources."

Program funding for the current fiscal year is focused on continuing to build physical resilience hubs, Dhingra said, but there is also a focus on building out an online support system, including a robust virtual resiliency hub and language-based WhatsApp channels and social media channels.

"We had a climate emergency this summer and our connecters were able to take the city's communications, translate them, and push it out through social channels," Dhingra said. "So the online resiliency hub is another key piece of it."

Dhingra noted that she first became aware of Medford Connects while working for the town of Wakefield, where she used the model to create a scaled-down version that fit the town's needs.

"Really take a look at what the community needs, and bring these folks on as part of your municipal staff," Dhingra said. "It really helps to bring a two-way voice. It's addressing that gap for people, but it's also connecting people with their elected officials. ... So when issues come up with climate change, they know exactly who to go to."

- Meredith Gabrilska

Amherst

Recreation Department leads way on sensory inclusion

Hoping to welcome more participants into its programs, the Amherst Recreation Department recently became certified for sensory inclusion after reimagining the way it serves people with various sensory needs.

In July, the Recreation Department received its sensory inclusive certification through KultureCity, an Alabama-based nonprofit that promotes inclusivity and accessibility for people with sensory needs and "invisible disabilities" around the world. Though some public entities in Massachusetts have received the certification — most notably, some public libraries and a few police departments – the town and the organization believe that Amherst is the state's first recreation department to receive the KultureCity training.

The town's effort to address sensory needs gained momentum after Becky Demling joined Amherst's Recreation Department recently as outreach director. As a longtime Amherst resident, a former employee of the Amherst public schools, and a mother of an adult child with disabilities, she was aware of the sensory challenges facing local families.

"I lived in Amherst for the last 16 and a half years, and honestly, two of my kids could participate in rec programming, and one couldn't," Demling said. "So when I started here last year, that was something that I wanted to change for families going forward. Not that we can meet the needs of every kid, but we can certainly do better to be more inclusive and welcoming in the community."

While the public may associate sensory issues primarily with autism, the sensory inclusive training also seeks to improve services for people with ADHD,

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Around the Commonwealth

COMMONWEALTH

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anxiety, PTSD, trauma, dementia, the effects of strokes, and Parkinson's disease. According to KultureCity, one in four people has a sensory processing need or invisible disability.

Amherst employees completed the training, an online program designed by medical and neurodivergent professionals, within two months. The program helped employees recognize people with sensory needs and address sensory overload situations.

"The great thing about KultureCity, and what I saw with the training, is that we're not trying to change the people who have sensory sensitivities," said Denise Leckenby, Amherst's aquatics coordinator. "We're trying to change the way we do our work in recreation, so that we have wider open doors for people."

From June through August, Leckenby's staff taught nearly 50 adaptive swim lessons to neurodivergent youth and people with disabilities from Amherst and surrounding communities, in



Amherst Aquatics Coordinator Denise Leckenby, left, and Amherst Recreation Outreach Director Becky Demling greet people at a downtown block party in Amherst on Sept. 21. Behind them is a new tent the town purchased to provide a calming space for people with sensory needs during events. (Photo courtesy town of Amherst)

addition to the nearly 1,000 traditional swim lessons.

According to Demling, 62 employees received the KultureCity training earlier this year — more than half of the department's average 112 employees, factoring in seasonal fluctuations.

Through KultureCity, Amherst also received five sensory bags equipped with noise-canceling headphones, fidget

tools, verbal cue cards and weighted lap pads to help people address their own sensory needs while participating in recreational programming. In addition, the town bought a tent, additional headphones and earplugs, and specialized seating to accommodate residents who need a quiet break during town events, in an enclosed, safe place.

Amherst also separately purchased adaptive swim equipment, such as specialty floats and life vests, and made physical improvements, including adding stairs that comply with the Americans with Disabilities Act, and a new adaptive lift for the town's two outdoor pools, Demling said.

Overall, the town said it used about \$29,000 in American Rescue Plan Act funds for the purchases, physical improvements and training.

"One of the challenges with ARPA, with grant spending, is trying to find life for the investment beyond the terms of the grant, and this fits really neatly in giving us an opportunity to have something that would be able to live and breathe beyond the life of this grant," said Recreation Director Reynaud Harp. "This is something that, in terms of the resources, in terms of the training, certainly is an investment that eventually becomes part of our lifeblood."

– 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. members attend ICMA conference

The incoming 2024-2025 Executive Board gathers during the four-day International City/County Management Association Annual Conference in late September in Pittsburgh. Board members include Danvers Town Manager Steve Bartha, back row, third from left, and ICMA President Tanya Ange, front row, fourth from left, the county administrator of Washington County, Oregon. Ange is the sixth woman to serve as ICMA president in its 110-year history, and the first president to serve with children still at home. Ange reminded attendees that they serve in a noble profession. The conference, attended by more than 75 members from Massachusetts, included keynotes on generative AI and bridging the generational divide.

DIRECTOR'S REPORT

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As a local government practitioner, like yourselves, I attended more than 10 of these conferences. Every year I looked forward to it, and every year it delivered. I got such a charge from seeing old friends and making new ones, and always left with loads of fresh ideas.

After years of seeing its gradual evolution, now it is my honor to host the event as your executive director. I hope you will join us. Please sign up today.

People



Neil Perry

Methuen Mayor **Neil Perry**, a lifelong resident of the city, died on Sept. 21 at age 66 after facing numerous health challenges.

Perry, who was first elected mayor in 2019 and took office in January

2020, was serving his third term. He's credited with leading the city through the COVID pandemic, bringing his background in education to his work as chair of the School Committee, and, shortly before his death, securing the city's purchase of the Searles Estate, a historic property and mansion that will be preserved for public use. He continued with his work while confronting significant health problems over the past several years.

According to his obituary, Perry described being mayor as "the greatest job he ever had."

Before entering politics, Perry had served as director of the nonprofit Methuen Festival of Trees, as a coach and organizer for girls' softball, and as a volunteer with the Methuen Historical Society.

A graduate of Central Catholic High School, he received his bachelor's degree in elementary education and Spanish from UMass Lowell, and taught at several of the public schools in Methuen. Later receiving his master's degree in business administration from Southern New Hampshire University, he worked for more than three decades at Raytheon, where he was director of supply chain operations and business transformation. He was also an adjunct professor of accounting at Northern Essex Community College. He is survived by four children.

At-Large City Councillor **David "D.J." Beauregard Jr.** is serving as Methuen's acting mayor, and the city is expected to hold a special mayoral election in the coming months.

The Massachusetts Mayors' Association honored Perry with a moment of silence at the group's meeting on Sept. 25 in

Boston, where Gov. **Maura Healey** spoke fondly of Perry and his legacy. She said she had spoken with city officials on the day of his death, and pledged support for Beauregard and the city going forward.

In Perry's memory, Beauregard declared Sept. 30 as "Random Acts of Kindness Day."

"My hope is that, especially at this difficult time, our community will come together, treat each other with kindness, and cast away the differences or divisions that inhibit our ability to exist as One Methuen," Beauregard said in his declaration.



Richard Kelliher

Richard Kelliher,

a former MMA president and retired municipal manager, died on Sept. 24 at age 75.

Kelliher worked in local government for four decades, and served as the MMA's president

in 2005. Before his retirement in 2010, Kelliher served for 15 years as town administrator in Brookline. He worked for 10 years as the chief administrative officer in Newton, and served for almost a decade in the administration of former Boston Mayor **Kevin White**. He also worked on the MMA's staff for five years.

"I had the pleasure of working with Rich for 13 years, during which he served as my mentor, and showed me what it was to be a professional in local government," said **Sean Cronin**, a former Brookline deputy town administrator and now senior deputy commissioner at the Division of Local Services, in a tribute posted on the town's website.

"His commitment to honesty, integrity and transparency continue to impact me today. Rich was not just a legend in local government, he was also a great man."

Kelliher was involved with the launch of the MMA-Suffolk program for municipal employees in 2011. In an email, **John Petrin**, a retired town manager and coordinator for the MMA-Suffolk programs, described Kelliher as "one of the go-to people in my life."

"I always thought of him as the professor I would have loved to have had," Petrin said, "and that is why I thought it was perfect when he became the first senior fellow/certificate coordinator for the MMA-Suffolk program."

Kelliher addressed municipal issues on a statewide basis as the first municipal designee on the state's Group Insurance Commission, and as a member of the Local Aid Task Force formed by the Executive Office for Administration and Finance. He was also a senior fellow at the Moakley Center for Public Management at Suffolk University, and held positions at both Brandeis and Clark universities.



Steve Bartha

Steve Bartha will become the new town manager in Lexington on Nov.

Bartha has been the town manager in Danvers since December 2014. He previously served for more than four

years as an assistant town manager in Avon, Connecticut; as a budget analyst for the Connecticut Office of Policy and Management; and as a management assistant for the city of Ann Arbor, Michigan. He has a master's degree in public administration from the University of Connecticut and a bachelor's degree in political theory and constitutional democracy from Michigan State University.

Bartha was president of the Massachusetts Municipal Management Association in 2023, and currently serves on the executive board of the International City/County Management Association.

James Malloy retired as town manager in Lexington at the end of September, after six years in the role. Deputy Town Manager **Kelly Axtell** is serving as the

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People

PEOPLE

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interim town manager.



Elaine Lazarus

After working in Hopkinton for more than three decades. Elaine Lazarus became the town manager there on Sept. 10. Lazarus had been serving as the interim town manager since April 17, after **Norman**

Khumalo left to work for Hopkintonbased Solect Energy. Khumalo had served in Hopkinton since 2009, and previously served as assistant town manager and interim town manager in Westford, and as a planner in Walpole and Wellesley.

Lazarus first came to Hopkinton in 1992 and served as town planner and then as planning director until 2010. From 2010 to 2016, she was the town's director of land use, planning and permitting, and then became the director of land use and town operations. In 2020, her title was changed to assistant town manager. Previously, she worked as a planner in Charlton and Dudley and in Wellesley. She received the MMA-Suffolk Certificate in Local Government Leadership and Management in 2012, and has a master's degree in public administration from Suffolk University.



Cameron Durant

Cameron Durant became the new town administrator in Rochester on Sept. 9.

Durant had been the human resources director in Fairhaven since 2022. Previously, he was commissioner for the

Fairhaven Board of Public Works for more than five years. He had also worked as an area operations manager for Amazon, and as an operations lead for Lyft.

Durant is currently pursuing a master's degree in public administration from Suffolk University. He is one of two 2024-25 recipients of the MMA-Suffolk Municipal Fellows program, which provides financial support to pursue a master's degree in public administration at Suffolk. He also earned an MMA-Suffolk Certificate in Local Government Leadership and Management, and a bachelor's degree in history, with dual minors in theology and political science, from Providence College.

In Rochester, Durant has taken the place of **Glenn Cannon**, who left to become Carver's town administrator in May. Suzanne Szyndlar, the town's finance director, served as the interim town administrator.



Eric Batista

On Sept. 13, Gov. Maura Healey appointed Worcester City Manager Eric Batista to the Massachusetts Department of Transportation's Board of Directors.

Batista was appointed to fill the Experience in

Transportation Planning and Policy seat on the 11-member board, which serves as the governing authority for MassDOT. He joins several other members with municipal leadership backgrounds on the board, including Leominster Mayor Dean Mazzarella, Quincy Mayor **Thomas Koch**, and **Thomas McGee**, the former mayor of Lynn.

Batista has been working in Worcester since 2012. He became city manager in December 2022, after serving several months as interim manager. He previously served as assistant city manager, director of the Office of Urban Innovation, and chief of operations and project management in the city manager's office.



Kristianna Lapierre

Kristianna **Lapierre** joined the MMA on Sept. 23 as the new education and training coordinator.

In May, Lapierre received a bachelor's degree in sociology and gender studies from

Brandeis University, where she developed a workshop on sex positivity and the importance of inclusion for people of all LGBTQ+ identities at the Brandeis University Gender and Sexuality Center. Before coming to the MMA, she worked as a program coordinator for Stateless Collective, where she created and managed educational initiatives. She was previously an alumni liaison for Brandeis, an intern for the Massachusetts Caucus of Women Legislators, a policy intern for the Rhode Island General Assembly, a community organizer for Watch CDC, and a student state director for The Every Voice Coalition.



Owen Page

Owen Page joined the MMA on Sept. 23 as communications coordinator, a newly created position in the organization.

Page previously served as a management analyst and communications assistant in

the town of Westborough for two years and as a reporter and editor for The Sheet newspaper in Mammoth Lakes, California, for more than two years. He also worked as a content strategy associate and editor for MaxBP/Frost Gear.

Page has a bachelor's degree in English, with a minor in theater, from Dartmouth College. He earned an MMA-Suffolk Certificate in Local Government Leadership and Management this past spring, and is pursuing a master's degree in public administration at Suffolk University.

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People

PEOPLE

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James McKenna

James McKenna, a municipal leader who served in several communities, died on Sept. 13 at age 61, after a battle with cancer.

McKenna most recently served as town manager in Winthrop, from

2009 until 2017. He previously served

for six years as the chief administrative officer in Gloucester, and six years as the town administrator in Dover. He had a master's degree in public administration from UMass Amherst and a law degree from Suffolk University. He had his own legal practice in Essex.

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.



Mayors get state fiscal update

Administration and Finance Secretary Matthew Gorzkowicz speaks with mayors from around the state during a meeting of the Massachusetts Mayors' Association on Sept. 25 in Boston. He talked about the fiscal 2024 and 2025 state budgets, the Community Compact best practices program, and the recently signed federal funds law.

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

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

- State budget & local aid
- State & federal grant opportunities
- Member group meetings & webinars
- Connect 351 announcements
- And much more!



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



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CAREERS AT MMA/MIIA

Risk Management Program Coordinator MMA/MIIA

The Massachusetts Municipal Association and the Massachusetts Interlocal Insurance Association 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. 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. 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 and the Massachusetts Interlocal Insurance Association are seeking an Enrollment and Eligibility Representative to join the MIIA Health Benefits Trust Team. 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. 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 the 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@mma.org.

Part-Time Emergency Vehicle Operator Course (EVOC) and Simulator Instructor MMA/MIIA

The Massachusetts Municipal Association and the Massachusetts Interlocal Insurance Association 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. 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. 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 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

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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.

November Beacon

Deadline: October 28 Publication: November 1

December Beacon

Deadline: November 26 Publication: December 4

Placing an ad

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

For more information, call Owen Page at the MMA at 617-426-7272, ext. 135.

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

See www.mma.org for details.

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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

Events and Activities Coordinator (COA) Town of Billerica

Coordinates outreach to community partners such as assisted living communities in the area. Collaborates with other town departments such as Fire, Police, Board of Health, Facilities and the Town Manager's office for the successful execution of town-wide and recreational events. Host several events with the library including monthly book club, technology support for our seniors and the Dementia Café monthly to support families. Responsible for the supervision of groups of volunteers acquired through the Volunteer Services Coordinator. Salary range is \$46,911.83-\$59,358.75. Will remain open until filled. See complete description on www.town.billerica.ma.us.

Regional Public Health Nurse Northern Bristol County Public Health Alliance

Qualified individuals should send a completed resume and cover letter to careers@bmestrategies.com. Open until filled.

Council on Aging Director (BCOA)Town of Billerica

Responsibilities: oversee and inspire the heads of the outreach and transportation, wellness, events and activities, volunteer services, and administration departments. Value of social connection, growing need for mental health care, the importance of intergenerational programming, the needs of different senior age groups, food insecurity among seniors, support for family caregivers. Master's degree in business, social work, public health, human services, or related field with at least five years of experience leading an aging

services organization in a community of 40,000+ people. Salary range: \$108,66.80-\$128,325.35. End date to apply: Oct. 20. Full description: www.town.billerica.ma.us (jobs) or submit a cover letter and resume to: HR@town.billerica.ma.us.

Department of Public Works Superintendent

Town of Barre

The town of Barre Department of Public Works Commission (which consists of nine members: three members of the elected Board of Selectmen, three members of the elected Board of Sewer Commissioners and three members of the elected Board of Water Commissioners) seeks a qualified person to perform highly responsible professional, administrative and supervisory work to plan, direct, budget and manage all functions and activities of the Barre Department of Public Works, which include the highway, parks and commons, sewer and water departments. This is an immediate, full-time opening. Qualifications and experience include: bachelor's degree in engineering or related field, supervisory experience in highway construction and maintenance, working knowledge of equipment and requirements for municipal water and wastewater systems or any equivalent combination of education and experience. Applicants must possess the following: Class B, CDL license and a Hoisting Operator's License, Grade 4-M Wastewater Treatment license, Grade 2-D Water Distribution License and Grade 1-T Water Treatment License. Apply to Town Administrator, Tammy Martin, 40 West St., Barre, MA 01005 or email townadmin@ townofbarre.com no later than Oct. 14.

DPW Truck Driver/Skilled LaborerTown of Barre

The town of Barre, DPW - Highway Dept. is seeking qualified applicants for the immediate full-time position of Truck Driver/Skilled Laborer. Applicants must have a valid Massachusetts Driver's License Class B (CDL) with DOT Medical Examination Certification and a Hoisting Engineer License Class 2B with DOT Medical Examination Certification. A full job description with minimum requirements and employment application is available at www.townofbarre.com. This position is a union position and the current classification is a PW-1 with a starting hourly rate of \$22.82/hour and the maximum hourly rate of \$27.66. Interested applicants should submit a letter of interest and an employment application to: Henry Woods Building, 40 West St., Barre, MA 01005. For further information please contact the Town Administrator, Tammy Martin at 978-355-2504, ext. 101 or via email to townadmin@townofbarre.com, A.A./E.O.E.

DPW Master Mechanic

Town of Barre

The Barre Department of Public Works is seeking qualified applicants for the immediate full-time position of Master Mechanic. This position provides skilled manual repairs on public works and emergency vehicles. Must have knowledge of gas and diesel equipment and possess the necessary tools to perform maintenance and repairs. Applicants must have a valid Massachusetts Driver's License Class B (CDL) with DOT Medical Examination Certification and a Hoisting Engineer License Class 2A with DOT Medical Examination Certification. A full job description with minimum requirements and employment application is available at www.townofbarre.com. This position is a union position with benefits and

the current classification is a PW-4 under the town's union contact. Interested applicants should submit a letter of interest and an employment application. Pay: \$30.99-\$37.57 per hour. Expected hours: 40 per week. Position is open until filled. For further information, please contact the Town Administrator Tammy Martin at 978-355-2504, x101 or via email to townadmin@townofbarre.com. A.A./E.O.E.

Public Safety IT Systems Administrator Town of Pepperell

We are seeking a full-time skilled, windows-focused Systems Administrator to join our team and support our Public Safety IT Systems. The Pepperell Regional Emergency Communications Center (PRECC) is dedicated to providing exceptional emergency communication services to the towns of Ashby, Dunstable, Groton, Pepperell and Townsend. Salary Range: \$69,676-\$91,642.32, depending on qualifications. Generous benefits include three weeks of vacation, 12.5 holidays, and health insurance. Details: Public Safety IT Systems Administrator. Resume review to begin immediately. Submit resume and letter of interest to: Judy Palumbo, HR, Town Hall, One Main St., Pepperell, MA 01463, or email jpalumbo@town. pepperell.ma.us. EEOE

Superintendent of Public Works Town of Lincoln

The town of Lincoln, a community of 6,000 residents and over 50 miles of roadways and roadside paths, is seeking qualified applicants for the full-time position of Superintendent of Public Works. Under general direction of the Town Administrator, the Public Works Superintendent plans, organizes, directs and controls all functions and activities of the public works department, including road and roadside path maintenance and construction, transfer station operation, tree maintenance, snow and ice control, traffic and parking control equipment, cemetery maintenance, maintenance of all DPW vehicles, and supervision of related contract services. Duties will also include oversight of a staff of eight and one office administrator, as well as participation in daily department functions when necessary. The Superintendent is also responsible for the development and implementation of the department's capital and long-range plans. This position requires 10 years of progressively responsible highway department and/or public works experience including supervision and public contact and basic knowledge of all aspects of public works operations, including equipment and vehicle capabilities, operations and maintenance practices. Duties require knowledge equivalent to completion of four years of college in a civil or construction engineering discipline. Professional Engineering registration in civil or transportation engineering is preferred. Basic computer skills required. Must possess a valid and current Massachusetts driver's license. This is a full-time salaried position with compensation up to \$119,607. Core department hours are Monday through Friday, 7 a.m.-3 p.m., with evening and weekend hours as necessary. A detailed job description is available: www.lincolntown.org/DocumentCenter/ View/89077/Superintendent-of-Public-Works--<u>-revised-August-2024</u>. Please submit a cover letter and resume via email to Dan Pereira, Asst. Town Administrator at jobs@lincolntown.org. Applications are due by Friday, Oct. 25 at 5 p.m. The town of Lincoln is an organization that believes that workforce diversity strengthens performance, integrity, trust,

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and partnerships with our staff, boards, committees. community, and guests. It is an EOE/AA employer.

Retirement Assistant Administrator Town of Reading

www.readingma.gov/DocumentCenter/ View/15663/Retirement-Assistant-Administratorjob-posting-pdf.

Administrative Assistant - Council on Aging

Town of Pepperell

The town of Pepperell seeks a welcoming Administrative Assistant to join our Council on Aging team and support day-to-day operations to include administrative, accounting and scheduling assistance. Excellent interpersonal and customer service skills. Proficient in computer applications especially Excel, Word and Publisher. Hiring range: \$21.87-\$23.09/ hour, DOQ. Position open until filled. Resume and letter of interest to: Judy Palumbo, HR, Town Hall, One Main St., Pepperell, MA 01463, or email jpalumbo@town.pepperell.ma.us. Job description: Administrative Assistant - COA. EEOE

Full-time Police Officer City of Gardner

The city of Gardner police department is seeking dedicated and qualified applicants for the position of full-time Police Officer. Join our team and make a difference in our community! To apply, please submit a cover letter and resume to Deputy Chief of Police Nicholas Maroni or email to nmaroni@gardner-ma.gov (please include "Police Candidate" in the subject line). Applications must be received by 4 p.m. on Oct. 18.

Foreman Plumber Norfolk County

Norfolk County is seeking a Foreman Plumber who is responsible for the installation, maintenance, and repair of plumbing systems in various county buildings. The role involves the installation of piping fixtures, ventilation systems, drainage, sanitary fixtures, and heating systems, and performs other manual duties related to the plumbing trade/facilities department. The applicant must have four to five years of experience as a licensed plumber and hold a valid Massachusetts Division Journeyman or master Plumber's License. For more information, please visit Norfolk County at cms5.revize.com/revize/norfolkcountyma/ Maintenance%20Foreman%20Plumber%20 9.24.24_.pdf.

Town Manager Town of Billerica

The town of Billerica is seeking a Town Manager who will: Have served full-time as a City Manager or Town Manager (under any title), Assistant City Manager or Assistant Town Manager (under any title) for a period of not less than five years. Possess a bachelor's degree from a recognized, accredited college or university at a minimum. A master's degree in public administration, business administration, or related field is preferred (requirement may be waived based on special or unique municipal experience.) Be qualified to become a member of the International City Management Association, in good standing. Have expertise in innovative financial management with a strong emphasis on strategic capital planning for both short-term and long-term projects and a proven ability to work

within established and successful budget processes. Think outside the box and provide intellectually curious and creative solutions to emerging community issues, leveraging non-traditional approaches. Possess exceptional public speaking and presentation skills, with extensive experience using electronic media to communicate effectively with internal and external stakeholders. Annual base salary range \$230,000 +/-DOQ with competitive compensation package, based on qualifications and experience. Complete details, www.town.billerica.ma.us or contact the Select Board office 978-671-0939 or selectboard@town. billerica.ma.us. Billerica is an Equal Opportunity/ Affirmative Action employer.

Planning Director Town of Fairhaven

Fairhaven is looking for a Planning Director that is passionate about development. The position serves as the town's principal planner, responsible for administering the land use planning program and for developing and directing a variety of short and long-range planning projects. The successful candidate will have a bachelor's degree in urban planning or a related field; plus three to five years of experience in municipal planning; or any equivalent combination of education and experience demonstrating knowledge and ability to perform duties. This is a full-time benefited position, salary range of \$83,782-\$102,107 (FY25 budgeted at step 3/9). To see the job description and apply: www.fairhaven-ma.gov/human-resources/pages/ employment-opportunities.

Stormwater Manager Town of Hudson

Under the general supervision of the Public Works Director, the Stormwater Manager will be responsible for completing tasks necessary to maintain the town's compliance with NPDES, MS4 and other stormwater related permits. This position will assist with a variety of project management tasks, data collection, data management and reporting in a variety of areas. May supervise lower level staff when necessary. Please see our website for details: www.townofhudson.org/ home/pages/job-opportunities. Position is open until filled.

COA Director

Town of Holbrook

The town of Holbrook seeks a qualified COA Director to plan and manage programs for the town's elderly population. The Director ensures compliance with regulations while coordinating with community organizations and town departments. Key responsibilities: develop and implement programs for seniors; manage daily operations, budgets, and outreach; collaborate with advocacy groups and oversee staff. Qualifications: associate's degree required; bachelor's in social services preferred. Three years of supervisory experience; municipal experience preferred. Salary: Starting at \$65,000-\$75,000. Full job description: Job Posting -COA Director | Holbrook MA. Submit a cover letter and resume in PDF to AMahoney@holbrookmassachusetts.us. Open until filled.

Benefits Coordinator Town of Holbrook

The town of Holbrook seeks a qualified Benefits Coordinator to manage the benefits process for town and school employees and retirees. Reporting to the Town Administrator, the Coordinator will handle new employee onboarding, benefits communication, payroll deductions, and daily operations related to

benefits and leave functions. Key Responsibilities: manage benefits onboarding and orientation; process benefit enrollments and terminations; reconcile invoices and ensure payroll deduction accuracy; administer FMLA, Workers Compensation, and leave policies. Qualifications: high school diploma required, associate's preferred. Three to five years of benefits administration experience; municipal experience preferred. Salary: \$65,000-\$75,000, full-time, benefit-eligible. Submit a cover letter and resume in PDF to AMahoney@holbrookmassachusetts.us. Full job description at: www.holbrookma.gov/home/ news/job-posting-benefits-coordinator. Equal Opportunity Employer

Administrative Assistant Town of Holbrook

The Holbrook Regional Emergency Communications Center seeks candidates for a full-time Administrative Assistant position (IUPE 151 CBU), Submit a resume and cover letter to Lauren Mielke, Assistant Director of Communications, by Monday, Oct. 7. Salary: \$28.20/hour (Grade 3, Step 1), per the town of Holbrook Clerical Union CBA. Full job description at: www.holbrookma.gov/sites/g/files/vyhlif3261/f/ news/job_posting_comm_center.pdf. For details, contact: Lauren Mielke.

Principal Projects and Operations Assistant

Town of Chatham

The town of Chatham seeks a highly qualified Projects and Operations Assistant. Under the administrative direction of the Principal Projects and Operations Administrator, the Assistant will provide assistance with a wide variety of special projects of strategic importance through analytical, technical, data and administrative support. The ideal candidate will have a high school diploma or equivalent and three to four years of related experience, or any equivalent combination. Associate's degree preferred. This benefits and pension eligible position is 40 hours per week. Starting biweekly salary is \$2,580.80-\$2,685.60; \$67,100.80-\$69,825.60 annually depending on qualifications and experience. Position is covered under the Chatham Municipal Employees Association.

Treasurer/Collector Town of Paxton

The town of Paxton seeks a full-time Treasurer/ Collector to manage tax collection, payroll, and treasury functions. Bachelor's in accounting, finance, or related field required, with three to five years of experience. Must be bondable. Salary range: \$60,500-\$81,000. Flexible schedule with 40 hours per week, Monday-Thursday in-office, with some remote work possible. Apply by submitting a resume and cover letter as a single PDF to hr@townofpaxton.net by Sept. 23 for priority consideration. For more details, visit www.townofpaxton.net.

Town Accountant/Finance Director Town of Billerica

A Town Accountant/Finance Director plays a critical role in ensuring the financial stability and transparency of the municipality, supporting its mission to serve the community effectively and responsibly. This role involves managing budgetary processes, financial reporting and monitoring expenditures. Performs all the duties specifically required of the Town Accountant by the general laws of the Commonwealth of Massachusetts. Ensures all municipal transactions

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conform to Mass. General Law, Department of Revenue Guidelines, and sound accounting practices. Financial oversight, budget preparation, strategic planning, union negotiations, rate setting, reporting and compliance, grant management, risk management. Go to www.town.billerica.ma.us for a complete job description. Salary: \$150,695.13-\$207,894.53.

Municipal Software Analyst ADMINS Inc.

ADMINS Inc. is a boutique, Boston-based software company, providing municipal software for cities and towns mainly in New England, with 50 years of experience. ADMINS is seeking a report developer, software QA tester, and technical writer to join its team. Responsibilities include creating and maintaining Crystal reports, software testing, writing release notes and documentation, providing customer support, and presenting software features. Those with experience working in municipalities are encouraged to apply! Benefits: competitive salary, excellent benefits package, including health and dental insurance, and 401k matching, fully remote. Candidates may send resumes to Amir@admins.com.

Food Service Cook Walpole Public Schools

Walpole Public Schools is seeking a Food Service Cook at Walpole High School for six hours per day, Monday through Friday, starting immediately for the 2024-2025 school year. Salary range: \$16.77-\$19.79 per hour. Interested candidates, apply here or email Maria Hall, Director of Food Services, directly at mhall@ walpole.k12.ma.us.

Food Service Van Driver Walpole Public Schools

Walpole Public Schools is seeking a Food Service Van Driver, Monday through Friday, 6 a.m. to 2:30 p.m. starting immediately for the 2024-2025 school year. Salary: \$22 per hour. Interested candidates, apply here or email Maria Hall, Director of Food Services, directly at mhall@walpole.k12.ma.us.

Water Dept. Foreman Town of Pembroke

The town of Pembroke is seeking qualified applicants for the Water Foreman position. Applicants are invited to submit resumes to DPW office at 100 Center St, Pembroke, MA 02359 or to dsullivan@townofpembrokemass.org. Starting wage is \$31.90-\$38.25 per hour depending on experience plus benefits. Contract is available on the town's website under the Human Resource tab. Must pass a pre-employment physical and drug test. Applications will be accepted until the position is filled. Link to job description: water foreman grades iii iv 07.16.24.pdf (pembroke-ma. gov).

Town Administrator Town of Derry, New Hampshire

The town of Derry, New Hampshire seeks qualified candidates for the position of Town Administrator to replace its longest serving incumbent who will retire in June 2025 after more than eight years of exemplary service. The town of Derry is located in southeastern New Hampshire. Traversed by I-93 and Routes 28 and 102, Derry is less than an hour's drive from Concord, Boston, and the New Hampshire seacoast, and less than two hours from the lakes region and White

Mountains. Derry is New Hampshire's fourth most populous community with approximately 34,248 residents, occupying 35.4 square miles of land. Derry is a community steeped in history, culture, and the arts, being the birthplace of astronaut Alan Shepard, the home of poet Robert Frost, and venues such as the Derry Opera House, Pinkerton's Stockbridge Theater, and privately-owned Tupelo Music Hall. The town also has a vibrant downtown with locally-owned shops, several manicured parks, and robust recreational facilities. In many ways Derry maintains its smalltown feel with the advantages of having a city form of government. Derry operates under a Town Council/ Town Administrator form of government where the seven-member Council serves as both the governing and legislative bodies for the town. The Administrator is appointed by the Council and serves as the chief administrative officer of the town, overseeing a \$66M budget supported by 265 regular full-time and parttime employees and seven collective bargaining units. The next Town Administrator should be a mature and experienced leader, able to communicate honestly and effectively. The successful candidate will have experience with fiscal management and revenue generation, community and economic development, and tactful advocacy with state and federal legislators. The ideal candidate will have at least three years of progressively responsible experience within a local government organization. A bachelor's degree is preferred, but consideration will be given to any combination of education and experience that provides the knowledge, skills, and abilities necessary to competently perform the functions of the Town Administrator. The town of Derry offers a competitive salary and excellent benefits package. Compensation is negotiable, dependent on qualifications. For additional information, please visit the Employment Opportunities page of our website at www.derrynh.org. Submit letter of interest and resume in confidence to Human Resources Director Catherine St. Ledger at catherinestledger@derrynh. org. Submission deadline is Oct. 10.

Police Officer

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Town of Groton

The town of Groton Police Department is seeking applicants for a full-time Police Officer position. Minimum Qualifications: U.S. citizen, 21 years of age or older, a valid License to Carry (LTC), a valid driver's license, a bachelor's degree is preferred, and must reside or be willing to relocate to reside within 15 miles of the limits of Groton. Preference will be given to candidates that have MPTC full-time academy or equivalent certification and have ability to achieve and maintain Massachusetts POST Certification. Candidates must be able to perform duties under stressful conditions and to communicate effectively, both orally and in writing. Candidates will be selected on their ability to serve the community and represent the town of Groton in a professional and courteous manner. The current yearly salary range is \$63,128.06-\$76,384.95. The Groton Police Department offers a 4/2 schedule, shift differential, career incentive pay, two weeks of vacation, eight personal days, as well as other benefits. The town of Groton offers a competitive and comprehensive benefits package. To apply for this position, please submit a cover letter and resume to Human Resources Director Melisa Doig or by email to mdoig@grotonma.gov, no later than 4 p.m. on Oct. 4. The town of Groton is an Equal Opportunity

Full-Time Firefighter/Paramedic (two openings)

Town of Paxton

The Paxton Fire Department has two full-time Firefighter/Paramedic vacancies (48 hours/week). Responsibilities include Advanced Life Support, fire suppression, and operating fire apparatus. Requirements: Current MA/Nationally Registered Paramedic or EMT in Paramedic school. Valid MA driver's license with a good record. Reside within 15 air miles of Paxton. Preferred: Pro-Board Firefighter I/II or ability to complete MA Firefighting Academy. Pass HRD Physical Ability Test, medical exam, and background checks. Submit resumes and cover letters to the Paxton Fire Chief at 576 Pleasant St., Paxton, MA 01612 or mpingitore@townofpaxton.net. Applications accepted until positions are filled.

Staff Planner Town of Bar Harbor, Maine

The Staff Planner position for the town of Bar Harbor, Maine, requires applied land use planning knowledge, as well as knowledge and understanding of local government. The Staff Planner directly responds and is under the general supervision of the Planning Director. Desired Minimum Qualifications: Requires bachelor's degree in planning, political sciences, public policy, human ecology, geography, environmental studies or other related field and two years of planning or related experience. Progressively responsible planning experience. Outstanding verbal and written knowledge of the English Language. Knowledge of local government. Possession of valid driver's license. Expected Salary Range: \$55,000-\$75,000, dependent on qualifications. To apply: Email resume and cover letter to Dr. Joshua Steinfeld, Personnel Manager, jsteinfeld@barharbormaine.gov. The town of Bar Harbor is an equal opportunity employer.

SERVICES

Municipal Energy Services

Through the MMA's MunEnergy program, MMA members have access to an energy contract designed exclusively for Massachusetts cities and towns. The MunEnergy program offers access to energy experts at Constellation, a vetted municipal energy contract, and options for sustainability programs. Energy professionals at Constellation, the MMA-endorsed supplier for MunEnergy, work with municipalities to manage electricity costs for the long-term. Constellation is also on the forefront of sustainability programs and provides financial support to the MMA for its promotional and marketing efforts. To learn more, visit <u>www.mma.org/munenergy</u>. 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

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years. Please contact Eric Kinsherf at eric@erickinsherfcpa.com or visit our website erickinsherfcpa.com 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 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, www.town-alert.com, 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; www.grouxwhiteconsulting.com

Municipal Accounting Services

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

General Consultant, Recruiting and Special Studies

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

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 www.petrinilaw.com 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 <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.

Town Counsel Services

 $\rm KP\mid Law$ 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 $Law\ provides, please\ visit\ \underline{www.k-plaw.com}\ or\ contact$ Lauren Goldberg, Esq., at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

Municipal Support Services

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

Human Resources Consulting

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

Organizational Development and Conflict Resolution

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

Town Counsel Services

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

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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.

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 mgt.us, post to our job board at govhrjobs.com, or contact our team of experts at 847-380-3240

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

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

Labor Counsel Services/Municipal **Human Resources Specialists**

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

MIIA

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service and agree on the selection of service partners.

Terms of service agreements

Once an opportunity has been identified and partners are aligned, the next step is to create the shared service agreement. The quality of this agreement is critical to its long-term success.

The roles and expectations of the parties must be clearly defined, allowing for equity and fairness, as well as the ability to be easily understood if there is a change in municipal leadership. Each shared service opportunity is unique and must be analyzed carefully before an agreement is finalized.

Critical elements for consideration in the terms of service include:

- Allocation of service(s) between the
- Funding allocation/responsibilities
- · Determination of responsibility for hiring and managing employees providing services
- · Provision of insurance for assets, equipment, etc.
- Maintenance of equipment and frequency of maintenance

- · Determination of shared liability
- Additional insured provisions protecting all parties
- Indemnification and hold harmless agreements
- Preservation of municipal liability protections set forth in the Massachusetts Tort Claims Act (Ch.
- Resolution guidelines for governance and decision-making disputes

An analysis of the shared service opportunity may reveal additional factors that need to be addressed. The analysis should include input from the involved departments as to compliance with safety and health considerations, legal review by municipal counsel, and discussions with the municipal insurer to ensure there are no unintended gaps in coverage.

Stephen Batchelder is MIIA's vice president of claims operation and risk management.



Managers hold boot camp

Bernard Lynch, founder and managing principal at Community Paradigm Associates, speaks during the Massachusetts Municipal Management Association's boot camp for new town managers on Sept. 18 in Sharon. In addition to Lynch's session on taking the next career step, the fullday meeting offered workshops on collective bargaining and managing difficult conversations. More than 60 town administrators, assistants and department heads attended.

Calendar

OCTOBER

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 webinar, situational supervision, 12-1:30 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

Massachusetts Municipal Communicators, webinar, public communications basics, 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

MMA webinar, "First
Amendment audits," 12-1:15
p.m. Contact: MMA Education and
Training Coordinator Kristianna Lapierre

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.-3:30 p.m., Devens Common Center, Devens. Contact: MMA Member Program Coordinator Anneke Craig

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 Association

3 Center Plaza, Suite 610, Boston, MA 02108

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., MMA office, Boston. Contact: MMA Executive Assistant Courtney Butler

Local Government Advisory Commission, 1-2 p.m., State House, Boston. Contact: MMA Executive Assistant Courtney Butler

Massachusetts Municipal Councillors' Association, training session, 9 a.m.-2 p.m., Cyprian Keyes Golf Club, Boylston. Contact: MMA Senior Member Program Coordinator Denise Baker

21-22 Massachusetts Municipal Management Association,

fall conference, Hotel Northampton, Northampton. Contact: MMA Senior Member Program Coordinator Denise Baker

DECEMBER

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

Massachusetts Mayors' Association, holiday dinner.

Contact: MMA Membership and Project
Assistant Maddie Roberts

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

Massachusetts Municipal Management Association, holiday meeting, 9 a.m.-1 p.m., The Publick House, Sturbridge. Contact: MMA Senior Member Program Coordinator Denise Baker

JANUARY

Connect 351, Boston
Convention & Exhibition
Center and Omni Boston Hotel, Boston.
Visit connect351.org or contact MMA
Conference and Meeting Planner

FEBRUARY

Timmery Kuck.

27 Massachusetts Municipal Management Association,

mini boot camp, 10 a.m.-noon, Grand View Farm, Burlington. Contact: MMA Senior Member Program Coordinator Denise Baker

MARCH

Women Leading Government, conference, 9 a.m.-3 p.m., Lake Pearl, Wrentham. Contact: MMA Senior Member Program Coordinator Denise Baker

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

For more information, visit <u>www.mma.org</u>

MMA contacts

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

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