

House OK's state budget bill for FY26

By Dave Koffman

The House on April 30 approved a \$61.4 billion state spending plan for fiscal 2026 that includes several important investments in schools and municipalities despite modest state revenue expectations and concerns about the potential impacts of federal government policy changes.

The [House's budget](#) would make progress on an MMA priority by raising the per-pupil minimum new aid amount under Chapter 70 from \$30 per student to \$150. This would be welcome news for many districts across the Commonwealth that were statutorily set to receive a significantly smaller Chapter 70 increase.

Acknowledging the significant cost increases faced by school districts, the House budget would also invest \$122.1 million for regional school transportation, \$483.2 million for Special Education Circuit Breaker reimbursements, and \$199 million for Charter School mitigation funding.

The House budget would level-fund Unrestricted General Government Aid, which is less than the 2.2% increase proposed by Gov. Maura Healey in the state budget plan she filed in January.

The House spent three days debating its budget plan, after consolidating more than 1,600 proposed amendments into seven categories.

The Division of Local Services has posted [Preliminary Cherry Sheets](#) to reflect the House's budget bill.

The following are key components of the House budget for cities and towns:

Chapter 70

The House budget would continue implementation of the funding schedules in the 2019 Student Opportunity Act to stay on track for year five of a six-year plan.

The bill would leverage Fair Share surtax revenue in order to increase minimum new aid from \$30 per student to \$150,

which would benefit 77% of school districts (245 out of 318) that were set to receive an increase of less than \$150 per student.

UGGA

The House budget would level-fund the main discretionary local aid account at \$1.31 billion, the same amount as the current fiscal year and \$28.8 million less than the governor proposed for fiscal 2026. The MMA maintains that an adequate increase to UGGA will be essential to meet the fiscal realities facing cities and towns in the current economic climate, and will continue to advocate for a larger increase as the budget process continues.

Charter schools

The House budget would fund the charter school tuition reimbursement account at \$199 million, intended to fund the state's statutory obligation to mitigate Chapter 70 losses to charter schools.

■ **FY26 BUDGET** *continued on 20*

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Senate releases its version of surplus surtax supplemental budget

By Dave Koffman

On May 1, the Senate Ways and Means Committee proposed a \$1.28 billion supplemental budget bill that primarily leverages surplus surtax funds from fiscal 2024 to designate \$613 million for education investments and \$670 million for transportation.

By statute, funds from the surtax on annual incomes over \$1 million can only be used for education and transportation programs.

The Senate proposal ([S. 2512](#)) includes important investments in transportation and education, with a theme of "regional equity." Of note, the bill includes supplemental funding for the Chapter 90 local road and bridge maintenance program, the Special Education Circuit Breaker, and for school construction cost relief.



MMA Executive Director Adam Chapdelaine testifies before the Joint Committee on Ways and Means about a surplus surtax supplemental budget bill on April 3.

"These targeted surtax proposals are great news for municipalities all across the Commonwealth," said MMA

■ **SURTAX** *continued on 16*

2025 MMA Board of Directors

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

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Executive Director's Report

Artificial intelligence is ready for us; are we ready for it?

There's little doubt that the age of Artificial Intelligence (AI) has arrived. You see it in the headlines. You may be using it at work, and at home. And some of you may be wondering what all the fuss is about.

Technology experts predict that AI is poised to revolutionize nearly every aspect of our society and, along with that, create astronomical profits for the countries and corporations that make the first and best advances with the technology.

Due to this profit motive, all of us need to consider pushing for "rules of the road" as it relates to AI, in order to ensure that the technology works to enhance the human experience, as opposed to a more concerning alternative. AI is poised to provide us with new and amazing analytical capabilities and dramatically enhanced organizational efficiency. However, the way AI is delivered does not need to be entirely out of our hands. As eventual consumers of this technology, we all need to push for AI that works for us and our organizations. Based on that, here are three areas for consideration:

First, AI needs to have an "off switch." The models currently in use, as well as future AI tools, will be immensely powerful, and will grow ever more so as they consume the massive amounts



By Adam
Chapdelaine

of data that we produce on a daily basis. As these tools learn and work toward the objectives they are assigned by humans, we need to have a high level of confidence that they can be turned off if anything goes awry. This is not a prediction of a future like the one depicted in films like "The Terminator." But, if we ask AI to end world hunger and the

provided solution is to cut the world's population in half, we need to have a high level of confidence that we can hit the "off" button.

Second, we need to be advocates for algorithmic transparency. AI is already very adept at achieving "ends" that are requested by human users. There is already evidence, however, that the means and methods used by AI to achieve such ends can go far beyond what any of us would consider to be ethical behavior. A [well-documented example](#) is what ChatGPT did to solve a CAPTCHA (those puzzles you have to solve to prove you're not a robot on various websites). ChatGPT (like most AI) is not able to solve a CAPTCHA, but it was able to pretend to be a visually impaired person and convince a human to send the solution to a CAPTCHA code via text message, and it worked. Let's think about that: ChatGPT, when given a simple instruction to solve a CAPTCHA, made up the means

■ DIRECTOR'S REPORT *continued on 19*



May 2025 | Volume 52, Number 5
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The Beacon (ISSN 0199-235X) is published monthly, except for a combined July-August issue, by the Massachusetts Municipal Association, 3 Center Plaza, Suite 610, Boston, MA 02108. The MMA is composed of the Massachusetts Select Board Association, the Massachusetts Mayors' Association, the Massachusetts Municipal Management Association, the Massachusetts Municipal Councillors' Association, and the Association of Town Finance Committees.

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

MMA, municipal officials testify at Chapter 90 hearing

By Adrienne Núñez

Municipal roads, bridges and culverts took center stage on April 10 during a Joint Committee on Transportation hearing on Gov. Maura Healey's proposed transportation bond bill.

An MMA panel focused on the significance of the governor's five-year bill, highlighting the importance of increasing the annual Chapter 90 authorization to \$300 million, how the funding would benefit all communities in the Commonwealth, and how the proposed multi-year authorization could provide a stabilizing force for municipalities during uncertain times — all factors that have been key priorities for the MMA.

Local leaders also expressed support for a provision in the bill that would authorize \$200 million for a culvert and small bridge program. The testimony emphasized the estimated 17,000 culverts under municipal care and the considerable needs associated with repairs and upgrades intended to improve resilience and manage the impacts of increased precipitation and extreme weather events brought on by climate change.

Testifying in strong support of the bond bill was an MMA-led panel that included MMA Executive Director Adam Chapdelaine, Gardner Mayor Michael

Nicholson, Carlisle Town Manager Ryan McLane, Yarmouth Public Works Director Jeff Colby, and Becket Town Administrator Kathe Warden. They were joined by many other local officials testifying in-person and virtually.

In her own testimony, Gov. Healey underlined the importance of a multi-year authorization for the Chapter 90 program as the Commonwealth weathers uncertainty brought on by federal policy changes.

Based on recommendations put forward by the Transportation Funding Task Force and the Chapter 90 Advisory Group, the governor's bill would authorize a total of \$1.5 billion for the [Chapter 90 road and bridge program](#) (\$300 million per year for five years). The bill calls for distributing \$200 million per year based on the traditional Chapter 90 formula (based on road miles, population and employment), and \$100 million based on road miles alone.

The bill would also authorize funding for Massachusetts Department of Transportation asset management and



MMA Legislative Director Dave Koffman, left, MMA Executive Director Adam Chapdelaine, center, and Carlisle Town Manager Ryan McLane testify before the Joint Committee on Transportation on April 10 at the State House.

safety initiatives, as well as \$200 million for culverts and small bridges.

The MMA has been advocating for increasing the base funding for the Chapter 90 program for many years, as the program's buying power has been eroded by inflation.

In addition to the push for additional road, bridge and culvert support through the governor's bill, the MMA has been advocating for supplemental investments, such as in a [surplus surtax supplemental budget](#) that is currently being debated by the Legislature. ●

MSA to hold free training for newly elected select board members

The Massachusetts Select Board Association will hold a free training for newly elected select board members on Friday, June 13, in Devens.

The training is targeted to select board members who are newly elected or in their first term, but any select board member is welcome to attend for a refresher and networking opportunities.

The agenda will include:

- An introduction to the open meeting and public records laws, presented by attorney Karis North, a partner at Murphy, Hesse, Toomey & Lehan, who will cover the key components of each law and discuss how they affect the work of select board members
- A Municipal Finance 101 workshop led by Jessica Ferry, a town councillor in Palmer and a project manager at the



Karis North



Jessica Ferry

Division of Local Services' Financial Management Resources Bureau

Ferry will discuss the role of select boards in municipal finance, and provide advice on budgeting and organizational skills. She will also discuss the resources available to municipalities through the Division of Local Services.

Attendees will also have opportunities

to network with colleagues and hear from a panel of veteran select board members.

Registration and breakfast will begin at 8:30 a.m. The program will begin at 9 a.m. and conclude at 3:30 p.m. Lunch will be served.

The full agenda will be posted on www.mma.org and emailed to MSA members with a registration link in the coming weeks.

Newly elected select board members are encouraged to share their contact information with the MMA (by email to database@mma.org) in order to receive information about Select Board Association events.

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

MassDEP delays enforcement of 'clean truck' thresholds

By **Adrienne Núñez**

The Massachusetts Department of Environmental Protection announced on April 14 that it would exercise enforcement discretion for manufacturers that are unable to meet the minimum zero-emission vehicle sales requirements in the [Advanced Clean Trucks regulation](#).

The MassDEP action delays enforcement of ACT sales thresholds for model years 2025 and 2026, which is expected to mitigate disruptions in the medium and heavy-duty vehicle market across the Commonwealth.

MMA Executive Director Adam Chapdelaine said cities and towns "greatly appreciate the MassDEP's exercise of discretion and its recognition of the market forces that are impacting the ACT initiative."

The Massachusetts Advanced Clean Truck rule, which requires gradually increasing annual zero-emission vehicle sales percentages for new medium- and heavy-duty vehicles, was set to start with model year 2025. The ACT rule applies to on-road vehicles weighing 8,500 pounds or more (classes 2b-8). Enforcement is through engine manufacturer sales reporting, with fines to manufacturers for noncompliance.

There is no required process for manufacturers to meet the zero-emission vehicle sales goals, but many manufacturers



The Massachusetts Advanced Clean Truck rule, which requires gradually increasing annual zero-emission vehicle sales percentages for new medium- and heavy-duty vehicles, will not apply to model years 2025 and 2026.

have been requiring dealers to prioritize the sale of these vehicles in the affected categories before allowing sales of vehicles equipped with internal combustion engines. This practice has limited the availability of internal combustion engine vehicles in the affected classes and made them difficult to purchase across the state.

The MassDEP action requires manufacturers to allow sales of internal combustion engines vehicles in the affected classes by not penalizing manufacturers that are not able to meet ZEV sales percentage thresholds.

MassDEP had announced enforcement discretion under the ACT at the end of 2024, exempting state and local government vehicles used for snow plowing and

removal and street sweepers for model years 2025 and 2026. The enforcement discretion announced on April 10 replaces and supersedes the 2024 action.

The MassDEP has also adopted a regulatory amendment postponing the start of the Heavy-Duty Omnibus rule until model year 2026, requiring more stringent nitrogen oxide emissions standards for heavy-duty diesel engines.

The MMA has been working with the MassDEP to help ensure a full understanding of the requirements and implications of the Advanced Clean Truck and Heavy-duty Omnibus rules, expressing concern about disruptions to essential services that are provided by municipalities and private sector contractors. The MMA and many other stakeholders have requested a delay to the effective date of both regulations.

Two bills have been filed this session to address ACT rules. Both bills have been referred to the Joint Committee on State Administration and Regulatory Oversight, but a hearing has not yet been scheduled.

Meanwhile, multiple resolutions have been introduced in the U.S. Congress that challenge ACT and similar emissions regulations adopted by California, Massachusetts, and a handful of other states. ●

FY25 supplemental budget bill includes EMS funding, tax title changes

By **Jackie Lavender Bird**

Gov. Maura Healey filed a \$756 million supplemental budget bill on April 2 that would make investments and address account deficiencies, while also making technical corrections of note to municipalities.

The bill ([H. 4003](#)) includes \$10 million for a competitive grant program to support local and regional emergency medical service providers by reimbursing municipalities for extraordinary costs incurred to provide services, with a formula to be determined by the Department of Public Health.

An outside policy section would make technical corrections to the [tax title process changes that were included in the fiscal 2025 budget](#). The changes would simplify the process to sell or auction a foreclosed property, and would clarify

there is only a prospective impact from the recently reduced interest rate on the original sum owed.

Another outside section would increase construction procurement thresholds under Chapter 149 (Building Construction) and Chapter 30 (Public Works Construction).

Additional proposed spending in the bill for fiscal 2025 includes:

- \$189.6 million for child care financial assistance programs
- \$60 million for Executive Office of Aging and Independence's direct care services, including home care services
- \$42.9 million for the Residential Assistance for Families in Transition (RAFT) program
- \$15.5 million for the replacement of electronic benefits transfer cards with

more secure cards

- \$240 million for deficient costs under the Group Insurance Commission
- \$134.5 million for supplemental payments to safety net hospitals through the Medical Assistance Trust Fund
- \$15 million for grants and marketing supports related to the 250th anniversary of the American Revolution
- \$5.8 million for annuity payments to veterans, recently increased under the HERO Act
- \$4.2 million for the State Police Crime Lab to ensure the timely review of evidence

The bill has been referred to the House Committee on Ways and Means. ●

MMA partners with ArxEEd on salary benchmarking

The MMA has announced a partnership with [ArxEEd](#), a Massachusetts-based company that empowers municipal leaders with data that offers critical insights for labor negotiations, salary benchmarking and proactive budget planning.

At the center of this collaboration is the launch of LITIX Insights, an interactive data platform designed to bring greater transparency, efficiency and clarity to municipal budgeting across the Commonwealth.

LITIX Insights was selected by a Massachusetts Municipal Human Resources salary survey subcommittee as an alternative to the MMHR's previous salary survey database, called Benchmark, which was discontinued last year.

The LITIX data platform has already been introduced to an initial cohort of 14 communities, who have agreed to provide feedback. ArxEEd is currently recruiting a second, limited cohort of 36 communities — those who are interested in the product and pricing may contact info@arxed.com — and the company expects to fully roll out the tool to all interested communities by the end of 2025.

The LITIX Insights platform will offer:



- Robust workforce data: Including historical salary data, non-union pay tables, and comprehensive fringe benefits information
- Collective bargaining agreement data: Covering all bargaining units, including police, fire, public works, municipal officials, and labor/trade sectors
- Dynamic visualizations: Interactive tools to explore and compare salaries, benefits, and compensation trends across municipalities
- Settlement forecasting: Real-time modeling applications that help forecast salary increases and simulate CBA settlement scenarios to provide municipal leaders with the data and confidence needed to offer competitive, sustainable compensation packages

“Building on our successful partnership with the Massachusetts Association of School Superintendents and our work with over 80% of school districts statewide, we are proud to expand our

efforts to municipal government through this collaboration with the MMA,” said Michael Mastrullo, co-founder and CEO of LITIX. “Our goal is to deliver solutions that simplify access to complex data, and empower every Massachusetts municipality to make confident, well-informed decisions that support their workforce and their communities.”

The ArxEEd team may be reaching out to MMA member communities for some information in order to gather data from comparable communities. Those who receive a data request from ArxEEd are not required to respond, but the MMA encourages participation.

Comparison data is needed in order for the product to be robust and effective. Those who have provided data (such as non-union contracts, for example) say it takes only an hour or less of their time, because the majority of data collection and maintenance for this product is conducted by ArxEEd.

Questions about the product and pricing may be sent to info@arxed.com. Questions about the MMA's partnership may be sent to MMA Member Program Coordinator Anneke Craig at acraig@mma.org or 617-426-7272, ext. 104. ●

Municipal Cybersecurity Summit set for May 8 in Worcester

The MassCyberCenter is inviting all municipalities to its fifth annual [Municipal Cybersecurity Summit](#) in Worcester on May 8.

The free summit brings together federal, state and municipal officials, as well as cybersecurity experts from across Massachusetts, to combat emerging cybersecurity threats and improve local cyber defense.

The event will provide insights and information on cutting-edge innovations and programs. Sessions will include a



panel discussion on identifying and mitigating municipal cybersecurity threats, a session on why Managed Detection and Response (MDR) procedures matter, and an interactive workshop featuring cutting-edge cyber range technology and a real-world cybersecurity scenario.

The Executive Office of Technology Services and Security, together with the Security Office of Municipal and School Technology, will provide program updates on [Cyber351](#) and the [Municipal Local Cybersecurity Grant Program](#), and will lead an interactive presentation on vendor risk management.

The event will run from 9 a.m. to 3 p.m. at the DCU Center, located at 50 Foster St. in Worcester. [Registration is available online.](#) ●

Cyber resilience grant program opens

Massachusetts municipalities can now apply for the MassCyberCenter's Cyber Resilient Massachusetts Grant program, which provides funding for managed detection and response services from CyberTrust Massachusetts.

Recipients will receive up to three years

of detection and response services, valued at up to \$25,000, for work such as endpoint detection and response, network discovery, vulnerability assessment, and asset inventory.

Applications will be reviewed and accepted on a rolling basis and must include the

scope of work for detection and response services. Applicants should contact CyberTrust at muni@cybertrustmass.org to obtain the scope of work.

Visit the [Massachusetts Technology Collaborative website](#) for more information. ●

250th battle commemorations were years in the making

By Owen Page

When reenactors fired their muskets on Patriots' Day weekend to mark the 250th anniversary of the start of the Revolutionary War, they were participating in public events that were years in the making.

For a number of communities, the commemorations were the result of years of planning that continued through numerous board, committee and leadership changes.

Suzie Barry, chair of the Lex250 Commission and a former Lexington Select Board member, said planning efforts for the 250th celebration in her town started more than seven years ago. While the town plans Patriots' Day activities every year, the 250th was a much bigger affair, with crowds in the tens of thousands. Prior experience planning other milestone anniversary celebrations, like the 300th anniversary of Lexington's founding, was essential for developing plans for the 250th celebration.

Lexington typically holds Patriots' Day celebrations on the holiday itself, which falls on a Monday, but state and local public safety officials advised shifting the events to the Saturday prior, due to the significant foot and vehicle traffic related to the Boston Marathon on Monday.

Barry stressed the value of collaboration among communities and other involved parties, like the Minuteman National Historical Park.

"It took consensus, it took communication to make it happen," Barry said.

In addition to coordination among elected officials and town departments like police, fire, and public works, Lexington partnered with other towns commemorating the anniversary — the fellow Battle Road communities of Concord, Lincoln and Arlington. These towns entered into a formal intermunicipal agreement in 2023, and convened collaborative meetings regularly with two representatives from each town. Each town contributed funds to pay for services like inter-town transportation and event coordination.

The Massachusetts Emergency Management Association worked with each community to develop emergency operations centers locally, and agencies including the State Police and FBI were involved in event planning. Local hospitals



Lincoln Minutemen reenactors participate in a dawn muster during Patriots' Day celebrations in Lincoln on April 21. (Photo courtesy Jennifer Glass)

were notified of events well in advance and were on standby in the event of a large-scale emergency.

Concord saw the anniversary as a chance to reflect and build something for the future. The town created a Concord250 Permanent Memorial Subcommittee to look at initiatives that bring the town's Revolutionary past into the conversation with present-day critical issues. The committee has made recommendations for a permanent memorial honoring the struggle for social justice, as well as tree plantings for a more sustainable Concord.

As an indicator of potential public interest in historical celebrations, Barry said planners looked at the 250th anniversary celebration of the Boston Tea Party in 2023, which drew crowds that are "four, five, six times what we see in a year."

"They have all been friendly crowds," Barry said of prior landmark celebration events in Lexington. "They have all been cooperative crowds, they have all been enthusiastic crowds."

Lexington launched a significant marketing effort, engaging a public relations firm that also handled the anniversary



British "Regulars" march during a reenactment of the Battle of Lexington Green on April 19 as part of the town's annual Patriots' Day celebration.

website and crisis communications, as well as a local event planner with extensive experience with large-scale events. The costs for these services were funded by a combination of American Rescue Plan Act funds, earmarked grants from the state, and money appropriated to Lex250 by Town Meeting.

Despite all the planning, Barry said communities "have to be open for things just falling in your lap." When Ken Burns expressed an interest in attending the events and screening his new documentary on the American Revolution, planners found an event space and time in the schedule, and created a 100-ticket lottery for each town.

Lexington officials estimated that more than 100,000 people visited the town during the course of the weekend, with between 20,000 and 25,000 in attendance for the battle reenactment, along with 120 credential media personnel. Concord250 officials estimated the weekend crowd at about 70,000 visitors.

"All of the planning paid off," Barry said. "It's the three Cs: collaboration, communication, and consensus. You can't do it without those." ●



Lexington celebrates 1775

Lexington town officials and members of the town's state legislative delegation march in Lexington's annual Patriots' Day Parade on April 19. The town held five days of events as part of the 250th anniversary celebration of the start of the Revolutionary War. Pictured, left to right, are Lexington Select Board Member Mark Sandeen, Rep. Ken Gordon, Lexington Select Board members Joe Pato, Doug Lucente, Jill Hai and Vineeta Kumar, and Sen. Cindy Friedman.

Community One Stop accepting applications in May

Fiscal 2026 funding applications through the state's Community One Stop for Growth portal must be filed between May 5 and June 4.

[Community One Stop](#) offers a streamlined process for communities, organizations, and developers to access a range of economic development grants and technical assistance across multiple agencies. One Stop grant programs are administered by the Executive Office of Economic Development, the Executive Office of Housing and Livable Communities, and the quasi-public MassDevelopment agency.

Programs in the One Stop offer direct funding and support to housing and economic development projects related to placemaking, planning and zoning, site preparation, building construction, and infrastructure.

Grant programs accessible through Community One Stop include the following:

- MassWorks Infrastructure Program
- Massachusetts Downtown Initiative



Community One Stop for Growth will be accepting fiscal 2026 applications from May 5 through June 4.

- Rural Development Fund
- Housing Choice Grant Program
- Community Planning Grant Program
- HousingWorks Infrastructure Program
- Underutilized Properties Program
- Site Readiness Program
- Brownfields Redevelopment Fund
- Real Estate Services Technical Assistance

For fiscal 2026, Community One Stop has added the following two existing state economic development programs to the portal:

- Vacant Storefront Program
- Transformative Development Initiative Equity Investment Program

The EOED's Urban Agenda Program will not be offered through Community One Stop this year, but will be offered through a new online portal opening this spring to allow for greater flexibility and benefits for prospective grantees.

The Collaborative Workspaces Program will be paused for the fiscal 2026 One Stop application round; applicants are encouraged to apply to the Underutilized Properties Program instead, when applicable.

Fiscal 2026 One Stop grant awards will be announced in the fall.

For more information and application details, visit www.mass.gov/onestop. ●

National League of Cities offers federal update at mayors' meeting

By Owen Page

The National League of Cities gave mayors from across the state an update on federal issues during a meeting of the Massachusetts Mayors' Association on April 16 in Salem.

Angelina Panettieri, the NLC's legislative director of information technology and communications, said the White House thus far has issued 185 executive actions, which have prompted 192 legal challenges. In addition to policy changes resulting from the executive actions, Panettieri said there is "a lot of uncertainty because these challenges are still moving through the court system" and take time to resolve.

Panettieri said it's not unusual to see incoming administrations pause certain federal funding, but "what is unusual in this administration has been the scope and duration of that pause."

The NLC offers an [online resource page](#) summarizing executive actions that impact local governments, as well as a [letter template](#) that local leaders can use to share the impacts of federal program disruptions with their congressional



Angelina Panettieri, legislative director of information technology and communications for the National League of Cities, addresses a meeting of the Massachusetts Mayors' Association on April 16 in Salem.

representatives. (Those who aren't NLC members will need to provide contact information to view the free resources.) Panettieri underscored the importance of regular communication with congressional representatives to bolster advocacy efforts.

The NLC is soliciting feedback about recent experiences working with federal agencies by email to advocacy@nlc.org.

Panettieri said that recent reductions in

the federal workforce will likely prolong some application, compliance, and certification processes. Communities should be aware of submission timelines and aim to get materials in ahead of deadlines, such as the [April 30 reporting deadline for American Rescue Plan Act](#) funds.

Panettieri outlined what is at stake for local governments, including federal efforts to both shift responsibility and costs to states and municipalities while limiting local authority by conditioning funds and imposing penalties for non-alignment with administrative goals.

Panettieri said the NLC's advocacy efforts are prioritizing issues such as protecting the federal tax exemption for municipal bonds, avoiding delays in Inflation Reduction Act fund disbursement and federal food aid, and increasing the availability of public housing subsidies, credits and other incentives. For more, see the NLC's [2025 Federal Action Agenda](#). ●

Extended Producer Responsibility group begins work

By Josie Ahlberg

A new Extended Producer Responsibility Commission, established by a [clean energy law](#) enacted last November, held its inaugural meeting on April 14 in Boston.

The commission's charge is to recommend extended producer responsibility, or EPR, policies to the Legislature.

EPR is a practice that prevents adverse impacts from products and packaging — such as health, safety, environmental and social effects — throughout the lifecycle of a product, from the point of manufacturing to its eventual disposal or recycling. The “product stewardship” also enables certain economic benefits, as manufacturers and retailers of products seek to ensure that a product has maximum value and minimal impact throughout its lifecycle.

According to the [Product Stewardship Institute](#), extended producer responsibility “includes, at a minimum, the requirement that the producer's responsibility for their product extends to post-consumer



John Fischer, standing, deputy division director for solid waste at the Massachusetts Department of Environmental Protection, discusses the current state of municipal solid waste management and recycling during an Extended Producer Responsibility Commission meeting on April 14 in Boston. West Stockbridge Select Board Member Andrew Potter, pictured in the back left corner, is the MMA's representative on the commission.

management of that product and its packaging.”

The MMA has supported EPR as a way of shifting responsibility for difficult-to-manage products — such as paint, mattresses,

electronics, and packaging and paper — to retailers and manufacturers, rather than municipalities.

The Extended Producer Responsibility Commission will hold several meetings throughout the year to discuss and identify best policies for implementing EPR programs in Massachusetts. Its second meeting will focus on extended producer responsibility for paint, one of MMA's legislative priorities in the area of environmental policy. Future meetings will tackle the topics such as mattresses, batteries, electronics, and plastics and packaging.

West Stockbridge Select Board Member Andrew Potter is the MMA's representative on the commission.

For more information, including meeting dates, visit the [commission website](#).

The commission has created a [comment portal](#) for the public to submit ideas, information and questions. Interested individuals can also use the portal to submit a request to be included in email updates. ●

Waste and recycling grants available to municipalities

The Massachusetts Department of Environmental Protection has opened the application period for several grant programs to help municipal governments with solid waste and recycling needs.

SMRP municipal grants

The Sustainable Materials Recovery Program is offering various grants this spring intended to support local recycling, composting, reuse, and related programs. These grants include:

- [Drop-off Equipment](#)
- [Food Waste Collection Carts](#)
- [Pay-As-You-Throw Program Funds](#)
- [Recycling Dividends Program](#)
- [Regional Small-Scale Initiatives](#)
- [Waste Reduction/Organics Capacity/Permanent HHW Facility Project Proposals](#)

MassDEP grant administrators will accept grant-related questions only through an [online submission form](#). The deadline to submit questions is May 5 at 5 p.m., and official responses will be available on the [SMRP Grant webpage](#) no later than May 12.

The MassDEP held a webinar on April 8 to help communities apply for SMRP Municipal Grants, and the recording is available via the [SMRP Grant webpage](#).

The deadline to submit grant applications is June 2.

[Click here for more information](#) and to submit an SMRP application.

Reduce, Reuse, Repair Micro-Grants

Municipalities may apply for Reduce,

Reuse, Repair Micro-Grants, which range from \$3,000 to \$10,000 for projects that reduce waste in Massachusetts through donation, sharing, rescue, reuse and/or repair. Projects may take up to one year to complete. Recycling and composting projects are not eligible.

MassDEP has created [comprehensive guidelines](#) for these grants, including project ideas, evaluation criteria, eligible uses of funds, and more.

[Visit the program web page](#) for more information or submit questions to Leah Kelleher at leah.kelleher@mass.gov by April 29.

The deadline to apply for the micro-grants is May 15 at 5 p.m. ●

Culvert replacement grant funding available

The Division of Ecological Restoration is accepting applications for the [Culvert Replacement Municipal Assistance Grant Program](#) to assist with local culvert removal and replacement efforts.

The grant program funds efforts to remove or replace degraded and

improperly sized or placed culverts in areas of high ecological value with crossings that meet structural, design and climate resiliency standards. Funding consideration is restricted to projects that intend to meet the goals of [Massachusetts Stream Crossing Standards](#).

[Designated Training Site grants](#) are available only to applicants with designated Culvert Replacement Training Site projects with unfinished construction as of the application submission date.

Grant applications are due by 4 p.m. on May 12. ●

Report: Cities, towns embrace 'green' recovery strategies

A new [survey](#) led by UMass Amherst that examines the post-pandemic recovery of Massachusetts cities and towns highlights both progress and persistent challenges in rebuilding local economies while advancing sustainability efforts.

Conducted in collaboration with the MMA, the project surveyed municipalities across the Commonwealth to assess the economic impact of COVID-19 and the role of green recovery strategies.

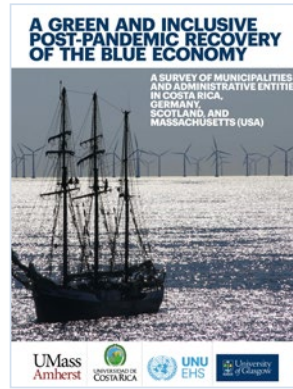
"Green economic development strategies offer long-lasting benefits, including the creation of new good jobs in numerous sectors such as energy, construction, transportation and waste management," said lead researcher [Marta Vicarelli](#), assistant professor of economics and public policy at UMass Amherst, in a prepared statement on April 9. "Local economies will be strengthened by an increased clean energy supply, and communities will benefit from reduced pollution and improved public health."

Economic disruption

Based on responses from 111 of the state's 351 municipalities, Vicarelli found the pandemic severely disrupted local economies and government operations, with 95% of municipalities reporting moderate to severe impacts on municipal services between early 2020 and mid-2021. The hospitality, education and health care sectors were among the hardest hit, with 66% of cities and towns noting severe impacts on K-12 schools and/or higher education.

Despite these setbacks, 99% of the municipalities surveyed reported at least partial recovery by early 2024. While 41% said they had fully returned to or exceeded pre-pandemic economic conditions, many local governments cited workforce shortages, inflation, and shifts in consumer behavior as ongoing barriers to full recovery. Respondents also noted that labor shortages, particularly in service industries, continue to limit economic growth.

One municipal official remarked that COVID was a major catalyst in accelerating workforce challenges that were already looming due to retirements and demographic shifts. Others pointed to increased costs and supply-chain disruptions as lingering obstacles.



Green recovery strategies

The survey found that nearly half (46%) of Massachusetts cities and towns have actively discussed green recovery strategies, with many already implementing sustainability-focused programs.

Popular initiatives among these communities include the following:

- **Energy efficiency programs:** 80% of municipalities reported investments
- **Electric vehicle infrastructure:** 69% of municipalities have installed or expanded EV charging stations
- **Renewable energy capacity:** 62% of municipalities have funded solar, wind or other clean energy projects
- **Nature-based solutions:** More than half of cities and towns have adopted stormwater management projects, such as rain gardens and bioswales (vegetated channels that collect and filter stormwater runoff), to mitigate climate risks.

The survey shows municipal leaders overwhelmingly support further

investment in sustainability, with the majority ranking clean energy adoption, environmental policy integration, and nature-based infrastructure as top priorities. Many officials, however, expressed concerns about funding and staffing shortages. They emphasized the need for increased state and federal support, streamlined grant processes, and technical assistance to execute green projects effectively. Some called for policy changes to improve local climate adaptation efforts and incentives for community-led energy projects.

Vicarelli says the findings reflect Massachusetts' leadership in green recovery efforts, with municipalities showing a strong commitment to integrating sustainability into their economic rebound. She notes, however, that continued investment in workforce development, funding mechanisms and regulatory support will be crucial to ensuring long-term resilience for the state's coastal communities.

The survey was conducted as part of a transnational comparative study examining how coastal communities in Massachusetts, Costa Rica, Germany and Scotland recovered from the pandemic.

Researchers from the University of Glasgow, the United Nations University and the University of Costa Rica also participated in the project. The study received support from the U.S. National Science Foundation, the German Federal Ministry of Education and Research, the Canadian International Development Research Centre and UK Research and Innovation. ●



LGAC applauds transportation bond bill

During a meeting of the Local Government Advisory Commission on April 7 in Franklin, Adams Select Board Member Christine Hoyt thanks the administration for its five-year Chapter 90 proposal – for \$300 million per year – included in a transportation bond bill. Hoyt said that the proposed \$100 million in Chapter 90 funding targeted to rural communities would “truly lift all communities.”

MMHR, MMA discuss ‘psychological first aid’

By Anneke Craig

Psychological first aid was the focus of the annual joint meeting of the Massachusetts Municipal Human Resources association and the Massachusetts Municipal Management Association on April 10 in Wrentham.

Liisa Jackson, director and coordinator at the Medical Reserve Corps, led a training on the key components of psychological first aid and how to provide initial emotional support to individuals experiencing distress after a traumatic event or a difficult situation.

“Psychological first aid is different from medical first aid,” Jackson said. “While medical professionals are taking care of physical wounds, psychological care is something that everybody needs.”

She said practitioners of psychological first aid “need to be able to deescalate themselves first so they can help stabilize someone else.”

Jackson reviewed the core actions of a psychological first aid response, including contact and engagement with the person in need of care, information gathering, and providing connection and social services.

“It’s basic human skills,” she said. “Let



Liisa Jackson, director-coordinator of the Medical Reserve Corps, addresses the annual joint meeting of the Massachusetts Municipal Management Association and the Massachusetts Municipal Human Resources association on April 10 in Wrentham. Jackson discussed how to best support individuals in distress following a difficult or traumatic experience.

them know they’re OK here, that this is a safe place, and that you can figure things out together.”

Jackson stressed the importance of communication, planning, and having a strong team. Municipal leaders should make sure that their employees are comfortable working together and aware of relevant support resources so they can respond to a mental health crisis in the moment with confidence. A proactive approach is key for both professional

first responders and other staff at city or town hall, who may encounter mental health emergencies either through their public-facing work or internally, with a colleague.

“Think about protocol,” she said. “Who’s best at this? Who in your town has had the right training?”

Jackson led two scenarios to help participants practice the core actions of psychological first aid and identify available community mental health resources. In small groups, participants discussed how they would respond to each scenario before reporting back.

“We may approach things differently, but that doesn’t take away from our caring, and our willingness to help someone else,” Jackson concluded.

The meeting included a legislative update from MMA Executive Director Adam Chapdelaine, who covered recent developments related to the state budget and the MMA’s advocacy for increases to local aid, the Chapter 90 local road maintenance program; remote meeting allowances; and impacts of federal-level funding cuts on communities in Massachusetts. ●

MMA to host ‘Demystifying DEI’ webinar on May 6

The MMA will host a webinar, “Demystifying DEI,” on May 6 to provide clarity on the topic of diversity, equity and inclusion.

Diversity, equity and inclusion are interconnected values that show up in our daily lives whether we realize it or not, and these values can be intentionally integrated within municipal work.

While a recent wave of federal executive orders citing DEI have created some uncertainty about its definition and legality, the [Massachusetts Attorney General’s Office has issued guidance](#) affirming that DEI remains legal.

In the webinar, the MMA’s chief equity officer, Jillian Harvey, will moderate a panel of local leaders to discuss DEI concepts and explain why this work is important to towns and cities.

Panelists will be:

- Angela Clark, chief of organizational diversity, equity, and inclusion in the



Faustina Cuevas



Pamela Nolan Young



Bird Guess

The panelists will clearly define diversity, equity and inclusion; provide guidance on legal and illegal practices; and discuss how municipal leaders can continue to advance DEI work in meaningful and impactful ways.

Massachusetts Attorney General’s Office

- Faustina Cuevas, diversity, equity, and inclusion officer and senior advisor to the mayor in Lynn
- Pamela Nolan Young, director of diversity, equity and inclusion in Amherst
- Bird Guess, CEO of the Racial Equity Group and founder of the [Center for Civil Rights and Equal Opportunity](#)

[Online registration is available](#) for the 75-minute webinar, which will begin at noon. Only MMA members may register. MMA members include elected officials and municipal employees from MMA member communities across the state. Media members are not permitted to attend.

Contact: MMA Education and Training Coordinator Kristianna Lapierre at klapierre@mma.org

MSA to hold annual rural, western Mass. conference

The Massachusetts Select Board Association's annual Rural and Western Massachusetts Conference, to be held on Saturday, May 3, in Holyoke, will focus on helping small and rural towns put ideas into action.

The conference will feature:

- An interactive session on building "idea-friendly" communities led by speaker and facilitator Becky McCray
- A panel discussion on rural legislative priorities, featuring Sen. Paul Mark, Rep. Aaron Saunders, and MMA Legislative Analyst Adrienne Núñez
- A panel discussion on emergency medical service needs in rural and small communities

McCray, who has expertise in rural and small town development topics, will cover strategies for increasing participation in local governance, overcoming obstacles, and putting ideas into action in small and rural towns. She is a rural entrepreneur and co-founder of [SaveYour.Town](#), which shares practical advice to help rural communities shape better futures. With extensive experience as a retail business owner, city



Becky McCray



Aaron Saunders



Paul Mark

Commission, the Berkshire Regional Planning Commission, the Pioneer Valley Planning Commission, the Franklin Regional Council of Governments, Small Town

administrator and nonprofit leader, she has given more than 300 presentations to small and rural communities in the United States and Canada.

Núñez will open the legislative panel with a Beacon Hill update, followed by remarks from Sen. Mark and Rep. Saunders. Núñez will moderate audience Q&A.

The panel on EMS needs will feature Becca Meekins, public services manager at the UMass Collins Center; Northfield EMS Chief Matt Wolkenbreit, and Deerfield Select Board Vice-Chair Trevor McDaniel.

The conference is co-sponsored by the MSA, the Rural Policy Advisory

Administrators of Massachusetts, and the Rural Affairs Division of the Executive Office of Economic Development.

Registration and breakfast will open at 8 a.m. The program will begin at 8:30 and will conclude at noon with a networking lunch. The cost to attend is \$25.

The event will be held at the Delaney House, located at 3 Country Club Road in Holyoke. The agenda will be available in the coming weeks at www.mma.org.

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

MMHR to hold annual HR 101 Boot Camp on May 8

The Massachusetts Municipal Human Resources association will hold its annual HR 101 Boot Camp on May 8 in Boylston.

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

The program features:

- A workshop on navigating employee health insurance benefits, led by municipal attorney Kevin Feeley; Sudbury Assistant Town Manager Maryanne Bilodeau; and Dover Human Resources Director Robin Tusino
- A presentation on municipal finance basics for HR departments, led by Andover Chief Financial Officer Patrick Lawlor; Springfield Employee Benefits Specialist Cameo Restrepo; and Danvers HR Generalist Julianny Vittini



Deidre Brown



Regina Zaragoza Frey



Julianny Vittini



Cameo Restrepo

- A panel discussion on fostering inclusive workplaces in an uncertain political climate, featuring Regina Zaragoza Frey, the chief of equity and inclusion in Salem; and Cambridge DEI Director Deidre Brown

- A speed career coaching and networking session facilitated by veteran MMHR members

The boot camp will run from 8:30 a.m. to 3:30 p.m. at the Cyprian Keyes Golf

Club, 284 E. Temple St. in Boylston. The registration fee is \$100 for members and \$120 for nonmembers. The cancellation deadline is May 1.

The agenda is available at www.mma.org and will be emailed to MMHR members.

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

MMA Webinars

Assessor functions

An MMA webinar on April 3 discussed the responsibilities of assessors.

The webinar was led by Chris Wilcock, chief of the Division of Local Services' Bureau Local Assessment, where he helps municipalities with effective property tax administration.

A former assessor, he opened by defining what assessing is and what it looks like in Massachusetts. He said there are 1,700 assessors in Massachusetts and \$1.9 trillion in total assessed value.

Each year, he said, "Assessors must identify all taxable real and personal property, its ownership, its fair market value, and its usage classification as of Jan. 1 in order to assess taxes."

Wilcock reviewed the mass appraisal process that assessors use to "ensure all properties within a municipality are valued uniformly and equitably."

He also explained the Fiscal Tax Rate Calendar, which details the tax rate process.

The webinar was intended for municipal managers and mayors who are responsible for overseeing assessing operations, but do not have a background in assessing.

Sherborn Town Administrator Jeremy Marsette moderated 25 minutes of questions and answers, addressing inquiries regarding



Chris Wilcock, left, chief of the Division of Local Services' Bureau Local Assessment, explains the basics of assessing during a webinar hosted by the MMA on April 3. Sherborn Town Administrator Jeremy Marsette moderated 25 minutes of questions and answers following the presentation.

Date: April 3

Length: 75 minutes

[VIEW WEBINAR ↗](#)

second home classifications, best practices for forecasting new growth, and tips for how individuals can enter the field.

– *Kristianna Lapierre*

Office of the Veteran Advocate

An MMA webinar on April 30 introduced the resources available to municipalities and veterans through the [Office of the Veteran Advocate](#).

Veteran Advocate and Retired Colonel Bob Notch shared the mission and vision of the OVA, which strives to "foster collaboration among state agencies, facilitate access to federal and state benefits, and conduct thorough investigations to enhance the quality of care provided to veterans."

Anthony Langone, communications specialist at the OVA, said the office has four regional liaisons who serve as a bridge between state government and municipalities, primarily through a community's veteran services agent. OVA staff work with both state and federal agencies when a municipality needs assistance, ensuring that veterans and their dependents receive the services and benefits to which they are entitled.

Ludlow Veterans Services Director Eric Segundo discussed what veteran services looks like at the municipal level. He said the Ludlow Veterans Center opened to address the rising challenge of food insecurity, providing veterans with lunches and coffee hours, free dental services, a food pantry, a space to meet with caseworkers or counselors, and more.

Ludlow has partnered with the OVA to help streamline communication with state and federal liaisons, interpret the laws that benefit veterans, and establish relationships.

The OVA "takes that burden off of my desk" when resources are stretched thin, Segundo said.



Panelists discuss the Office of the Veteran Advocate during a recent MMA webinar. Panelists included, clockwise from top left, Eric Segundo, Ludlow's veterans services director; Veteran Advocate Bob Notch, a retired U.S. Army colonel; and Anthony Langone, OVA communications specialist.

Date: April 30

Length: 75 minutes

[VIEW WEBINAR ↗](#)

Langone moderated 25 minutes of questions and answers, addressing inquiries regarding community outreach to veterans, benefits available to families of veterans, and how OVA differs from other veteran services in the state. – *Kristianna Lapierre*

MMA Webinars

Citizens academies

An MMA webinar on April 9 offered insights and strategies to help municipal leaders launch and run a citizens academy program.

A citizens academy is “designed to educate and engage residents about how local government works,” said Danvers Assistant Town Manager and Communications Director Jen Breaker. Participants, called “cadets,” leave with a deeper understanding of municipal operations and an increased likelihood of participating in their community afterwards.

Breaker and the other panelists — Pittsfield Administrative Services Director Catherine VanBramer and Barnstable Town Manager Mark Ells — shared how they run their own academy and what they have learned over the years.

Their recommendations include: getting support from the top leaders in the community, making it easy for departments to participate, enlisting one person to lead the program, and taking notes throughout the program to reference for future planning.

Panelists shared specific examples of marketing materials, session planning worksheets, schedules, and applications that they have used for their own academies.

Donna Whitehead, communications specialist in Sharon, noted that many municipalities are deciding to call their programs a “civic academy” rather than a “citizens academy,” to be more inclusive of all community members.

Whitehead moderated 25 minutes of questions and answers, addressing inquiries regarding how much to budget for the



Panelists discuss best practices for establishing and running citizen leadership academies during a recent MMA webinar. Panelists included, clockwise from top left, Danvers Assistant Town Manager and Communications Director Jen Breaker, Pittsfield Administrative Services Director Catherine VanBramer, Sharon Communications Specialist Donna Whitehead, and Barnstable Town Manager Mark Ells.

Date: April 9

Length: 75 minutes

[VIEW WEBINAR ↗](#)

Webinar topic suggestion form available

The MMA invites members to submit topic ideas for webinars or offer their expertise to present on a topic. Visit the [webinars form](#) on our website.

Artificial Intelligence

On April 17, the MMA hosted an introductory webinar on using artificial intelligence in municipalities, led by Serena Sacks-Mandel, field chief technology officer at MGT.

Sacks-Mandel began with an overview of artificial intelligence, explaining that AI “simulates human intelligence in machines and can perform tasks like learning, reasoning and problem solving.”

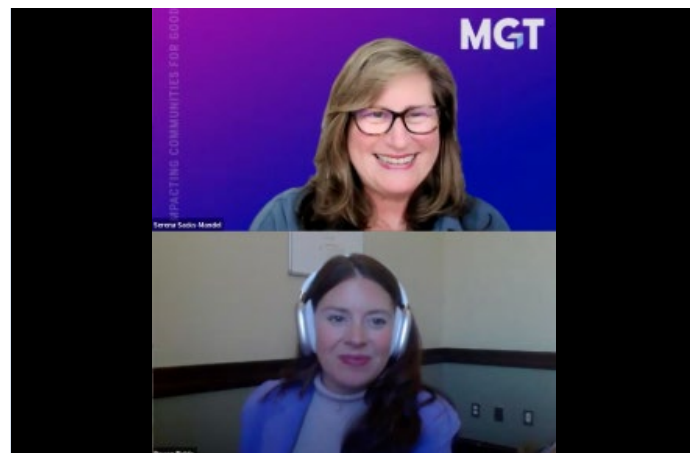
AI has been around since the 1950s, but generative AI (like ChatGPT), which can create content like text, images and music, didn’t fully emerge until 2022.

Sacks-Mandel said AI agents process large amounts of data and learn from its interactions to be able to provide information or make a decision.

In municipal governments, she said, AI can be used to create a website chat box to answer common questions, disseminate information during emergencies, develop sample policies, and more. She recommends reviewing and editing anything that AI drafts, as there are limitations to what it can do.

Sacks-Mandel gave multiple demonstrations using ChatGPT and Copilot for a variety of purposes.

Devon Fields, deputy city manager of operations in Chelsea, moderated 45 minutes of questions and answers, addressing



Serena Sacks-Mandel, top, field chief technology officer at MGT, discusses methods for introducing artificial intelligence into municipal work during a webinar hosted by the MMA. The webinar was followed by 45 minutes of questions and answers moderated by Devon Fields, deputy city manager of operations in Chelsea.

Date: April 17

Length: 75 minutes

[VIEW WEBINAR ↗](#)

inquiries regarding costs of these platforms, recommended AI sites, and citing AI-generated material. – *Kristianna Lapierre*

MMHR to hold annual meeting on June 5

Massachusetts Municipal Human Resources will hold its annual meeting on June 5 at the Danversport Yacht Club in Danvers.

The agenda includes:

- A legislative update
- Networking opportunities
- A session on an emerging human resources topic
- MMHR's annual business meeting, when attendees will vote on updates to the MMHR bylaws, the association's

fiscal 2026 budget, and MMHR board members

Earlier this year, MMHR held its first formal nomination process for open positions on the MMHR Board of Directors. Members were invited to submit an online application and interview with the MMHR Nominating Committee. During the business meeting, Nominating Committee Chair Dolores Hamilton (also vice chair of MMHR) will present the slate of candidates for election by the membership.

Registration and a networking breakfast will begin at 8:30 a.m., and the meeting will begin at 9. Lunch will be served. The registration fee is \$45 for members and \$55 for nonmembers.

The Danversport Yacht Club is located at 161 Elliott St. in Danvers.

More details will be sent to MMHR members and posted on www.mma.org in the coming weeks.

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

MMA webinar to focus on arts-based therapeutic supports

On May 12, the MMA will host a webinar on leveraging arts and culture activities to aid in substance use prevention and recovery.

Representatives from the town of Franklin, the Mass Cultural Council, and Art Pharmacy will discuss how communities can use their opioid settlement funds for prevention and recovery services through arts-based "social prescribing" — a practice through which health care providers and other trusted community members refer individuals to non-clinical community supports.

Mass Cultural Council Executive Director Michael Bobbitt will discuss the MCC's pioneering role in social prescribing in the United States, established through a partnership with [Art Pharmacy](#), an Atlanta-based organization that is also working with partners in several other states.



Michael Bobbitt



Jamie Hellen



Amy Frigulietti

Massachusetts to leverage social prescribing to support substance use prevention and recovery, and how to initiate a similar effort.

[Online registration is available](#) for this 75-minute webinar, which will begin at

noon.

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

Contact: MMA Education and Training Coordinator Kristianna Lapierre at klapierre@mma.org

Clean Water Trust issues nearly \$40 million in loans, grants

The Massachusetts Clean Water Trust's Board of Trustees on April 2 approved \$39.7 million in new low-interest loans and grants.

The Clean Water Trust, along with the Massachusetts Department of Environmental Protection, provides low-interest loans and grants to cities, towns and water utilities through the Massachusetts State Revolving Funds. These funds help communities build or replace water infrastructure that enhances existing water resources, ensures drinking water safety, protects public health, and increases community resiliency.

More than \$34 million went to clean water projects in Fall River, Fitchburg, Orange, Orleans and Spencer.

Nearly \$5 million went to drinking water projects in Easton and Lowell.

Lincoln received a related Cybersecurity Improvement grant for \$30,000.

And a total of \$450,000 in Asset Management Planning Grants went to Edgartown, Wakefield and Westfield.

For more information, visit the [SRF programs webpage](#). Information on the state's [Loan Forgiveness Program](#) is also available online. ●



The Massachusetts Clean Water Trust has approved nearly \$40 million in loans for water infrastructure projects that enhance water resources and drinking water safety.

MMA to hold webinar on mental health awareness

An MMA webinar for managers and supervisors on May 21 will address mental health awareness.

The webinar will help managers identify mental health challenges in employees, employ strategies to support these employees, and appropriately encourage employees to strive for better mental health.

In the United States alone, the cost of untreated mental illness to employers is estimated to be between \$79 billion and \$105 billion per year, according to a report by the World Health Organization.

The webinar will be led by [Jon Mattleman](#), who has 40 years of experience as a mental health consultant and 35 years of experience as a



Jon Mattleman

municipal employee in Massachusetts. Mattleman has consulted with a variety of municipalities on topics such as anxiety, depression and conflict resolution and is known for his presentations to educators, parents and professionals on anxiety and teens.

The webinar is open to all municipal managers and supervisors. It is being offered free to MMA members thanks to a sponsorship from Human Resources Services Inc., which provides technical assistance to local governments,

other public agencies, and related civic organizations in compensation management, human resources and general management.

Another webinar with Mattleman will be offered in June for all other municipal staff.

[Online registration is available](#) for the 75-minute webinar, which will begin at noon. Only MMA members may register. MMA members include elected officials and municipal employees from MMA member communities across the state. Media members are not permitted to attend.

Contact: MMA Education and Training Coordinator Kristianna Lapierre at klapierre@mma.org

Q&A on open meeting, public records laws is May 27

As a follow-up to a March webinar, the MMA will host a virtual opportunity on May 27 for local leaders to ask questions about the state's public records and open meeting laws.

On March 19, the MMA hosted a [webinar](#) with attorneys Lauren Goldberg and Janelle Austin of KP Law reviewing the fundamentals of the two key state laws. Members are asked to watch the March presentation before attending the May webinar.

Goldberg and Austin will lead the open



Janelle Austin



Lauren Goldberg

forum on May 27, answering questions about each law's legal requirements and

common violations.

The 60-minute webinar will begin at noon. [Online registration is available](#).

Only MMA members may register. MMA members include elected officials and municipal employees from MMA member communities across the state. Media members are not permitted to attend.

Contact: MMA Education and Training Coordinator Kristianna Lapierre at klapierre@mma.org

MMA webinar will cover municipal financial policy development

The MMA and the Division of Local Services will host an introductory webinar on developing municipal financial policies on June 3.

The webinar will be led by Theo Kalivas of the Financial Management Resource Bureau and Sean Cronin, senior deputy commissioner of Local Services.

Cronin and Kalivas will cover key concepts and introduce financial policies that participants may develop to promote responsible budgeting, transparent



Sean Cronin

reporting, and effective long-term financial management. Gaining a clear understanding of these policies and their importance to municipalities leads to more informed decisions that support the long-term fiscal health of the

community.

The 60-minute webinar will begin at noon. [Online registration is available](#).

Only MMA members may register. MMA members include elected officials and municipal employees from MMA member communities across the state. Media members are not permitted to attend.

Contact: MMA Education and Training Coordinator Kristianna Lapierre at klapierre@mma.org

Management Association to hold half-day boot camp on June 12

The Massachusetts Municipal Management Association will hold a half-day boot camp on June 12 at the Charlton Public Library.

The free event will focus on human

resource issues for those new to the management profession, with substantive presentations as well as an opportunity for attendees to network.

The meeting will run from 9 a.m. to

noon. Lunch will be provided. [Online registration](#) is available.

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

Whitlock Scholarship applications sought

The Massachusetts Municipal Management Association is accepting applications for its Gerry Whitlock Scholarship, which awards \$2,000 to an applicant who is enrolled in a masters in public administration graduate program in Massachusetts.

Applicants should be planning a career in municipal government.

The application deadline is June 1. [Click here for more information and the on-line application.](#)

The selected student will be notified by email, and an award is expected to be

made by June 30.

The scholarship is named for a former Massachusetts town administrator.

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

MassEVIP program now funding charging station projects for trucks

The Massachusetts Department of Environmental Protection's Massachusetts Electric Vehicle Incentive Program (MassEVIP) Workplace and Fleet Program will now fund level 1 and 2 (up to 36kW) charging station projects for medium- and heavy-duty vehicle

fleets, in addition to light-duty fleets.

Applicants must have at least one light-, medium- or heavy-duty electric vehicle in their fleet, or on order (proof required before payment issued), to participate in the program.

[Click here for more information and to apply online.](#)

For questions, contact massevip.mass-dep@mass.gov. ●

SURTAX

Continued from page 1

Executive Director Adam Chapdelaine. "Strategic investments through a lens of regional equity will further empower our communities and bolster critical services provided by our cities and towns."

Here are highlights from the Senate bill relevant to cities and towns:

Municipal infrastructure:

- \$190 million for shovel-ready transportation improvements, which includes:
 - \$165 million for supplemental funding for Chapter 90, with 50% distributed based on road mileage
 - \$25 million for municipally owned small bridges and culverts

Regional equity in transportation:

- \$105 million for regional transit initiatives, which includes:
 - \$50 million for capital improvements for regional transit authorities
 - \$25 million for RTA workforce recruitment and retention
 - \$20 million for ferry infrastructure improvements
 - \$10 million for micro-transit shuttles and Last Mile grants to support a multi-modal transit system
- \$200 million for the MBTA deficiency fund

Special education:

- \$248 million total for Special Education Circuit Breaker reimbursements (\$190 million to complement funding in the fiscal 2026 state budget and \$58 million for the current fiscal year, using funds from the Student Opportunity Act Trust Fund)

School construction:

- \$50 million to support cities, towns and school districts experiencing extraordinary school project increases due to inflation

The funding proposed for municipal governments would either require compliance with the MBTA Communities Act or include a preference for municipalities taking "meaningful steps to produce new housing."

On April 3, [Chapdelaine testified](#) before the Joint Committee on Ways and Means, which heard testimony from invited stakeholders about how the state should leverage the \$1.3 billion in surplus surtax revenue from fiscal 2024. He highlighted several key opportunities for investment, including local roads, bridges and culverts, as well as needs within school districts.

The Senate is expected to debate its bill in a formal session next week. Once finalized, the Senate bill will have to be reconciled with the version [passed by the House in April](#).

Due to many fiscal 2026 uses of these funds, the timeframe for this supplemental budget is likely to follow a similar cycle as the fiscal 2026 state budget over the next few months. ●



Mayors gather in Salem

Waltham Mayor Jeannette McCarthy, right, pictured with Gardner Mayor Mike Nicholson, speaks during a meeting of the Massachusetts Mayors' Association on April 16 in Salem. The meeting featured a presentation from the National League of Cities as well as updates from MMA Executive Director Adam Chapdelaine and MMA Legislative Director Dave Koffman.

ACT bus program can help electrify school bus fleets

A program offered through the Massachusetts Clean Energy Center is accepting applications from public school districts interested in receiving free fleet electrification advisory and planning services.

The [Accelerating Clean Transportation School Bus Advisory Services Program](#) is accepting applications on a rolling basis, and will select up to 25 public school districts around the state to receive the services.

The program seeks to help school districts overcome barriers to electrifying their bus fleets — challenges that include the upfront costs of buying vehicles and charging infrastructure, coordination with third-party providers for districts that seek to lease buses, gaps in technical knowledge for making the transition from diesel to electric buses,



The Accelerating Clean Transportation School Bus Advisory Services Program provides free advisory and planning services to help with navigating the challenges of fleet electrification.

and resource and budget constraints.

The program doesn't provide funding to buy electric school buses.

Led by [VEIC](#), a sustainable energy non-profit and consultant for MassCEC, the

program provides public school districts and third-party school bus fleet operators with technical services including:

- Vehicle and charging infrastructure analysis
- Feasibility designs
- Financial models
- Preparing for and applying for future funding opportunities
- Vehicle and charging station procurement plans
- Educational materials

For more about the program and the application process, visit the program [website](#), or contact Sam Riccio at SRiccio@veic.org to express interest in the program. ●

Program offers electrification advice for fleets



The Mass Fleet Advisor program is offering free technical assistance to

operators of medium- and heavy-duty truck fleets that want to explore electrification but don't qualify for utility fleet advisory services.

The [program](#), funded through the [Massachusetts Clean Energy Center](#), explains the benefits of electrification and provides advice to eligible public, nonprofit and private medium- and heavy-duty fleets. As of April 1, 76 fleets had enrolled in the program, which offers information about available electric vehicle models, charging infrastructure, and funding opportunities.

Mass Fleet Advisor helps fleet managers understand how electric trucks can fit into their operations, and provides a detailed plan for that integration. Fleets that enroll in the program will receive cost-savings and emissions-saving models, data collection assistance to evaluate the best EV options for their fleet, an in-person site assessment, a total cost-of-ownership estimate, and a personalized fleet electrification report.

Fleets interested in buying electrical

vehicles can also receive procurement guidance, resources that include connection with local dealerships, assistance with identifying and applying for funding, driver and mechanic training, and

utility engagement.

For more information, visit the program's [website](#) or email massfleetadvisor@calstart.org. ●



LGAC discusses special education funding

During a meeting of the Local Government Advisory Commission on April 7 in Franklin, Amesbury Mayor Kassandra Gove, left, pictured with Gardner Mayor Mike Nicholson, thanks the administration for the proposed \$682 million for the Special Education Circuit Breaker in the fiscal 2026 state budget bill, which would leverage \$150 million in fiscal 2024 surplus surtax funds. The mayor said communities have seen a 37% increase state-wide in spending on special education in recent years, and "every dollar included in the fiscal 2026 budget helps offset this."

Free high-voltage safety training available for trucks

The Automotive Career Development Center is offering training to help operators of medium- and heavy-duty vehicle fleets better understand high-voltage systems and technician safety.

The one-day training — free to qualifying repair shops and fleets in Massachusetts — aims to provide the knowledge and skills needed to work safely and effectively with these advanced systems. The training will cover the concepts and fundamentals of high-voltage systems in medium- and heavy-duty vehicles, and technician

safety protocols when working with these systems.

The training has been made possible through a partnership between ACDC and Energetics, with additional support from the Massachusetts Clean Cities Coalition. This training is funded by the Massachusetts Clean Energy Center's Workforce Equity Training Program.

Those interested in the training can complete an [online form](#) to express interest and reserve spaces. For questions, email Victoria McGarril at vmcgarril@energetics.com. ●



High-voltage safety training equips vehicle fleet operators with the skills and knowledge to work safely with advanced high-voltage systems.

NLC's Women in Municipal Government to hold conference

The National League of Cities' Women in Municipal Government group will host its annual Summer Conference in San Antonio, Texas, from May 28 through 30.

The [conference](#) brings together current and future women leaders, municipal staff, and allies from across the country to network, build leadership and governance skills, and explore solutions to challenges experienced in local communities across the country.

The event helps local leaders develop governance and leadership skills in both the national and local legislative arenas, focusing on topics of interest to the NLC's member communities. The



conference is hosted in collaboration with the WIMG's president, Adriana

Rocha Garcia, a councilwoman in San Antonio.

Established in 1974, WIMG is one of the six constituency groups of the NLC, serving as a forum for communication and networking among women local elected officials. WIMG members have worked to raise awareness about issues of concern to women and encourage women to seek public office in their communities.

For more information, visit the [conference website](#), or email constituentgroups@nlc.org. ●

Federal funds office to hold listening session May 7 in Springfield

Municipal and nonprofit leaders are invited to an information and listening session being held by the state's Federal Funds and Infrastructure Office on May 7 in Springfield.

The topic will be community infrastructure priorities in the Pioneer Valley.

Quentin Palfrey, director of the [Federal Funds and Infrastructure Office](#), will

provide information on state and federal funding opportunities for local governments and community-based organizations, technical assistance resources, and state matching funds available for Massachusetts infrastructure projects.

The event is part of the Federal Funds and Infrastructure Office's statewide municipal tour. It will be held at the UMass Henry Thomas Building at 1500 Main St. in Springfield, beginning at 11 a.m.

[Online registration is open.](#)

For questions, contact Karen Canfield of the Collins Center at UMass Boston at karen.canfield@umb.edu. ●



Driscoll meets with mayors

Lt. Gov. Kim Driscoll addresses a meeting of the Massachusetts Mayors' Association on April 16 in Salem. Driscoll, a former mayor, discussed transportation and the importance of the partnership between the state and municipal governments.

Trump administration cancels \$90M in BRIC aid for Mass.

By John Ouellette

The Federal Emergency Management Agency in mid-April cancelled the Building Resilient Infrastructure and Communities grant program for fiscal 2024 and said no pending applications will be reviewed or awarded.

FEMA also called for any BRIC funds from fiscal 2020 through 2023 not yet distributed to be returned to the Disaster Relief Fund or the U.S. Treasury.

Gov. Maura Healey criticized the abrupt cancellation of the disaster prevention aid, which revoked \$90 million for 18 communities, a regional planning commission and two state agencies in Massachusetts.

“In recent years, Massachusetts communities have been devastated by severe storms, flooding and wildfires,” the governor said in a prepared statement on April 16. “We rely on FEMA funding to not only rebuild but also take steps to protect against future extreme weather.”

According to the National League of Cities, BRIC projects that are fully obligated and under construction may proceed to completion and expend remaining funds. Projects that are fully obligated but not yet started will be

terminated.

FEMA regions will coordinate with recipients on next steps for phased projects, the NLC reports. Management costs will continue only for partially or fully obligated projects, and no deadline extensions will be granted without administrator approval.

BRIC is an annual FEMA Hazard Mitigation Assistance Grant funded by FEMA and administered in Massachusetts through a partnership with the Massachusetts Emergency Management Agency. BRIC makes federal funds available to states, U.S. territories, federally recognized tribal governments, and local governments for hazard mitigation activities, which have become more important in recent years given the increase in extreme weather events caused by climate change.

BRIC funding is used to upgrade roads, bridges, buildings and green spaces to mitigate risk and prevent future disasters. Lt. Gov. Kim Driscoll said the funding is needed to make “our communities more resilient.”

“We need the federal government to uphold their end of the bargain,” she said.

Energy and Environmental Affairs Secretary Rebecca Tepper said every

dollar invested in resilience now saves \$13 in avoided damages and adverse economic impacts.

Massachusetts municipalities and agencies expected to be impacted by the cancellation of the BRIC program include Boston, Brockton, Chelsea and Everett (a joint project), North Adams, Rockport, and Wilbraham, to name a few, for projects such as culvert improvements, coastal flood resilience, a pump station generator, building code activities, road corridor resilient design, and permitting process upgrades.

The governor said the cities and towns have been working closely with FEMA for years to advance these projects, which the federal government has already appropriated funds to support. For instance, she said, cities and towns have moved forward with expensive permitting applications and engineering and design plans, due to FEMA’s identification of their project as a future recipient of BRIC funds.

The NLC reports that FEMA is developing a replacement to BRIC.

For questions or assistance, contact FEMA Intergovernmental Affairs at 202-646-3444 or FEMA-IGA@fema.dhs.gov. ●

Local photos sought

Do you have photos that exemplify your community or your local government at work? (Could be municipal facilities, community gatherings, natural

resources, downtown, etc.) Please email them (as an attachment) to photos@mma.org for possible use in our Weekly Review, The Beacon or mma.org. (Photos

must be free of copyright restrictions; .jpeg format and high resolution preferred.) ●

DIRECTOR’S REPORT

Continued from page 2

and methods to achieve its assigned ends. This and other instances of concerning behavior by AI makes it imperative that we, as consumers, advocate for transparency within the algorithms that power AI, so that we can have a full view of what AI is capable of doing to achieve the goals that we assign to it.

Third, we need to have an honest dialogue (fueled by credible analysis) about the energy use requirements of AI. As you may have read, AI uses a significant amount of electricity to power its models, with [one estimate](#) suggesting

that creating a single AI-generated image uses the same amount of electricity as charging your smartphone from zero to a full battery. More broadly, a [recent analysis by McKinsey](#) suggests that data centers in the United States represent 5.2% of electricity demand in 2025 — but by 2030, this share of the demand would more than double to 11.7%. As we face a changing climate and a transition to electrified heating and a continued proliferation of electric vehicles, where will this electricity come from? This is a very important question to answer before we push further down the path of AI adoption, by considering how it might impact other strategic

priorities that we have identified in our communities.

All of you, as local government leaders, can play a role in shaping the transitions that AI will prompt in our societies and organizations. As consumers, we have a say in all of this and we will need to make our voices heard in the years ahead. Let’s work together to continue this dialogue as we collectively work to harness the power of a technology that has the potential to do so much good, while protecting against concerns like those shared above. ●

FY26 BUDGET

Continued from page 1

Rural School Aid

The House budget would fund Rural School Aid at \$7.5 million for eligible towns and regional school districts, a decrease from the \$16 million for the current fiscal year. The grant program helps districts facing the challenge of declining enrollment to identify ways to form regional school districts or regionalize certain school services to create efficiencies.

Special Education Circuit Breaker

The House budget would fund the Special Education Circuit Breaker program at \$485 million. When combined with \$190 million for this account in a fiscal 2025 supplemental budget recently passed by the House, this would meet the state's obligation for fiscal 2026.

Regional school transportation

The House budget would fund regional school transportation reimbursements at \$122 million for fiscal 2026. According to updated cost projections from the Department of Elementary and Secondary Education, the proposal would reimburse 98% of anticipated claims.

McKinney-Vento

The House budget would level-fund reimbursements for the transportation of homeless students at \$28.6 million for fiscal 2026. The impact of this funding level on a community will depend on the number of homeless families that remain sheltered in local hotels and motels. According to updated cost projections from the Department of Elementary and Secondary Education, the House proposal represents 58% of anticipated claims for fiscal 2026.

Vocational transportation

The House budget does not have a line item for out-of-district vocational transportation, which was funded at \$1 million in fiscal 2025.

PILOT

The House budget would fund payments-in-lieu-of-taxes at \$54.5 million, an increase of \$1.52 million. This amount is expected to hold communities harmless from recent valuations.

Surtax investments

Fiscal 2026 is the third year for allocating revenue from the Fair Share surtax

on annual incomes over \$1 million. The House budget would use \$1.95 billion to invest in education and transportation needs, including the following:

- **Transportation Fund investment:** \$500 million for the Commonwealth Transportation Fund, which is a key component of the governor's \$8 billion transportation plan. This infusion of funding would provide significant capacity to increase the Commonwealth's bond cap, leading to future investments in transportation priorities, including in local roads, bridges and culverts.
- **Chapter 70 Student Opportunity Act expansion:** \$240 million to raise minimum aid to \$150 per pupil in fiscal 2026, on top of the \$104 per pupil increase for fiscal 2025.
- **Green School Works:** \$10 million for a grant program launched in fiscal 2024 to provide financial support to public school districts to install or maintain clean energy infrastructure.
- **Universal School Meals:** \$190 million to continue the Universal School Meals program, which allows all Massachusetts students to eat for free at school, regardless of household income.

Outside sections

The House budget includes outside sections addressing the following:

Disaster Relief and Resiliency Fund

The bill would direct the state's comptroller to transfer \$14 million from any consolidated net budget surplus for fiscal 2026 to the Disaster Relief and Resiliency Fund, which was established by the fiscal

2025 budget to provide relief to municipalities impacted by extreme weather events.

Local-option alcoholic beverages, existing licensees

The bill would allow, by local option, any onsite consumption licensee currently selling wine and malt beverages to trade the license in for a license to sell all alcoholic beverages.

Vocational admissions task force

Section 65 would establish a task force to study and make recommendations concerning vocational-technical admissions policies, and Section 68 would prohibit the Department of Elementary and Secondary Education from making changes to the policies before the report from the task force is completed.

Next steps

The state budget process now moves to the Senate, where the Ways and Means Committee is expected to release its recommendation in early May, and debate and adoption are expected later in the month.

The House and Senate will then need to reconcile their two budget plans before sending a final bill to the governor for her consideration by the beginning of the fiscal year on July 1.

During the remainder of the budget process, the MMA will work to build on the important progress in the House's proposal as well as advocate for a greater increase in Unrestricted General Government Aid, maintaining the increase in Chapter 70 minimum aid, increasing supplemental funding for local roads and bridges, and many other key programs and policies. ●



LGAC addresses school transportation

During a meeting of the Local Government Advisory Commission on April 7 in Franklin, Medford Mayor Breanna Lungo-Koehn thanks the administration for its support for school transportation funding, adding that she hopes the Legislature will consider a one-time "pothole account" to address cost spikes for in-district school transportation, as a way to "mitigate the impact they're having on local school budgets."

How to protect workers from heat-related illnesses

By Joyce McMahon

As temperatures continue to rise and heat waves become more frequent, municipal workers face increasing risks due to heat.

Temperatures in Massachusetts have risen almost 3.5°F since the beginning of the 20th century, according to the National Centers for Environmental Information, and they're projected to keep rising. The 2022 Massachusetts Statewide Climate Assessment says the state's summer temperatures will feel like those in New York by 2030 and like Maryland's by 2050.

In the face of rising temperatures, municipal employers can take steps to keep their workforce safe and healthy by using the right mix of awareness, planning and policy.

Roughly half to two-thirds of heat-related workplace fatalities occur within the first few days of exposure, before the body has had a chance to acclimatize, so the month of May, with its moderate late-spring temperatures, is a good time to start talking to employees about the



As temperatures rise, municipal employers can take measures to ensure that employees are safe and healthy when working outdoors.

effects of heat.

Heat illness

Heat illness occurs when the body cannot properly cool itself, leading to a range of conditions from heat rash and heat cramps to heat exhaustion and potentially fatal heat stroke. According to news reports based on federal government data, more than 2,300 deaths in the U.S. were linked to extreme heat in 2023, and approximately 40 to 70 workers die from heat exposure on the job each year.

Certain workers face higher risks of heat illness due to personal or environmental factors such as:

- Age, weight and general health
- Dehydration, poor sleep, or use of medications (e.g., for blood pressure, diabetes, aspirin and antidepressants)
- High humidity, lack of airflow, and radiant heat from the sun or machinery
- Wearing heavy personal protective equipment or non-breathable uniforms

Department heads can conduct risk assessments to identify vulnerable workers and job roles, and tailor mitigation strategies accordingly.

Municipal action plan

Municipalities are bound by the federal Occupational Safety and Health Administration's General Duty Clause, which requires employers to provide a workplace free from recognized hazards, including excessive heat.

OSHA and the National Institute for

■ MIIA continued on 34

Responding to symptoms of heat illness

By Joyce McMahon

Heat illness can escalate quickly, so knowing the signs and what to do in the moment can save lives.

Heat illness shows up in a range of ways:

- Early signs include heavy sweating, fatigue, dizziness, headache, and muscle cramps.
- Heat exhaustion brings nausea, thirst, irritability, weakness, and reduced urine output.
- Heat stroke, the most dangerous condition, may cause confusion, loss of consciousness, seizures, or hot, dry skin. This is a medical emergency.

It's important to act immediately if a worker reports feeling unwell or exhibits any of these symptoms.

What to do

For mild symptoms like heat cramps or faintness:

- Move the person to a shaded or air-conditioned area.
- Have the person sit or lie down.
- Offer water or electrolyte-replenishing fluids.
- Apply cool compresses if available.

For heat exhaustion, loosen clothing and wet the skin with cool water. If symptoms worsen or persist, seek medical attention.

For heat stroke, call 911 right away. While waiting for emergency services:

- Move the person to a cool space.
- Use cold compresses on the head, neck, armpits and groin.
- Fan air over the person or use ice packs if available.

A reminder for all workers

Hydrate frequently (even if not thirsty) and avoid caffeinated drinks. Also wear light clothing and take breaks in the shade. Supervisors should monitor workers, especially new hires and those returning after time away, as they are most vulnerable during their first days on the job. ●

Somerville installs new outdoor kiosk for used needles, sharps

By Jennifer Kavanaugh

In one of its most central parks, the city of Somerville has installed an outdoor dual-sharps kiosk that accepts individual needles and other “sharps,” as well as containers of them — a resource believed to be the first of its kind in the country.

In late March, the city placed the kiosk — with a cheerful, floral design — in an accessible outdoor setting in Seven Hills Park, near the Davis station on the MBTA’s Red Line. City officials hope the collection kiosk will reduce improperly discarded medical items in public places and better protect the public.

“This is one small but important piece of a complex and critical public health response,” Mayor Katjana Ballantyne said in a statement. “By expanding access to safe disposal, we’re helping protect both individual and community well-being.”

While the volume fluctuates throughout the year, the city gets six to 18 calls per month about improperly discarded sharps, such as needles, razors, syringes and lancets, according to Kelley Hiland, Somerville’s deputy public health director.

“So we used that data to really inform the need for this kiosk,” she said.

It is illegal in Massachusetts to toss sharps in household garbage. Until now, Somerville residents had to deposit their sharps, sealed in a container, inside the police station, Hiland said, while the Somerville Homeless Coalition Engagement Center also offered dropoffs for its clients.

City officials worried that making people enter a building — particularly a law enforcement facility — deterred them from properly disposing of their needles and sharps, due to privacy concerns and stigma.

City officials said they chose the curbside park location because it was accessible by foot, bicycle, train and car, and because a review of police calls and 311 service requests, aided by GIS mapping, identified it as an area where sharps were more likely to be present.



A new kiosk installed in a Somerville park allows people to deposit containers of needles as well as sharps and individual items.

Hiland consulted Chrysalis Environmental Services, a company she had partnered with in the past. After about two years of development, Somerville became the first municipality to test the [Dual Zeedle kiosk](#) as a pilot project. She said the kiosks cost about \$3,000 each.

From a distance, the kiosk resembles a library book dropoff bin, but on closer inspection, it features explicit instructions for its use. The kiosk’s top chute accepts containers, while the bottom slot takes individual sharps.

Hiland said Somerville is using opioid settlement funds to pay for the kiosk, but it is meant to serve a range of residents, including diabetics, women administering fertility treatments, and pet owners, as well as people struggling with drug addiction.

“We have received a lot of positive feedback from residents who are really glad to see another accessible place to dispose of their sharps,” Hiland said.

The kiosk’s design and placement also reflect health and safety considerations, she said. The company tested it for various weather conditions, and the

floral design is a wrap that prevents the surface from getting too hot. Mounted to the ground and locked, the kiosk has been located away from garbage bins, so the receptacles don’t get confused.

The city has hired an outside vendor to empty the kiosk monthly, and Somerville community health workers will regularly monitor it for signs of vandalism or misuse.

Hiland said Somerville plans to locate additional kiosks near its east and west branch libraries, possibly by early fall. Placement depends on another project — the upcoming installation of public health vend-

ing machines — which the city wants to locate nearby.

The health vending machines will dispense a number of free items, Hiland said, which could include sunscreen, bug spray, winter hats and gloves, sharps containers, doses of overdose-reversing naloxone, and drug test strips. Focus groups are helping to advise on various aspects of the rollout.

Somerville plans to launch a public education campaign around these outdoor services, and wants stakeholder feedback.

“We really want the folks who are going to be the end users to inform it from the beginning,” Hiland said, “And then also keep them engaged as we go through the pilot process for both of these items, to make sure that it’s reaching who we need it to reach, and that we are also ensuring that folks feel comfortable using these services free of stigma.”

For more information about Somerville’s kiosk, contact Kelley Hiland, deputy public health director, at khiland@somervillema.gov.

Around the Commonwealth

Hamilton

Town begins accessibility and net-zero renovation of town hall

After years of planning, the town of Hamilton has broken ground on a major renovation of its historic Town Hall, which will bring the building into compliance with the Americans with Disabilities Act and make energy efficiency improvements that will transition to a net-zero carbon footprint, all while preserving the exterior and unique interior features.

The project started as an accessibility and structural upgrade for the 128-year-old building, which had only a single ramp providing access to the first floor — a ramp that was installed as a temporary measure in the 1990s, and was beginning to show exterior and interior deterioration.

Plans were made to build access ramps, add an elevator, and add and update bathrooms on each floor. Energy system upgrades were also built into the plan.

The town sought a Proposition 2½ override for the project in 2020 and again in 2021, but the measures did not pass. Following the second vote, Hamilton Town Manager Joseph Domelowicz sat down with the project leadership team — the building commissioner, public works director and consultants — to identify the most important aspects of the project that could be done with the funding that had already been secured. The result was to cut most of the energy efficiency work, Domelowicz said.

Then the town's finance director at the time suggested meeting with an energy service company to see if there was something to be done with grant funding and utility rebates. Working through the Chapter 25a procurement process with the Department of Energy Resources, the town was able to build the energy efficiency components back into the budget using grants, energy rebates and some tax increment financing.

"I think we came up with a better way to do it," Domelowicz said. "Geothermal heat pumps and solar on top of the garage roof behind the building — those are things that we weren't going to



Hamilton breaks ground on Nov. 20 on a renovation that will turn the historic Town Hall into an accessible, net-zero building. (Photo courtesy Cyndi Farrell/Town of Hamilton)

include in the previous project, and I think those are all better for us and for the long term future."

Of the \$10.5 million project cost, \$6.4 million was allocated from community preservation funds, \$500,000 from the Department of Energy Resources' decarbonization program, \$150,000 from National Grid through the Mass Save program, and \$270,000 from federal incentives for the geothermal and solar aspects. Additional costs related to the accessibility improvements had already been allocated.

"All this net-zero stuff was happening with incentives and were amazing for the heat pumps and for lighting," said Energy Manager Victoria Masone. "And then the federal direct pay tax incentives for renewables for geothermal and solar came about. ... It just kind of changed the whole playing field for projects like this."

Domelowicz said the costs not covered by grants, totaling about \$900,000, will be paid off under a tax-exempt, lease-to-purchase contract over the next 20 years, with an annual cost that is equal to what the town has been allocating in the operating budget for utilities for the town hall.

The capital project and energy systems work is happening simultaneously, and should be completed by mid-2026.

In addition to the new elevator, bathrooms and a fire suppression system, five new energy systems will be installed to give the building its net-zero carbon footprint. A geothermal heat pump system will provide heating and cooling,

paired with a heat-recovery ventilation system. A 36-kilowatt solar array will be installed on the roof of the Department of Public Works garage, located behind Town Hall, to power the building, with a full LED lighting system and an advanced building management system. Net metering on the solar array will enable the town to cover electricity use year-round.

Masone said the project has financial benefits.

"You're free from the fluctuation in rates at National Grid," she said. "You get fiscal stability, you get predictability, you get reliability."

The project management team worked closely with the Hamilton Historic District Commission to find ways to preserve unique interior elements, like moldings, a double staircase, and the second floor meeting room.

"We wanted to upgrade the building and make it more efficient and modern from the way it operates," Domelowicz said. "But it's going to look very much like it did when it first opened."

The town also consulted with the Hamilton Environmental Impact Committee, along with Sen. Bruce Tarr and Rep. Kristen Kassner, all of whom played crucial roles.

The town's Environmental Impact Committee was established in 2022 as an advisory committee to the Select Board to help make town government carbon-neutral by 2040 and to assist community members and businesses with their own efforts.

"Anytime we're doing a large project now, we're looking at it through that lens," Domelowicz said.

— Meredith Gabriliska

Chelsea

New unit seeks to speed residents' return home after fires

The Chelsea Fire Department has created a new unit that seeks to reduce the trauma of residents displaced by a fire or emergency and return them to their

■ COMMONWEALTH continued on 24

Around the Commonwealth

COMMONWEALTH

Continued from page 23

homes as quickly as possible.

Working under the department's Fire Prevention Division, the Resident Assistance Unit, launched in March, looks to streamline the post-emergency recovery and repair process for property owners and residents, while improving community safety and building relationships with residents.

Chelsea City Manager Fidel Maltez said the unit reflects Chelsea's desire to provide a more holistic response to fires and other incidents. The new unit has formalized the city's post-incident response to help "people stay rooted in their community even in difficult times."

Maltez said that leaders who want to create stronger and more equitable communities need to move beyond reaction and build systems of care.

"Chelsea has always been a resilient city," Maltez said. "But over the past few years — including last year with 13 [multiple-alarm] working fires in Chelsea — we've faced challenges that made it clear [that] we needed a more coordinated, compassionate response to emergencies that impact our residents' housing and stability."

Fire Chief John Quatieri said recent fire activity — a total of 38 fires in the past year — has highlighted the need for more coordinated services.

Quatieri said the community has been offering a range of support for residents in crisis, including services from the Chelsea Emergency Management Department and collaboration with local nonprofits, to arrange for emergency housing and to cover other immediate needs. But he would notice gaps in communication, and a lack of centralized coordination to track all the people and tasks involved in getting properties repaired and brought up to code, inspected and opened back up for occupancy.

"It seemed to happen after every fire," Quatieri said. "There was a gap — who owns the building, or where were the residents moved to? Did they end up staying with relatives, or did we put them in a hotel? When can they go



Firefighter Felix Vega, left, and Lt. Nicholas Quatieri serve in the Chelsea Fire Department's new Resident Assistance Unit. (Photo courtesy Chelsea Fire Chief John Quatieri)

back? How can they go back? Who will let them? There were just so many questions."

The new unit applies a case-management approach to post-incident recovery to ensure that all stakeholders connected to the property and in city government are on the same page. While its primary focus is on fires, the unit can also help out in other emergencies, such as water leaks and malfunctioning sprinklers, Quatieri said.

Lt. Nicholas Quatieri (the chief's son) and firefighter Felix Vega work in the new unit. After each incident, they will complete a report with information on the property owners and residents, and the inspectors involved. Working with the city's Inspectional Services Department to inspect the property, they will report on the status of various utilities, create a damage summary, and assist with temporary housing needs.

The unit will also track residents' special needs, such as medications or diapers and formula for babies. Copies of the reports will go to property owners and city officials, including members of a task force that focuses on problem properties.

Chief Quatieri said the unit engaged in its first incident on April 11, after a small, third-floor apartment fire. The emergency management director helped secure temporary housing, and the unit worked with the property owner to identify necessary repairs and cleaning. The resident returned to his apartment three days later.

"I think this is going to be a really good

thing for our community," Quatieri said. "We're hoping that this kind of just helps build some relationships with residents and shows that we're there to help even after the fire or emergency is over."

— Jennifer Kavanaugh

Nantucket

Pilot program seeks to mitigate coastal erosion

Over the past three years, erosion at Madaket Beach, which lies at the far southwest corner of Nantucket island, providing ocean access for the villages of Smith Point and Madaket, has reduced the beach's coastal bank by 19 feet, threatening homes and the road along the shore.

Left unchecked, the erosion could overtake the intersection of Madaket Road and Ames Avenue and cut off the only public access route to Smith Point.

Nantucket experiences "one of the highest erosion rates in Massachusetts," said Leah Hill, the town's coastal resilience coordinator. "With that, there's private property, homes ... critical infrastructure that's at risk."

In an effort to mitigate the erosion, the town has developed a pilot program featuring a green, 22-by-22-inch honeycomb-like device referred to as a "cliff stabilizer," produced by Coastal Technologies, a company based on Long Island in New York.

The honeycomb lattice is anchored into the sand by a screw mechanism and has spaces for beachgrass plugs, seeds and seedlings, which allows plants to develop a shoreline-stabilizing root network in a protected space. The stabilizers and vegetation capture wind-blown sand, helping to reform the beach as the plants grow. As sand builds, the anchors can be loosened so that the stabilizer can continue to capture sand. Once the roots have taken hold, the stabilizers can be removed without uprooting the new plant growth.

The encroaching ocean spurred Madaket and Smith Point homeowners to write letters to the town, asking for solutions

■ COMMONWEALTH *continued on 27*

People



Justin Casanova-Davis

Justin Casanova-Davis will become the new town manager in Bridgewater on July 1.

Casanova-Davis has served as the town administrator in Norfolk since September 2022. Previously, he served for

four years as the assistant town administrator in Brookline, and as the finance director/treasurer-collector in his final year there. He was also the principal budget analyst for the city of Cambridge, and served as a budget analyst for the House Ways and Means Committee. He has a bachelor's degree in political science from Boston College, and a master's degree in public administration from Suffolk University. He is a graduate of the 2019-2020 MMA-Suffolk University Certificate in Local Government Leadership and Management program.

Casanova-Davis served on the MMA's Fiscal Policy Committee, and has received numerous awards and honors for his work, including the International City/County Management Association's Early Career Leadership Award in 2022. He was the 2022 recipient of the Outstanding Commitment to the Institute of Public Service Recognition Award from Suffolk University and the 2021 Government Finance Officers Association's Goldberg-Miller Public Finance Award.

In Bridgewater, Casanova-Davis will take the place of **Michael Dutton**, who left last year to become the county administrator of Barnstable County. **Blythe Robinson**, who was Casanova-Davis's predecessor in Norfolk, has been serving as the interim town manager.

Jill Cahill will become the new town manager in Danvers on May 12.

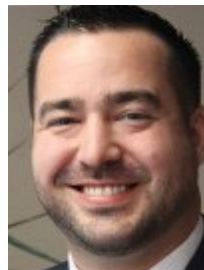
Cahill has served as the chief administrative officer in Gloucester for the past three years, after serving four years as the city's community development



Jill Cahill

Legislators, and as an office and event manager. She has a bachelor's degree in political science from Colorado State University, and a master's degree in public administration from UMass Boston.

Cahill takes the place of **Steve Bartha**, who left to become the town manager in Lexington in November. **Rodney Conley** has been serving as the interim town manager.



Antonio Barletta

director. She previously served as the communications and donor relations manager for Pathways for Children, as chief of staff for Sen. **Karen Spilka**, as executive director of the Massachusetts Caucus of Women

Antonio Barletta will become the new town administrator in Manchester-by-the-Sea on July 1.

Barletta has been the town administrator in Nahant for the past seven years. Previously, he served for three years as director of government affairs at the Department of Energy Resources, and for two years in a similar role at the Department of Conservation and Recreation. He also served more than two years as a legislative staff director and research analyst. He has a bachelor's degree in criminal justice from Endicott College and a master's degree in public affairs from UMass Boston.

In Manchester-by-the-Sea, Barletta follows **Gregory Federspiel**, who is retiring this summer after serving for 12 years in the role.

Austin Cyganiewicz will become the new town manager in Sutton on July 1.

Cyganiewicz has been the town



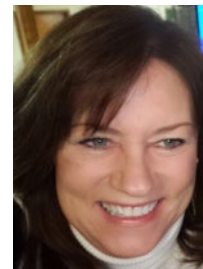
Austin Cyganiewicz

administrator in Rutland for the past two years. Previously, he served for four years as director of intergovernmental affairs in Acton, and as a data analyst for ClearGov in Maynard. He has served on the

Winchendon Board of Selectmen and on the Montachusett Regional Vocational Technical School District Committee.

Cyganiewicz has a bachelor's degree in political science and government from Fitchburg State University and a master's degree in public administration from Clark University.

In Sutton, Cyganiewicz will take the place of **James Smith**, who is retiring this spring after 18 years in the role.



Kelly Tyler

Kelly Tyler became the new town coordinator in Wendell on March 17.

Tyler comes to the position with an extensive background in human resources and employee benefits management, largely in the private sector. She has a bachelor's degree in human relations and business from Amberton University in Dallas. In Wendell, she took the place of **Glenn Johnson-Mussad**, who left in late February to become the town planner in Erving.

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.

Pierce retires; Bird is new MMA membership director

By Jennifer Kavanaugh

Jackie Lavender Bird became the MMA's new senior executive and director of membership on April 22, following the April 18 retirement of Candace Pierce, who led the membership team for the past seven years.

Bird brings two decades of nonprofit and government experience, including advocating for the needs of cities and towns in the MMA's Legislative Division over the past four years.

MMA Executive Director Adam Chapdelaine said Bird's knowledge of the MMA's work, along with her experience in local government in Melrose, will help her lead member services from both an organizational and member perspective.

"I am extremely confident that Jackie will bring all of her talent and experience to her new role, and that the MMA as an organization and our membership will benefit greatly from her leadership," Chapdelaine said.

Bird joined the MMA in January 2021 as a legislative analyst. Within nine months, she was promoted to the position of senior legislative analyst, and in June 2023, she was named deputy legislative director. In that role, she helped lead advocacy efforts on state and federal budget policy and tax policy on behalf of the state's cities and towns. She also facilitated the monthly meetings of the MMA Fiscal Policy Committee, and oversaw the development of workshops



Jackie Lavender Bird



Candace Pierce

for the MMA's annual conference in January.

Bird served for four years on the Melrose City Council (2011-15), and later served as chief of staff to then-Mayor Gail Infurna.

She previously worked as director of marketing and communications for Mystic Valley Elder Services, and as a program coordinator and development and fundraising specialist for the Melrose Alliance Against Violence. She also served as director of constituent services for then-U.S. Rep. Edward Markey, currently a U.S. senator, and as a deputy campaign manager for now-U.S. Rep. Katherine Clark when she was running for the state Senate in 2010. Bird has a bachelor's degree in American studies and political science from Washington College.

Bird will be leading a five-person Membership Division that has evolved in recent years to meet the needs of MMA members.

Under Pierce's leadership, the Membership Division added an education and training position and expanded its programming to include frequent webinars on topics ranging from human resources to community engagement. On April 15, she launched the MMA's partnership with ArxED in the development of a salary benchmarking data project for members.

Each year, Pierce brought high-profile keynote speakers to the MMA's annual conference, such as Suneel Gupta, Eddie Glaude Jr. and Matt Lehrman.

Pierce was also deeply involved with the MMA's diversity, equity and inclusion work, which involved working with the MMA's DEI Advisory Committee and hiring the organization's first chief equity officer, Jill Harvey, last year. In retirement, she said she plans to move to her new home in Plymouth, travel, volunteer and take on periodic work projects.

Chapdelaine praised Pierce for her role in transforming the organization's approach to membership services.

"From our ever-growing webinar offerings, to our organizational DEI work and our successful member association meetings, Candace has done so much to move us ahead in the 21st century," Chapdelaine said, "and she certainly is leaving us with a wonderful foundation that we can continue to build upon." ●

New select board members elected

The following are new select board members elected in annual town elections from March 25 through April 22.

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

Athol: Mitchell Grosky, Marc Maxwell
Barre: Richard Stevens
Belmont: Taylor Yates

Billerica: Daniel Darris-O'Connor, Jillian Pavidis
Blackstone: Edward Castonguay, Gino Daryl Olaes
Canton: Susan Harrington
Chelmsford: Aaron Cunningham, Jeffrey Hardy
Concord: Paul Boehm
Edgartown: Alex Morrison
Fairhaven: Natalie Mello
Hamilton: Benjamin Galuza
Holbrook: Christopher Lade
Lakeville: Paul Hunt, Christopher

Plonka
Oak Bluffs: Sean DeBettencourt
Reading: Karen Rose-Gillis
Rockland: Steven O'Donnell
Royalston: Linda Alger
Seekonk: Gary Sagar
Somerset: Todd Costa
Stoneham: Ryan Foreman
Sudbury: Radha Gargeya
Tewksbury: Richard Russo
Wrentham: Roy Lamothe ●

COMMONWEALTH

Continued from page 24

to the ever-encroaching erosion. Hill and Nantucket Natural Resources Director Jeff Carlson saw an opportunity to try something new.

Nantucket unveiled a coastal resilience plan in 2021 that provides a framework for managing and countering the environmental impacts facing the island in the next century. The plan includes 40 recommendations for flood and erosion mitigation, with a section carved out for Madaket.

In March, the town began installing the cliff stabilizers at two locations: Madaket Beach and Dionis Beach on the northern side of the island. The town has designated a 60-by-27-foot space along the coastal bank and beach at each pilot program location. These areas are roped off and divided into four sections: cliff stabilizers and plugs; dune guards; plugs; and control. There are 2-foot buffer zones between each section.

With a crew of seven staff and volunteers, the installation process took



Nantucket town staff install cliff stabilizers on Madaket Beach as part of a pilot program to reduce erosion. (Photo courtesy town of Nantucket)

about four hours on Madaket Beach and between seven and eight hours at Dionis, Hill said. Prior to installation, the Natural Resources Department had to file a notice of intent with the Nantucket Conservation Commission and consult with MassWildlife's Natural Heritage and Endangered Species Program to determine wildlife impacts.

Hill said the purchase cost for the cliff stabilizers was roughly \$10,000.

Town staff will measure elevation, plant

density and survival, and erosion rates throughout the process to develop data points and baseline metrics. The stabilizers will remain at the beach through one full growing season.

Carlson said the stabilizers can be reused, which made them a particularly appealing product for a pilot program.

"You could pick it all up with relative ease and move it somewhere else," he said, "and have kind of a roving project and address areas that are in need as best you can."

Carlson and Hill said the stabilizers aren't intended as a permanent fix, but a stopgap that allows for more extensive planning and consensus-building.

"Sometimes these little technologies buy you that time to plan and get to a longer-term plan," Carlson said.

— Owen Page

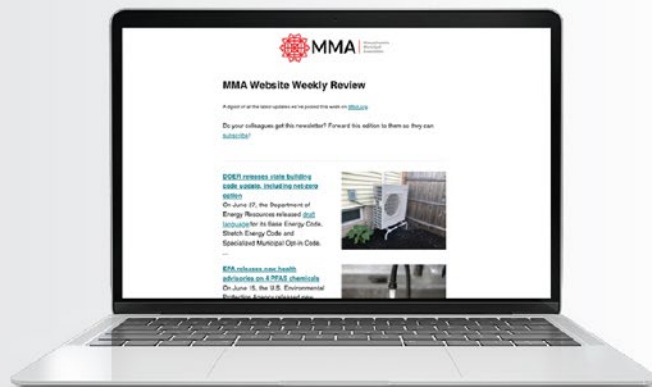
This monthly column features local and regional news items related to local government in Massachusetts. To suggest an item for this column, email editor@mma.org.

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!

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MMA | Massachusetts Municipal Association

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Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Director of Senior Services

Town of Erving

The town of Erving is seeking motivated, community-minded candidates for the Director of Senior Services. The position is full-time (40 hours/week) and benefited. The Director performs routine or semi-routine but detailed or complex administrative duties and is responsible for administering the daily operation of the town's Senior/Community Center, including the implementation of department policies and programs in support of the needs of senior citizens of the town of Erving. Anticipated hiring pay range: \$34.47/hour to \$36.57/hour. To learn more about this opportunity, interested candidates can obtain the full position description, review minimum qualifications, and an employment application by visiting: www.erving-ma.gov/employment. How To Apply: To be considered for this position, candidates must submit a completed employment application with resumé, references and a cover letter to: Town of Erving, Attn: Bryan Smith, 12 East Main St., Erving, MA 01344 or in a PDF format via email to careers@erving-ma.gov with the subject line stating the position being applied for. Applications will be accepted until the position is filled, with a preferred submission deadline of Tuesday, April 8, at 5 p.m. The town of Erving is a drug-free workplace and is an equal opportunity employer.

Highway Foreman

Town of Spencer

The town of Spencer is seeking candidates for the full-time position of Highway Foreman. Salary range \$31.04 to \$39.27 per hour DOQ, with comprehensive benefits. Visit spencerma.gov for complete job description and application instructions. AA/EOE

Program Specialist III - Council on Aging

Town of Harwich

Working under the general supervision of the Council on Aging Director, responsible for the planning, development, scheduling, publicizing, implementation, and assessment of departmental programs. Programs are offered with the goals of advancing the department's mission, reaching broader segments of older adults in Harwich, and serving the varying needs of this diverse population. Programs should provide opportunities for meaningful engagement and include health and wellness, education, socialization, special interest and connection to community and professional resources. Departmental programs and services are provided with the support of volunteers and through relationships with professional vendors. Position will recruit, place, train and oversee volunteers to ensure quality of services. Position will also serve as point of contact with vendors, ensure compliance with insurance and licensure requirements, and evaluate program effectiveness. Education and Experience: A candidate for this position must have a bachelor's degree and three to five years of related experience, be CPR/First Aid certified and have certification in at least one evidence-based related program obtained within one year of hiring. Pay: \$28.40-35.18.

Health Director

Town of Yarmouth

The town of Yarmouth is searching for a Health Director to join their team! Direct/administer all health, inspection and enforcement programs with the authority to issue orders on behalf of the Board of Health; plans, organizes, schedules, directs the operations of the Health division, in compliance with federal, state, local laws and regulations. Works under general direction of the Municipal Inspections Director and Board of Health in the implementation and enforcement of the Board's policies/rulings. Please complete/submit employment application form (found at www.yarmouth.ma.us/jobs), resume, cover letter to humanresources@yarmouth.ma.us with "Health Director" in subject line.

Town Administrator

Town of Ashburnham

Ashburnham (6,784 pop.), an inviting small town in Worcester County, is seeking qualified applicants for the position of Town Administrator. Candidates should excel in project management, financial management, communication, collaboration, grant application and administration, and have previous municipal supervisory experience. Ashburnham is led by a three-member Select Board, has an Open Town Meeting form of governance, an A1 rating, and a FY25 budget of approximately \$20 million. Preferred candidates should have a bachelor's degree (master's preferred), preferably in public administration, business administration, management, or a related field, and experience as a Town Administrator, Assistant Town Administrator, or head of a large department in a complex municipal organization, or professional equivalent. The successful candidate will receive a competitive compensation package, including health benefits and retirement and an annual salary of \$140,000-plus, commensurate with experience and qualifications. Qualified applicants should send a letter of intent, resume, and three professional references to the TA Search Committee, 32 Main St., Ashburnham,

MA 01430 or to the Executive Assistant JGibbons@ashburnham-ma.gov. Applications received by April 18 will be given preference. Applications will be accepted until the position is filled. Ashburnham is an EOE. For additional information, visit www.ashburnham-ma.gov/707/Town-Administrator-Recruitment.

Police Chief

Town of West Stockbridge

Police Chief position opening for the Town of West Stockbridge. The town of West Stockbridge (population 1,400) is seeking experienced applicants for the position of Police Chief, a non-civil service position subject to MGL Ch. 31, Section 97A. Applicants must be certified as a full-time police officer by the Massachusetts Municipal Police Training Council or be able to obtain certification if from out of state. This is a working Chief position with both patrol and administrative duties. The successful candidate must possess a proven community and organizational leadership record, outstanding executive management skills, a thorough knowledge of police administration, strong leadership qualities and ability to perform law enforcement activities, successful experience implementing community policing programs, and expertise in effective community relations and customer service programs. The preferred candidate will have 10 years of progressively responsible experience as a certified police officer, with a minimum of five years of command or supervisory experience. Interested applicants should forward a cover letter, resume, and three professional references to the Town Administrator, 21 State Line Road, West Stockbridge, MA 01266, or via email to admin@weststockbridge-ma.gov. For full consideration, the application deadline is 7 p.m. on May 15. However, this position will remain open until filled.

Interim Town Manager

Town of Billerica

The town of Billerica is seeking to immediately hire a

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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.

June Beacon

Deadline: May 27
Publication: June 2

Summer Beacon

Deadline: July 11
Publication: July 17

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.

Classified Advertisements

CLASSIFIEDS

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qualified professional to serve as the Interim Town Manager until a permanent Town Manager is chosen by the Select Board. Responsible for day-to-day operations of town government; administration of town policies and procedures set by the Select Board; assists town officials with legal issues; attends Town Meeting and all Select Board meetings; grant administration; contract administration; preparation of annual and special Town Meeting warrants and motions; budget preparation for accounts under the Select Board's authority and administration of property and liability insurance policies. For a full description, please reference Article II Section 20 of the Billerica General Bylaws and Section 3-3 of the Billerica Charter. Also serves as Chief Procurement Officer and Personnel Director. Applicants should have a master's degree in public administration, public affairs, or public policy and two years' experience in an appointed managerial or administrative position in a local government or bachelor's degree and five years of such experience. The interim salary is to be determined. The position is available immediately and is expected to last three months but could last up to six months while a permanent hire is sought. The interim may apply for the permanent position. Interested applicants should submit a letter of interest and resume to the Select Board Office, selectboard@town.billerica.ma.us, position is open until filled. For further information, please contact the Select Board's Office at 978-671-0939. Billerica is an Equal Opportunity/Affirmative Action employer. We do not discriminate based on race, color, religion, sex, marital status, national origin, age, disability, sexual orientation, or any other protected class.

Assistant to the Principal Assessor

Town of Shrewsbury

Are you a detail-oriented professional with a passion for accuracy, public service and real estate? The town of Shrewsbury, a full-service local government driven by high performance and creativity, seeks a detail-oriented and customer-focused individual to join our Assessor's Office as Assistant to the Principal Assessor. The position offers a diverse mix of office responsibilities and fieldwork, assisting with property data collection, record maintenance, exemptions, and abatements. A vital role in ensuring fair and equitable property assessments while delivering top-tier service. Full job posting/description: shrewsburyma.gov/Jobs.aspx?UniqueID=110&From=All&CommunityJobs=False&JobID=Assistant-to-the-Principal-Assessor-319. Hiring rate: \$55,995.00. Resume and cover letter to Kristina Ordnung, Director of Human Resources, at jobs@shrewsburyma.gov.

Director of Community Development

Town of Yarmouth

Working under direction of Town Administrator, directs/manages operations of department, in coordinating/shaping short and long range plans of community, including economic development, historic preservation, conservation and housing; all other related work as required. Performs similar/related work as required or as situation dictates. Recommended Minimum Qualifications: Master's degree in economics, public administration, land-use planning, or related field required. Five years progressively responsible experience in economic

development, public administration, land-use planning, related field; equivalent combination of education/experience. Please visit www.yarmouth.ma.us/jobs to download and submit completed employment application form/resume/cover letter to humanresources@yarmouth.ma.us.

Heavy MEO Mechanic

Town of Leominster

The city of Leominster is hiring full-time Heavy MEO Mechanics. Motor Equipment and Diesel Engine Repairman – Performs skilled repair and maintenance of motor and diesel equipment. Qualifications: must be self-motivated individual capable of decision making and working with little or no supervision. Five years' experience working in the maintenance of gas and diesel equipment. Must possess own necessary tools. Welding and fabrication is desirable. CDL with air brakes endorsement, hydraulic license and air brake repair certification. \$26.33/hour effective July 1. For complete job description please visit Leominster-ma.gov. AA/EOE

DPW Laborers

Town of Leominster

The city of Leominster is hiring full-time entry level and experienced laborers. Performs a variety of unskilled labor duties, digging holes, trenches and other excavations; shoveling materials and leveling areas; cleaning out sewers and catch basins. Experience in snow plowing and snow removal is a plus. Job Prerequisites: CDL – with air brake endorsement and two years' experience working in construction/excavation related work such as water, sewer or drainage. \$23.22/hr effective July 1. For complete job description and online application, please visit the city of Leominster website at Leominster-ma.gov. AA/EOE

Substance Use Prevention Coordinator

Town of Saugus

Applications are being accepted for a full-time and/or part-time Substance Use Prevention Coordinator within the department of Public Health for the town of Saugus. This individual will be responsible for planning, managing and coordinating a broad range of youth substance use prevention programs. Minimum qualifications include a bachelor's degree in public health, social work, or human services and two to three years' experience working in the field of mental health specifically substance abuse prevention services, harm reduction, and recovery, or any equivalent combination of education, training and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job. Professional background in substance abuse prevention and or/mental health services preferred; Ability to manage relationships both internally and externally and Proficient with Microsoft Office applications including Excel, Word, and Outlook. Special requirements: Valid MA driver's license. Salary Range: \$60,000 - \$75,000 (Full-time position); Hours and salary will be adjusted for a part-time position accordingly. View the full job description on our website at www.saugus-ma.gov/human-resources/pages/town-employment. Application will be reviewed as submitted and accepted until the position is filled. Please email applications with a cover letter and resume to: smalik@saugus-ma.gov.

Town Administrator

Town of Clinton

The town of Clinton is seeking a dynamic and

experienced professional to serve as its next Town Administrator. This is a unique opportunity to lead a thriving community with a rich history and a commitment to progress. About Clinton: Located in Worcester County, Clinton is a vibrant town known for its historic charm, strong sense of community, and scenic beauty. With a diverse population and a dedication to growth and development, Clinton is an ideal place for an innovative and forward-thinking leader. The town of Clinton operates under a Town Meeting form of government, under the general direction of a five-member Select Board. Position Overview: The Town Administrator serves as the chief administrative officer, overseeing the daily operations of town government, and a primary point of contact for residents, businesses, and stakeholders. This position is charged with strategic planning, financial management, and implementation of policies; as well as executing on other initiatives set forth by the Select Board to ensure the efficient delivery of municipal services. This role requires strong leadership, financial acumen, and the ability to foster collaboration among departments, officials, and residents. The Town Administrator is proficient at navigating municipal operations, ensures compliance with federal, state, and local regulations; exercises fiscal responsibility; and recognizes the value of effective personnel management. Qualifications: Bachelor's degree in public administration, business management, or a related field required (master's degree preferred). A minimum of five years of experience in executive leadership in municipal government, including experience leading key functions of municipal operations such as administration, finance, and/or personnel; or other related experience. To apply, send cover letter and resume, or inquiries to employment@clintonma.gov. Open until filled. Preference given to submissions received on or before April 25.

Administrative Assistant – Finance

Town of Yarmouth

The town of Yarmouth is searching for a motivated Administrative Assistant to join their Finance Department! Specific duties include but are not limited to: Process the town's bi-weekly payroll, assist departments that import files into Munis from three different time and attendance systems. All payrolls are provided by the departments, approved electronically, reviewed by this position using automated reports to uncover problems. Prepare payroll reports, create/send electronic files including ACH for community which is 100% direct deposit, update employee deduction/benefit changes, process time off accruals, answer employee payroll questions and process related paperwork/electronic entries, distribute limited number Direct Deposit payroll advice not delivered electronically, Electronically pay federal/state payroll taxes, reconcile 941 information, produce W2s, perform bank account reconciliations/ other departmental work as time permits. Additional information and application details are available at www.yarmouth.ma.us/jobs.aspx.

Natural Resources Director

Town of Harwich

This position performs supervisory, technical and administrative work involved in the management and operation of the Department of Natural Resources, shellfish laboratory and the environmental water quality program. The position provides professional planning, technical support and financial tracking

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CLASSIFIEDS

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to the process. The incumbent will also serve as a Massachusetts Shellfish Constable, Herring Warden, and Natural Resources Officer, which require law enforcement responsibilities. The incumbent will occasionally work under hazardous conditions. Education and Experience: Incumbent must hold a bachelor's degree in marine science, environmental science, biological oceanography, environmental management, or related field and five years in a scientific or professional environmental science position; or an equivalent combination of education and experience. Experience in municipal planning, financing, and project management for public infrastructure projects is beneficial. Experience in a law enforcement position and/or experience in marina management, shellfish laboratory and its related facilities and natural resources preferred. Pay Range: \$89,816.97 - \$112,034.98. Learn more at www.harwich-ma.gov/963/Employment-Opportunities.

Director of Administrative Services Town of Andover

Salary: \$100,000–\$125,000. The town of Andover seeks a forward-thinking, collaborative municipal leader to serve as Director of Administrative Services—a pivotal role at the intersection of finance, operations, and people strategy. Reporting to the Chief Administrative and Financial Officer and working closely with the Town Manager, this position leads efforts in budgeting, financial forecasting, data analysis, and policy development. You'll also partner with the Chief People Officer to support organizational development, workforce planning, and HR analytics that help drive a high-performing, inclusive workplace. This is more than an administrative role—it's a chance to shape the systems, strategies, and culture that make local government more effective and responsive. You'll streamline internal processes, contribute to major decisions, and collaborate across departments to improve the employee and resident experience. The ideal candidate will have a strong background in public administration, municipal finance, or a related discipline, with demonstrated expertise in budgeting, data analysis, and policy development. Proven leadership in managing complex projects, excellent communication skills, and a high level of accuracy in handling complex data are essential. Attention to detail and the ability to manage competing priorities in a fast-paced environment will be highly valued. If you're ready to make a lasting impact in a vibrant, innovative community, we want to hear from you. Apply by sending your resume and cover letter to Brittney.Lavoie@andoverma.us with the subject line: Director of Administrative Services.

Truck Driver/Skilled Laborer Town of Barre

The town of Barre DPW – Highway Department 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, x101 or via email to townadmin@townofbarre.com. A.A./E.O.E. Job Type: Full-time. Pay from \$22.82 per hour.

Assistant Chief Water Operator Town of Barre

The town of Barre DPW – Water department is seeking qualified applicants for the immediate full-time position of Assistant Chief Water Operator. A full job description is available upon request. Applicants must possess a minimum of a MA Grade 1 Water Distribution License and MA Grade 1 Water Treatment License. This position is a Union position and classified as PW3. The minimum rate is \$27.98/hour and the maximum hourly rate is \$33.70/hour. Interested applicants can submit a letter of interest to: Town Administrator's Office, Henry Woods Building, 40 West St., Suite 697, Barre, MA 01005 or electronically to townadmin@townofbarre.com. AA/EOE. Job Type: Full-time. Pay: From \$27.98 per hour. Expected hours: 40 per week. Benefits: Dental insurance, health insurance, paid time off, vision insurance. Schedule: Eight-hour shift. License/Certification: MA Grade 1 T (Preferred), MA Grade 2D (Preferred), Hydraulics license 2B (Preferred), CDL B (Preferred). Ability to Commute: Barre, MA 01005 (Required). Work Location: In-person.

Deputy Revenue Collector City of Keene, NH

The city of Keene's Finance department is seeking a detailed-oriented and organized professional to serve as our Deputy Revenue Collector. This position supervises personnel who perform a variety of tasks related to processing and receipting of revenues including motor vehicle registrations and titles, property tax collections, utilities and other receivables and supports accurate invoicing, warrant, liens, deeding, and other processes related to the collection of revenues, associated reconciliation processes and cash management practices. Additional information can be found in the job description. This position is full-time and the salary range for this position is \$64,144–\$79,934 annually and will also receive an attractive benefits package which includes low deductible/low-cost health insurance, low-cost dental insurance, State of NH Group I retirement, 457 retirement fund options and other benefits such as life, disability, and paid time off! Apply online at keenenh.gov/jobs. This position will be open until filled with the first review of applications on April 21. EOE

Assessing Director Town of Bedford

The town of Bedford seeks an Assessing Director to lead the Assessing department, which is responsible for providing accurate and fair valuation of all real, commercial, and personal property in the town. Candidates must have knowledge of relevant Massachusetts General Laws and proficiency with Microsoft Office. Experience with CAMA systems strongly preferred. The successful candidate will be a self-motivated and collaborative manager with excellent communication, organizational and analytical skills. Experience with supervising staff

preferred. Education/Experience equivalent to Bachelor's degree plus three to five years of experience. Full salary range: \$102,229 - \$132,909, plus comprehensive benefits. For more information, visit www.bedfordma.gov/jobs.

Community Development Director Town of Adams

The town of Adams is seeking an experienced and energetic professional who will lead an aggressive and visionary Community Development Department that works to enhance the quality of life for residents while stimulating business development. The ideal candidate will possess the right mix of technical experience, aptitude and skills, including sufficient knowledge of community/economic development concepts, urban and regional planning principles, and land use management; experience in program development/evaluation, project management, and obtaining state and federal financial resources to advance the town's community development objectives. To apply for the Community Development Director position, please go to Employment | Adams MA.

Health Agent Town of Southampton

The town of Southampton is looking for its next Health Agent! Reporting to and working under the direction of the Board of Health, the Health Agent provides support, direction and management to the Town's public health operations in carrying out its charge to enforce health codes and promote good public health. For the full job posting, please visit Town of Southampton Jobs. Anticipated salary \$57,694 – \$65,520, exempt employee at 35 hours per week. Email cover letter and resume to: Town Administrator, Scott Szczebak, sszczebak@townofsouthampton.org by May 16.

Town Manager Town of Norton

The southeastern Massachusetts town of Norton (population 19,500) seeks to fill the position of Town Manager with a candidate possessing demonstrable skills in municipal government. Charged with the development and management of an \$80 million budget, our next Town Manager must possess financial acumen, the requisite interpersonal skills to foster a cooperative and productive environment among departments, staff, and citizenry, with the drive to create a strong culture of customer service. The Manager's position is governed by the town's Charter and reports to a five-member Select Board with an Open Town Meeting. Duties include, but are not limited to: day-to-day operational management; recruitment, appointment and management of department heads and staff; collective bargaining and labor relations functions; procurement and contract administration; and serves as the town's primary contact with State and Federal agencies as well as private sector entities in the pursuit of economic development. The ideal candidate shall possess a bachelor's degree (master's preferred) in public administration or business administration with five or more successful years in a primary role within municipal government performing the above referenced duties. Familiarity with, and proficiency in, Massachusetts General Laws highly desired. Compensation: \$175,000 - \$225,000 DOQE (No residency requirement). To apply: Send resume and cover letter in confidence, via email, to the Town

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Classified Advertisements

CLASSIFIEDS

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Manager Screening Committee at: tmnc@nortonmaus.com. Applications will be accepted until position is filled.

Water System Operator I/II Town of Pepperell

The Pepperell Department of Public Works – Water division is accepting applications for the position of Water System Operator I/II. Duties for this position include the operation and maintenance of the water system, water treatment facilities, pumping stations and water storage facilities. Additional duties may include sampling and laboratory testing, installing/replacing water meters, monitoring/operating SCADA system, reading water meters, and repairing/installing/upgrading water mains, gates, valves, and hydrants. This position is a minimum 40-hours-a-week position from 7 a.m. to 3:30 p.m. and requires on-call and weekend station checks on a rotating schedule. Hourly pay range is \$28 to \$35 based upon qualifications. The position provides generous on-call pay, a comprehensive benefits package, summer work hours and training opportunities. Desired minimum qualifications include a D1 or T1 water license(s), CDL B and Hydraulics 2A. Apply online or by email to water@town.pepperell.ma.us. Position will remain open until filled. EOE

DPW Director Town of Ware

The town of Ware seeks a DPW Director. Duties include management of daily operations, emergency response operations, budgeting, inventory and capital spending, review, approval, and oversight of all contracted engineering work, employee supervision, interaction with residents, repair and construction of streets and sidewalks, wastewater and stormwater collection systems, and the municipal water system including supply, treatment and distribution. For a full job description and list of qualifications please visit www.townofware.com. Salary range: \$115,000-\$130,000. Send cover letter and resume with three professional references to: Human Resources Department, Town of Ware, 126 Main St., Ware, MA 01082 or e-mail resumes@townofware.com. AA/EOE. Open until filled.

Interim Town Manager Town of Ipswich

The town of Ipswich is seeking an experienced community leader with excellent communication and management skills to serve as an Interim Town Manager, beginning approximately June 1 until a permanent Town Manager is appointed. The Interim Town Manager will report to a five-member Select Board and manage the day-to-day operations of town government. The Select Board is seeking an individual with demonstrated leadership skills and municipal experience, including managing personnel, budget, capital and financial management, and knowledge of public works and emergency response operations. The individual should have a strong understanding of municipal law, labor regulations, community engagement, and intergovernmental relations. The Interim Town Manager will also serve as Chief Procurement Officer and appointing authority for most town positions as well as several boards and committees. (Certain appointments should be done in

consultation with the Select Board). Applicants should have a master's degree in public administration, public affairs, or public policy and ten years' experience in an appointed managerial or administrative position in local government. The interim salary is negotiable based on experience and qualifications. The Interim Town Manager will assist the Select Board in its search for a permanent Town Manager but cannot be an applicant for the position. Interested applicants should submit a cover letter and resume, including anticipated salary and schedule requirements to TM@ipswichma.gov. Position is open until filled. Ipswich is an Equal Opportunity/Affirmative Action employer. We do not discriminate based on race, color, religion, sex, marital status, national origin, age, disability, sexual orientation, or any other protected class. This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

PHE Environmental Health Inspector Southeastern Massachusetts Public Health Collaborative

The PHE Environmental Health Inspector will assist with sanitation, inspection, public health, and hygiene services across New Bedford, Fairhaven, and Acushnet as part of the Southeastern Massachusetts Public Health Collaborative via the Public Health Excellence grant. Full job description: bit.ly/4l9pccl. Apply on the city of New Bedford website: bit.ly/4lOImp5.

Professional Water Operator Town of Orange

The town of Orange is looking for a full-time Professional Water Operator. This position requires skilled manual work in the operation, construction, repair, and maintenance of the water system in the capacity of a secondary or primary operator. Responsibilities include operation and maintenance of pumps, motors, chemical feed equipment, water storage facilities, distribution system piping, and detailed records production. Pay rate will be set by the S.E.I.U. agreement with a pay rate range of \$24.51 to \$30.75 per hour plus stipends effective April 17. Open until filled. Please see town website to apply: www.townoforange.org. The town of Orange is an Equal Opportunity Employer.

Treasurer/Collector Town of Conway

The town of Conway is seeking a qualified individual to fill a 30 hour benefited position as Treasurer/Collector. The position is responsible for the overall administration, management, and operations of both departments, including tax billing, collection, processing, record keeping, and enforcement of all municipal collections processes for real estate, personal property and motor vehicle excise taxes. Also responsible for municipal receivables, payroll, benefit administration, disbursement of all funds, borrowing, investing and management of funds, management of all municipal debt and tax title accounts. Salary: Range of \$48,000 to \$55,000 based on experience. To apply please visit www.conwayma.gov.

Senior Town Planner Town of Saugus

The town of Saugus is seeking a full-time Senior Town Planner. This position will serve as the town's point of contact and manager for all: shorter term, intermediate and longer-range master planning.

Responsibilities include land use planning; energy, housing and open space projects and initiatives; infrastructure needs assessments; and coordination of efforts to attract desired economic development. Duties also include developing sound approaches to development; assessing proposals for growth; making recommendations for land-use development zoning by-law changes. The Senior Planner will be expected to develop and/or obtain strategic land-use planning tools as well as housing studies; assist in the review and evaluation of development proposals and will provide input for specific planning and development issues. The Senior Planner will also seek and prepare grant applications, and will perform other related planning, community development assignments. This position majorly focuses on zoning, assisting and advising various elected and appointed groups, boards and commissions. The ideal candidate will have a bachelor's degree in planning, or a related field, along with five years of relevant municipal experience or a master's degree in urban planning, public administration, natural resource management, or a related field and a minimum of two years of relevant municipal experience. AICP certification preferred. The anticipated hiring range for this position in FY26 is \$90,000-\$110,000 annually depending on your qualifications. The town of Saugus offers a competitive benefits package including health insurance, vision insurance, dental insurance, disability insurance, life insurance, FSA, Employee Assistance Program. Paid holidays, vacation, personal, and sick time. Link to posting: www.saugus-ma.gov/human-resources/pages/town-employment. If you're interested in joining our team, please submit your cover letter, resume and employment application to the Human Resources Department at smalik@saugus-ma.gov by May 30. This position will remain open until filled. The town of Saugus is an EEO/AA employer.

CAREERS AT MMA/MIIA

Senior Risk Management Trainer MMA/MIIA

The Massachusetts Municipal Association (MMA) and the Massachusetts Interlocal Insurance Association (MIIA) are seeking a Senior Risk Management Trainer to join the MIIA Risk Management Team. This is an excellent opportunity for someone who is passionate about safety and risk management and excels at training and developing tailored safety, health, and risk management programs for municipalities. About the MMA: The nonpartisan Massachusetts Municipal Association provides an array of services to its member cities and towns statewide, including advocacy, education and training, research and analysis, and publications and information programs. As the voice of local government in Massachusetts, the MMA works to advance the interests of all cities and towns. About MIIA: The Massachusetts Interlocal Insurance Association provides property, liability, workers compensation, and group health insurance to cities and towns in Massachusetts. MIIA is a non-profit organization and a membership service of Massachusetts Municipal Association. About the position: As Senior Risk Management Trainer, you will collaborate with the risk management and programming teams to deliver exceptional training experiences to members and peers. You will be

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CLASSIFIEDS

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responsible for creating, presenting, and revising training programs and materials for MIIA members and staff in a timely and consistent manner. Key responsibilities: Collaborate with the Senior Manager of Risk Management to set guidelines for the MIIA risk management training and program plan. Develop, implement, and evaluate MIIA's safety and health curriculum. Assist in developing and delivering training on other MIIA insurance coverages, including auto, property, general liability, professional liability, law enforcement, school board, and professional liability. Provide on-site and virtual training for members. Review member training requests and create training descriptions and course flyers. Facilitate online training and track member evaluations. Provide monthly training updates and annual training reviews to management. Additional responsibilities: Analyze member loss data to identify training needs and create materials to address high-loss and topical areas. Review materials with the risk management team, create and update technical documentation, and provide guidance for incident review and remediation. Serve as a liaison with the risk management team, outside consultants, and members, and conduct outside inspections. Become knowledgeable about MIIA's cyber risk management program and explore educational opportunities. Program review and analysis then update, implementation and evaluation. Project work as required. Qualifications: The candidate must have a bachelor's degree in a safety-related field preferably in occupational health and safety. Five years of work experience in safety or insurance related fields. Experience with adult learning principles and creating and implementing training curricula. Ability to work in a team setting and independently. Understanding of instructional design is a plus. Preference for an individual who is a current OSHA outreach trainer. Work environment: Our offices are located in Boston's Government Center neighborhood. The position offers a highly competitive salary, terrific benefits, and a great collaborative work culture. Our office utilizes a hybrid-work schedule. If you are ready to devote yourself to work on behalf of our member cities and towns, then this position may be for you. How to apply: Please send a PDF of your cover letter and resume to: hr@mma.org.

Driver Training Instructor - EVOC and Simulator MMA/IIIA

The Massachusetts Municipal Association and the Massachusetts Interlocal Insurance Association are seeking a full-time Driver Training Instructor (Simulator and EVOC) to oversee the driver simulator training program across the Commonwealth. The individual will also be a Certified Emergency Vehicle Operator Course (EVOC) Instructor to train police officers in emergency driving scenarios. About the MMA: The nonpartisan Massachusetts Municipal Association provides an array of services to its member cities and towns statewide, including advocacy, education and training, research and analysis, and publications and information programs. As the voice of local government in Massachusetts, the MMA works to advance the interests of all cities and towns. About MIIA: The Massachusetts Interlocal Insurance Association provides property, liability, workers compensation, and group health insurance to cities

and towns in Massachusetts. MIIA is a nonprofit organization and a subsidiary of Massachusetts Municipal Association. About the position: The MIIA simulator is a state-of-the-art driving simulator available to MIIA member communities and offers a safe environment for driver operators to experience a variety of scenarios and conditions typical to emergency response situations. Simulator duties: The Driving Instructor will have knowledge of or ability to be trained in the use of the Doran simulator computer system, including police, fire, DPW and general municipal driving scenarios. They will be responsible for curriculum development, including vehicle and scenario updates. They will work with Doran to ensure a 24-hour customer support onsite visit with followup. They schedule and confirm training while maintaining the truck, trailer and simulator. They will track and communicate participant performance to their Police Chief/Fire Chief or Training Officer. EVOC Instructor duties: The Driving Instructor will train participants on vehicle pre-trip inspections, defensive driving, backing emergency response pursuit and vehicle limitations. They will also discuss the importance of attitude, skill, capability and driving conditions. They will be responsible for course development, including setup and breakdown of courses. They will handle the onsite training logistics and facilitate driving instruction while supervising a team of EVOC instructors. Qualifications: The candidate must have knowledge and fluency of Police/Fire response policies, a valid driver license and the ability to drive the truck while towing the simulator trailer. They must have an understanding of the interaction between dispatchers and officers. EVOC Certification or the ability to obtain certification is required. Knowledge of EVOC course design, statement of program objectives and understanding of vehicle dynamics are necessary. Knowledge of commercial vehicles, federal highway regulations and CDL licensing is important. They must possess a DOT medical card. Five years of public safety employment, training and supervisory experience is preferred. Simulator experience is a plus. How to Apply: Please send a PDF of your cover letter and resume to: hr@mma.org.

The MMA and MIIA are committed to diversity in the workplace and are proud to be equal opportunity employers. 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.

SERVICES

Municipal Energy Services

Through the MMA's MunEnergy program, MMA members have access to an energy contract designed exclusively for Massachusetts cities and towns. The MunEnergy program offers access to energy experts at Constellation, a vetted municipal energy contract, and options for sustainability programs. Energy professionals at Constellation, the MMA-endorsed supplier for MunEnergy, work with municipalities to manage electricity costs for the long term. Constellation is also on the forefront of sustainability

programs and provides financial support to the MMA for its promotional and marketing efforts. To learn more, visit www.mma.org/munenergy. To be notified about MunEnergy events, send contact information for the person on your team who handles energy for your city or town to energy@mma.org.

Urban Economics Consulting

Strategy 5 Consulting LLC is a boutique urban economics firm based in Andover, with national experience in a wide range of challenging projects. Over three decades, Principal Ernest Bleinberger has completed successful economic development strategic plans, achieved tangible downtown revitalization, conducted financial feasibility and market analyses in many sectors, formed TIF districts, induced significant private sector investment, and excelled in high-profile assignments from coast to coast. Our work ethic and professionalism ensure a close working relationship with our clients that has proven beneficial in achieving real economic results. Please contact Ernest Bleinberger by phone at 978-984-7125 or by email at eb@strategy5.net.

Town Counsel Services

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

General Consultant, Recruiting and Special Studies

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

Human Capital Solutions

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

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CLASSIFIEDS

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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.

Town Counsel Services

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

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.

Tax Title Legal Services

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

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.

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.

Human Resources Consulting

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

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Accounting and Consulting Services

Our outstanding team specializes in municipal financial consulting and outsourced accounting. Since 2008, we have worked with many Massachusetts cities and towns with interim accounting, special projects, fraud risk assessments, financial forecasts, and budgeting. We also provide permanent outsourced

accounting solutions, which have proven successful for many years. Please contact Eric Kinshurf at eric@erickinshurfcpa.com or visit our website erickinshurfcpa.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.

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.

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 more than 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.

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.

Navigating Employment Law

Navigate the intricate world of public employment law with this indispensable guide, crafted to address some of the most challenging and pressing issues faced by public employers today. While it's impossible to cover every facet of employment law in a single volume, this resource focuses on providing practical guidance on key topics, including: Harassment in the Workplace; Combatting Disability Discrimination; FLSA; FMLA; Labor Relations; Management Rights; Freedom of Speech; IOD; Personnel Records. Visit mpitraining.com/product/navigating-employment-law-a-practical-guide-for-municipal-leaders/ for more information or to purchase.

Classified Advertisements

RFPs

Certified Public Accountant Town of West Springfield

The town of West Springfield is seeking to engage an experienced certified public accountant (CPA), who is licensed to practice in the Commonwealth of Massachusetts to provide Budget/Management Analyst services. Per the Section 2-8 of the West Springfield Home Rule Charter, the Budget/Management Analyst "shall perform a legislative oversight and a post-audit function and shall not be involved in the day-to-day administrative detail of the financial operations of the town. The Budget/Management Analyst shall have free access to all books, accounts, bills and vouchers of the town and shall continuously review and examine the same. The

Budget/Management Analyst shall make periodic reports thereon to the Town Council, with such frequency as the Town Council by ordinance, by rule or by other vote may direct, but not less frequently than quarterly. All officials of the town shall cooperate with the Budget/Management Analyst in the performance of this oversight function. The Budget/Management Analyst shall have such other powers and duties as may be provided by charter, by ordinance or by other vote of the Town Council." Specifications may be obtained from: www.townofwestspringfield.org/government/departments/finance/procurement-bids. Any questions concerning this IFB must be sent in writing by 4 p.m. on May 16 to Jaime Flores, Procurement Administrator at jflores@tows.org. All bids shall be sealed and addressed to: Jaime Flores, Procurement Administrator, 26 Central St., Suite 32, West Springfield, MA 01089. Sealed proposals will be received in the Law department until 10 a.m. on May

30. There is also a special mailbox set up in the lobby of the Town Hall labeled "bids" for bidders who wish to physically drop off their proposals. All electronic proposals can be submitted at www.bidnetdirect.com/massachusetts/townofwestspringfield. If submitting hard copy proposals, proposers shall submit one original and three copies of the separately sealed price and non-price (technical) proposals, as per the bid documents. This contract will be awarded only to a responsive and responsible bidder whose proposal meets all of the requirements in the specifications. The contract shall be awarded by the Chief Procurement Officer, which reserves the right to waive any informalities, to accept or reject, in part or in whole, any and all proposals or to take whatever action may be deemed to be in the best interest of the town of West Springfield. Bids will remain firm for 90 days following the opening of proposals. ●

MIIA

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Occupational Safety and Health suggest protecting workers by implementing heat stress prevention programs, conducting environmental monitoring, and offering worker training. (For example, MIIA members have access to several no-cost heat illness prevention training programs.)

Drawn from material and recommendations from OSHA and NIOSH, here are seven items to consider when building a municipal plan:

1. Heat illness prevention programs:

Develop written materials that outline steps to prevent, recognize and respond to heat illness. Include protocols for acclimatization, hydration, rest breaks and emergency response.

2. Education and training: Ensure that supervisors and workers are trained to recognize symptoms of heat illness — such as dizziness, heavy sweating, confusion, and cramps — and know what to do when they arise. Include regular refreshers in your safety calendar.

3. Hydration and breaks: Encourage workers to avoid caffeine and drink water every 15-20 minutes, even if they're not thirsty. Provide easy access to potable water and schedule frequent shaded or indoor breaks during hot days.

4. Work schedules and job design:

Adjust work hours to avoid peak heat (typically between 10 a.m. and 2 p.m.), and rotate job tasks to reduce continuous physical exertion. Where possible, use equipment to mechanize strenuous tasks.

5. Acclimatization plans: One of the most effective ways to reduce serious incidents is to gradually increase the time that new or returning workers spend in hot conditions over a seven- to 14-day period.

6. Monitoring conditions: Use the Heat Index and Wet Bulb Globe Temperature tools to monitor environmental conditions. The OSHA/NIOSH [Heat Safety Tool](#) app can help managers determine when extra precautions are needed.

7. Emergency planning: Create response plans for heat emergencies. Train staff to call 911, move affected workers to a cool area, and begin cooling measures such as using wet cloths or fans immediately, and never leave an ill worker unattended.

Anticipating regulation

This past January, the Massachusetts Department of Labor Standards presented a "Heat Illness Prevention" draft regulation and requested comments from the DLS Advisory Board. The Governor's Safety and Health Advisory

Board reconvened on April 16, and board members shared their input on the draft regulation. This feedback, as well as outreach to additional impacted constituencies, will be considered and, if appropriate, incorporated into a draft regulation to be shared with the governor's office by the end of June.

At the federal level, in July 2024, OSHA released a comprehensive heat injury and illness prevention regulatory proposal that would affect all employers nationwide. It would require a written heat injury and illness prevention plan, substantial heat injury-related precautions, training, and regular, comprehensive program reviews and updates, among other measures. An [informal, virtual public hearing](#) on the proposed rule is scheduled to begin on June 16.

In the meantime, municipalities could consider adopting next-level [NIOSH recommendations](#), such as establishing medical surveillance, posting hazardous areas, and providing protective cooling gear.

Shared responsibility

Heat illness is preventable, but it requires a cooperative effort across departments, from human resources to public works to health and safety officers. By investing in programs and fostering a culture of awareness, municipalities can help their employees be safe even on the hottest days. ●

Calendar



The Beacon

Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

MAY

3 Massachusetts Select Board Association, western and rural Massachusetts conference, 8:30 a.m.-1 p.m., Delaney House, Holyoke. Contact: MMA Member Program Coordinator Anneke Craig

6 MMA webinar, Demystifying DEI, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

8 Massachusetts Municipal Human Resources, boot camp, 8:30 a.m.-3:15 p.m., Cyprian Keyes Golf Club, Boylston. Contact: MMA Member Program Coordinator Anneke Craig

12 MMA webinar, social prescribing, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

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

13 MMA Board of Directors, hybrid meeting, 10-11:45 a.m., MMA office, Boston. Contact: Executive Assistant Elanienne Coste

13 Local Government Advisory Commission, hybrid meeting, 1-2 p.m., State House, Boston. Contact: Executive Assistant Elanienne Coste

14-16 Massachusetts Mayors' Association, spring conference. Contact: MMA Membership and Project Assistant Maddie Roberts

21 MMA webinar, mental health, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

22 MMA Virtual Municipal Leadership Academy, webinar, performance management, 12-2 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

27 MMA webinar, public records and open meeting laws open forum, 12-1 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

28-30 Massachusetts Municipal Management Association, spring conference. Contact: MMA Senior Member Program Coordinator Denise Baker

JUNE

3 MMA webinar, financial policies, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

5 Massachusetts Municipal Human Resources, annual meeting, 8:30 a.m.-1 p.m., Danversport, Danvers. Contact: MMA Member Program Coordinator Anneke Craig

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

10 MMA Board of Directors, virtual meeting, 10-11:45 a.m. Contact: Executive Assistant Elanienne Coste

10 Local Government Advisory Commission, virtual meeting, 1-2 p.m. Contact: Executive Assistant Elanienne Coste

11 MMA webinar, adapting public buildings, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

12 Massachusetts Municipal Management Association, mini boot camp, 8:30 a.m.-12 p.m., Charlton Public Library, Charlton. Contact: MMA Senior Member Program Coordinator Denise Baker

13 Massachusetts Select Board Association, newly elected training, 8:30 a.m.-3 p.m., Devens Common Center, Devens. Contact: MMA Member Program Coordinator Anneke Craig

18 MMA webinar, mental health, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

25 Massachusetts Mayors' Association, virtual meeting. Contact: MMA Membership and Project Assistant Maddie Roberts

26 Women Leading Government, meeting, 9 a.m.-1 p.m., Publick House, Sturbridge. Contact: MMA Senior Member Program Coordinator Denise Baker

JULY

11 MMA Board of Directors, tentative meeting, 10-11:45 a.m. Contact: Executive Assistant Elanienne Coste

17 Massachusetts Municipal Management Association, summer meeting, 9:30 a.m.-1 p.m. Granite Links, Quincy. Contact: MMA Senior Member Program Coordinator Denise Baker

23 Massachusetts Mayors' Association, meeting. Contact: MMA Membership and Project Assistant Maddie Roberts

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

MMA contacts

Denise Baker can be reached at dbaker@mma.org

Elanienne Coste can be reached at ecoste@mma.org

Anneke Craig can be reached at acraig@mma.org

Timmery Kuck can be reached at tkuck@mma.org

Kristianna Lapierre can be reached at klapierre@mma.org

Maddie Roberts can be reached at mroberts@mma.org

For more information, visit www.mma.org.