

Senate's FY26 budget has key increases

By Dave Koffman

The Senate on May 22 approved a \$61.4 billion state spending plan for fiscal 2026 that would make several significant investments in schools and municipalities.

The Senate's budget bill would increase the main discretionary local aid account by 2.2% over the current fiscal year and raise Chapter 70 minimum new aid from \$30 per pupil to \$150. The Senate's agreement with the House's increase for minimum aid sets up continued progress on a key MMA priority, which is great news for the more than three-quarters of districts that were statutorily set to receive a significantly smaller Chapter 70 increase.

The Senate also adopted another MMA priority: reforms to the liquor license process that would give cities and towns greater control over the number of licenses in their communities.

The Senate spent three days on its budget debate, considering more than 1,000



The Massachusetts Senate approved its version of a state budget bill for fiscal 2026 on May 22.

amendments.

The Division of Local Services has updated [preliminary Cherry Sheets](#) to reflect the final Senate budget.

The Senate action follows the [House's approval of its version of a state budget bill on April 30](#). The House and Senate are now expected to appoint a six-member

conference committee to work out differences between their two state spending plans for fiscal 2026, in order to present a final legislative budget to the governor.

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

UGGA

The Senate adopted the recommendation of the Senate Committee on Ways and Means for a 2.2% increase in Unrestricted General Government Aid, which would increase the account by \$28.8 million over fiscal 2025. This figure matches what the governor proposed in her budget bill and would align UGGA growth with the consensus state revenue forecast. This local aid account helps cities and towns deliver vital services, and the proposed increase would help mitigate municipal overreliance on property taxes.

Chapter 70

The Senate budget would continue

■ **FY26 BUDGET** *continued on 33*

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Surplus surtax bills set stage for education, transportation spending

By Dave Koffman

A six-member conference committee has convened to reconcile differences between House and Senate versions of a \$1.3 billion supplemental budget bill that would primarily allocate surplus surtax funds from fiscal 2024.

The House and Senate bills would allocate surplus collections from the state surtax on annual incomes over \$1 million that exceeded the estimate used in the fiscal 2024 state budget. By statute, these funds can be used only for education and transportation programs.

Because various uses of these funds would be effective for fiscal 2026, this supplemental budget bill is likely to follow a similar time frame as the fiscal 2026 state budget negotiations over the next month-plus.



During a Local Government Advisory Commission meeting on May 13 at the State House in Boston, Westfield Mayor Mike McCabe, left, discusses the importance of transportation funding included in the Senate's surplus supplemental budget bill for local road and culvert projects. Also pictured is Clare Kelly, director of intergovernmental relations for the city of Boston.

House bill

The [House's bill, passed on April 9](#), would designate \$353.5 million for education

■ **SURTAX** *continued on 20*

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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Liz Sullivan, Town Administrator, Dennis

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Executive Director's Report

As economic storm clouds gather, state budget writers prioritize state-local partnership

Every morning as we read the news, it increasingly feels like economic hazards lie on the road ahead. Whether it be concerns about the impacts of tariffs, the effects of new Medicaid eligibility requirements on the state budget, or the consequences of federal funding reductions in science and research on the Massachusetts economy, there are many issues that rightfully raise concerns about the economic future.

At the MMA, we will continue to watch these issues very closely as we work to assess the potential impacts on the Commonwealth's budget — and the potential impact on the state's ability to fund local aid accounts. It goes without saying that, given the constraints of Proposition 2½, state aid to local government is critical to maintaining core municipal services.

In this context, we've been buoyed by the funding proposals that both the House and the Senate have advanced for both fiscal 2026 as well as through a supplemental budget bill developed to allocate surplus proceeds from the "Fair Share" surtax. State budget writers are also watching all of the concerns referenced above, but even in the face of that, they have prioritized state aid to municipal government across many accounts.

In fiscal 2026 state budget planning,



By Adam
Chapdelaine

this prioritization has been seen in legislative proposals to both fully fund the Student Opportunity Act and fund minimum new aid at \$150 per student in fiscal 2026. This prioritization has also been seen in efforts to increase Unrestricted General Government Aid by 2.2%. Further, we have seen state budget writers prioritizing

local programs such as the Special Education Circuit Breaker, Regional School Transportation, and Universal School Meals.

The state-local partnership is also evident in the supplemental surtax surplus budget, with proposals being advanced that would provide supplemental funding for the Chapter 90 program, small bridges and culverts, and unpaved roads. This supplemental budget process has also seen inclusion of proposals to fully fund the state's obligation under the Special Education Circuit Breaker for both fiscal 2025 and 2026.

We are also grateful for the growing support around the governor's transportation bond bill, which proposes a five-year authorization of \$300 million in annual Chapter 90 funding. This proposal was granted a very early hearing by the Legislature, and the MMA remains poised to advocate for this critical local funding in the months ahead.

■ **DIRECTOR'S REPORT** *continued on 21*



June 2025 | Volume 52, Number 6
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TheBeacon (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.

Attorney General issues guidance relative to ICE activity

By John Ouellette

Amid increased immigration enforcement activity across Massachusetts, Attorney General Andrea Joy Campbell on May 29 released a [“Know Your Rights” guide](#) designed to help immigrants, families and communities understand the basic legal framework regarding U.S. Immigration and Customs Enforcement actions.



Andrea Campbell

The seven-page, FAQ-style guidance responds to questions the Attorney General’s Office has received about the actions of ICE, the role of local police, and what people should know when they or others are approached by immigration officers.

Here are several key points:

- ICE usually cannot legally enter private spaces, such as homes or private offices, without a judicial warrant or voluntary consent, but generally can arrest people without a judicial warrant in public spaces.
- Bystanders can watch and record interactions, “from a reasonable distance,” but are not allowed to obstruct, impede or assault an ICE officer.
- Individuals arrested by ICE have the right to remain silent and can refuse to sign documents they do not understand.
- Local law enforcement cannot be compelled to carry out federal civil immigration enforcement, and their cooperation with ICE must comply with state and local legal limitations.

“In releasing this guidance, I strongly encourage everyone to inform themselves of their rights when they see immigration officers in their communities,” Campbell said in a prepared statement.

Rules for detainment

The guide states that: “ICE enforcement activity may target people the agency suspects are subject to removal from the country. This can include people whose parole, visa, deferred action, or other legal authorization has been revoked. It can also include people suspected of having violated federal immigration law.”

These are typically civil, not criminal, violations, according to the AG’s office, and ICE does not need a judicial warrant to arrest someone.

“ICE does not need to show that a crime was committed to arrest and detain a person who is subject to removal,” the guide states.

Under most circumstances, ICE agents cannot legally enter private spaces — such as homes, private offices, or the non-public areas of a workplace — without a judicial warrant signed by a judge or magistrate, or voluntary consent from someone who has actual or apparent authority over the property (e.g., someone who lives there).

A person being arrested or detained does not have to answer questions and has the right to hire and speak with a lawyer, though the government is not generally required to provide one in immigration proceedings. The person has the right to refuse to sign documents.

The person being targeted may ask questions such as: Am I being detained? Am I under arrest? What is the reason? Where are you taking me? What agency do you work for? How can my family or lawyer contact you?

Bystanders are not required to answer questions about their own immigration status or the status of another person.

Anyone alleged to have obstructed, impeded or assaulted an ICE agent may be criminally prosecuted.



Local response

The guide states that any voluntary cooperation with ICE by local law enforcement must comply with state and local legal limitations as defined by court decisions, the Massachusetts Constitution, the Massachusetts Civil Rights Act, state anti-profiling laws, municipal bylaws, ordinances and resolutions, and local police department policies.

In particular, the 2017 Supreme Judicial Court ruling in *Lunn v. Commonwealth* states that local law enforcement officers have no legal authority to arrest, detain or hold an individual based solely on a federal civil immigration detainer (a request from ICE to keep a person in custody until ICE agents can arrest them). The *Lunn* decision does not, however, limit state and local law enforcement from acting in accordance with state law to protect public safety.

Cities and towns such as Boston, Amherst, Cambridge, Chelsea, Concord, Newton, Northampton and Somerville have passed local laws that limit their police departments’ involvement in federal civil immigration enforcement. And many law enforcement agencies have adopted departmental rules, regulations, and policies that limit involvement in immigration enforcement.

The guide points to additional resources for various stakeholders for immigrants and institutions that serve them, [including guidance for K-12 schools](#). ●

MSA focuses on federal funds

Sen. Paul Mark gives an update on federal funding cuts and their impacts during the Massachusetts Select Board Association’s Rural and Western Massachusetts Conference on May 3 in Holyoke. The senator urged attendees to “use your networks and be vocal. Your voice matters, even at the federal level.”

EPA announces intent to weaken limits on certain PFAS

By Josie Ahlberg and John Ouellette

The U.S. Environmental Protection Agency announced on May 14 that it plans to rescind regulations on certain compounds known as PFAS, or “forever chemicals,” in drinking water, and lengthen compliance deadlines for limits on two of the most common types.

The agency said it will also establish a federal exemption framework and initiate enhanced outreach to water systems, especially in rural and small communities, through the EPA’s new PFAS OUTreach Initiative (PFAS OUT).

The Massachusetts Department of Environmental Protection said it is reviewing the EPA’s proposed changes and assessing how they would affect public water suppliers in the Commonwealth.

“Millions of residents in Massachusetts have access to clean, safe drinking water every day, and we intend to keep it that way,” the MassDEP said in a prepared statement. “MassDEP was one of the first state [agencies] in the nation to establish limits for PFAS in drinking water. We will continue to work with communities and public water systems to make sure that our drinking water is safe at the touch of a tap.”

PFAS (per- and polyfluoroalkyl substances) have been commonly used in manufacturing because of their stain-resistant, water-resistant, and non-stick qualities. This family of chemicals, considered hazardous to human health, remains in the environment for a very long time and is resistant to traditional contaminant remediation measures.



for PFOA and PFOS. At that time, the EPA established legally enforceable levels for these PFAS in drinking water and gave public water systems until 2029 to comply with those limits.

The EPA’s anticipated changes would require the issuance of a proposed rule and finalization of that rule in order to take effect.

PFOA and PFOS limits

EPA Administrator Lee Zeldin said the EPA will keep the current [National Primary Drinking Water Regulations \(NPDWRs\) for two of the PFAS chemicals: PFOA and PFOS](#). The Maximum Contaminant Levels (MCLs) for PFOA and PFOS are 4.0 parts per trillion (ppt) for PFOA, and 4.0 ppt for PFOS. These levels represent the *enforceable level of pollution* for any public drinking water system. Public water systems with test samples scoring above the limits for either chemical, on a running annual average, would need to take action to lower the level to below 4.0 ppt.

PFHxS, PFNA, HFPO-DA, and PFBS

Zeldin said the EPA intends to rescind regulations and reconsider MCLs for PFHxS, PFNA, HFPO-DA (commonly known as GenX Chemicals), and the Hazard Index

In April 2024, during the Biden Administration, the [EPA announced the final National Primary Drinking Water Regulation](#), including standards

mixture of these three plus PFBS, in order to “ensure that the determinations and any resulting drinking water regulations follow the legal process laid out in the Safe Drinking Water Act,” according to the EPA’s [press release](#).

The MCLs for PFHxS, PFNA, and HFPO-DA are currently set at 10 ppt, and mixtures containing two or more of PFHxS, PFNA, HFPO-DA and PFBS would be limited to a [Hazard Index](#) of 1. It’s not clear how these particular PFAS might be otherwise regulated if not through MCLs as part of a National Primary Drinking Water Regulation.

Timelines and next steps

To allow drinking water systems more time to develop plans for addressing PFOA and PFOS where they are found and implement solutions, the EPA said it plans to develop a rulemaking to provide additional time for compliance, including a proposal to extend the compliance date to 2031. It is not yet apparent if this proposal would also extend two other deadlines adopted as part of the final NPDWR in 2024.

Public water systems currently have to complete initial monitoring for the full slate of regulated PFAS by 2027, and are required to notify the public about their system’s PFAS levels beginning in 2027.

The EPA said it plans to issue a proposed rule this fall and finalize this rule in the spring of 2026.

Zeldin said the EPA is encouraging states seeking primacy for implementing the PFAS drinking water regulation to request

■ **PFAS REGULATIONS** *continued on 23*

New PFAS treatment evaluation framework available

The American Water Works Association and Association of State Drinking Water Administrators have released a new framework to help water systems as they evaluate the challenges and compliance needs surrounding PFAS chemicals.

The [“PFAS Treatment Evaluation: Framework for Approaching Permit Plan Approval”](#) details scientific information on regulated PFAS Maximum Contaminant Levels (MCLs), technologies and approaches to comply, treatment approaches and plans, permitting and piloting criteria, and more.

PFAS (per- and polyfluoroalkyl



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The 77-page framework, published on April 21, was created by members of both associations, along with staff from the Massachusetts Department of Environmental Protection’s drinking water program and the project contractor, Black & Veatch.

The framework has not been updated since the U.S. Environmental Protection Agency [announced its latest decisions](#) in May to weaken the [federal PFAS regulations](#) finalized in April of 2024.

– Josie Ahlberg

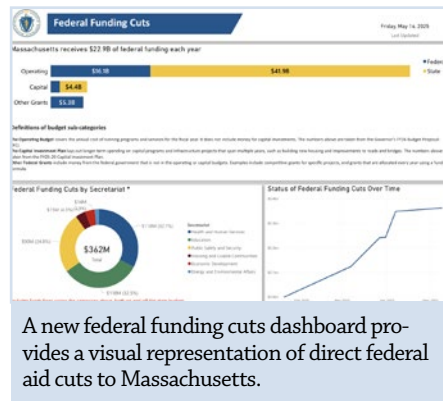
New dashboard shows direct federal funding cuts

The Healey-Driscoll administration has launched a public dashboard displaying the total amount of funding that the Trump administration has cut to state agencies in Massachusetts.

The dashboard, mass.gov/fedimpact, launched on May 14, highlights funding cuts to state government programs only, and doesn't reflect cuts to municipal, nonprofit, and community partner organizations across the state. Communities and organizations that have been affected by federal funding issues can use a form in the dashboard to share their information.

According to the governor's office, \$350 million in direct funding to the state has been cut so far, including funding for disaster prevention aid, school mental health services, tutoring, school security and building upgrades, healthy food for babies and students, respiratory illness prevention and treatment, community health centers, public health workers, substance use disorder treatment, increased broadband access and more.

In addition to direct funding cuts, the Trump administration has delayed hundreds of millions of dollars in funding distributions, including for key public



Draft ResilientCoasts plan offers strategies for future

By Jennifer Kavanaugh

As the state's coastal communities face increasing climate-related threats, the Massachusetts Office of Coastal Zone Management has released a ResilientCoasts Draft Plan that identifies strategies to address coastal resilience over the next half century.

The plan estimates that more than 3 million Massachusetts residents live in a community expected to experience coastal impacts between now and the end of the century, putting people, as well as significant environmental, cultural, economic and recreational resources, at risk.

The 278-page draft plan provides guidance and strategies to address near- and long-term vulnerability to coastal hazards such as sea level rise, storm surge and erosion.

"The Commonwealth cannot afford the cost of inaction on climate change," the plan states.

Weather and climate disasters have cost Massachusetts an estimated \$10 billion to \$20 billion since 1980, according to the draft plan, but every \$1 invested in resilience and disaster preparedness can yield up to \$13 in cost savings.

"The costs of inaction are daunting, but preparedness pays off," the plan states.

"By proactively investing in resilience, the Commonwealth can avoid the worst impacts and save money doing it."

With the plan, the ResilientCoasts effort aims to:

- Improve human health and safety
- Protect and enhance the value of natural and cultural resources
- Increase resilience of built infrastructure
- Strengthen the coastal economy
- Advance equity and environmental justice
- Support the capacity of coastal communities

Referencing the 2022 Massachusetts Climate Change Assessment and the [2023 ResilientMass Plan](#), the new draft plan focuses on the coastal hazards of sea level rise, storm surge, wave action, and coastal erosion. It estimates some of the future environmental and economic

consequences of coastal hazards, including the following:

- Coastal property damage could reach more \$1 billion a year, on average, by the 2070s, with more than 70% of the damage occurring in the Boston Harbor region.
- Massachusetts municipalities could experience \$104 million in lost revenues each year by mid-century, with 3 feet of sea level rise, and \$946 million per year by the end of the century, with 6 feet of sea level rise.
- Annual expected loss of or damage to state-owned buildings and infrastructure from coastal flooding is estimated at \$8 million today and may grow to \$36 million by 2050 and over \$52 million by 2070.

While outlining these projected economic impacts, the plan warns that the full range of consequences from coastal hazards will include potential loss of life, health care-related costs, and damages to ecosystem services. Indirect effects flowing from coastal hazards will likely also impact the rest of the state.

The draft plan was released on May 15, and Coastal Zone Management is seeking public comment through June 12.

Municipal leaders and the public can

submit written comments by emailing them to Deanna Moran at deanna.moran@mass.gov, or by mailing them to Moran's attention at the Massachusetts Office of Coastal Zone Management, 100 Cambridge St., Suite 900, Boston, MA 02114.

After this phase, ResilientCoasts plans to focus on implementation efforts, including support for design, permitting and construction of coastal resilience projects, and carrying out state-led strategies and actions, including regulatory, policy and funding mechanisms.

Launched in late 2023 and led by the Office of Coastal Zone Management, the ResilientCoasts initiative is an effort to pursue a holistic strategy for addressing the impacts of climate change along the Massachusetts coastline. In collaboration with the state's coastal communities, ResilientCoasts works to identify regulatory, policy and funding mechanisms that will support focused, long-term solutions.

The plan says that the coastal zone encompasses 78 communities, but that the geographic planning area of ResilientCoasts includes 98 communities, which reflects additional communities that are expected to see impacts from climate change and sea level rise over the next 50 years. ●



LGAC discuss special ed funds

During a Local Government Advisory Commission meeting on May 13 at the State House in Boston, Dennis Town Administrator Liz Sullivan, left, highlights the importance of proposals to direct Fair Share surtax revenues to support the special education circuit breaker account. She said the funds would "ensure that students in every community are provided the education and support that is required and deserved." Also pictured is Marlborough City Council President Michael Ossing.

Administration plans to close remaining hotel shelters

By John Ouellette

On May 19, Gov. Maura Healey announced plans to phase out the use of all remaining hotels as emergency shelter sites this summer.

Healey had previously directed all hotel shelters to be closed by the end of this year.

As of April 30, 32 hotels were being used as emergency shelters, down from a peak of 100 in the summer of 2023, according to the administration.

By mid-April, the number of families in the Emergency Assistance Family Shelter program had [dropped below 5,000](#) for the first time since July 2023, and the number is expected to drop below 4,000 families this summer.

The governor said the decrease is a result of a number of shelter system reforms, including a six-month length-of-stay limit, the elimination of presumptive eligibility for the shelter system, workforce training and job placement for residents, and increased case management to help families find stable housing.

"A hotel is no place to raise a family, and they are the least cost-effective [option]," Healey said in a prepared statement.

Lt. Gov. Kim Driscoll said the closure of hotel shelters will save the state "hundreds of millions of dollars a year."

The Emergency Assistance system provides emergency shelter and rehousing to families with children and pregnant women living in Massachusetts. The one-of-a-kind program has contributed to Massachusetts having one of the lowest rates of unsheltered family homelessness in the country, according to the administration.

The previous administration, under Gov. Charlie Baker, had phased out the use of hotels and motels as emergency shelters, but turned to hotels again in 2022 as the number of families seeking shelter began to dramatically increase.

In August of 2023, Gov. Healey declared a [state of emergency](#) and imposed a cap on the emergency shelter system at 7,500 families. She also worked with the Legislature to reform the state's right-to-shelter law, and in April began requiring proof of Massachusetts residency and proof that all family members have lawful immigration status, with limited exemptions. Healey also imposed mandatory CORI checks for all adults before entry into the system.

Housing and Livable Communities

Secretary Ed Augustus thanked shelter providers and their staff, who "played a critical role in rapidly scaling up services to meet an unprecedented surge in need," particularly during 2022 and 2023. He added, "We are also grateful to the communities and partners who have come together to support families throughout this emergency."

Since the start of 2025, double the number of families have exited shelter (approximately 2,500) than have entered shelter (approximately 1,100), according to the administration. Approximately 85% to 90% of families seeking shelter are now longtime Massachusetts families.

Due to the declining caseload, the Norfolk Rapid Shelter located at the former Bay State Correctional Center and the Revere CSR site at the Revere Quality Inn will close this summer. Additionally, the Lowell Inn and Conference Center will transition from a "bridge track" shelter site to a "rapid track" shelter and CSR site in July.

An [administration website](#), updated weekly, provides shelter placement data, listed by municipality. ●

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:

- A workshop on collaborative goal-setting and strategic planning for select boards
- An introduction to the open meeting and public records laws, presented by attorney Karis North, a partner at Murphy, Hesse, Toomey & Lehane, 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



Karis North



Jessica Ferry

by Jessica Ferry, a town councillor in Palmer and a project manager at the 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

MMA acts on its commitment to DEI

By Jillian Harvey

Over the past few years, the MMA has been following through on its commitment to upholding the values and concepts of diversity, equity and inclusion, both internally for staff and externally for members.

Despite current rhetoric around — and misuse of — the term DEI, the MMA remains committed to its core values, which include and are rooted in diversity, equity and inclusion.

The MMA established a DEI Advisory Committee in August of 2022, and three months later approved the MMA Municipal DEI Framework and Initiative, to be used as a guide for the MMA to advance its equity work.

Since then, the MMA has conducted the MMA DEI Community Survey, which was used to assess the DEI work happening in cities and towns across the state and to identify ways that the MMA could support this work and serve as a resource.

The MMA then worked with the Racial Equity Group to embark on a DEI Strategic Action Plan. Recommendations in the plan led to the hiring of the MMA's first chief equity officer last November.

The MMA continues the pursuit of its vision for integrating the values of diversity, equity and inclusion into all facets of the organization, but change takes time — especially organizational and institutional change.

Progress over past six months

In my new role as the MMA's chief equity officer, I have spent time learning the policies, practices and culture at the MMA, by reviewing plans, attending staff team meetings, and engaging with MMA members at meetings and events across the state. I'm giving careful consideration to aligning the DEI Strategic Action Plan with the MMA's organizational strategic plan, which is now in the final stages of development.

The MMA's DEI Framework and Initiative was reworked into the [MMA's Diversity, Equity and Inclusion Commitment](#), which was approved by the MMA Board of Directors on April 8. The commitment reaffirms the MMA's approach to institutionalizing and



Deidre Brown, right, chief of Equity and Inclusion in Cambridge, and Regina Zaragoza Frey, director of Diversity, Equity and Inclusion in Salem, discuss building inclusive workplaces in an uncertain political climate during the Massachusetts Municipal Human Resources' HR101 boot camp on May 8 in Boylston. The panel was part of the MMA's efforts to integrate DEI work in its membership programming.

upholding the principles of DEI within the organization, and notes that the MMA will revisit, reassess, update and expand its efforts over time and sustain its commitment to supporting municipalities in their efforts.

2025 has brought change, but the MMA has not changed its course on advancing its DEI work, and we continue to serve as a resource to municipal leaders, who can look to this organization for guidance.

The entire staff at the MMA recently completed the first in a series of diversity, equity and inclusion workshops. The first session focused on the importance of understanding identity, the self and socialization, in order to better understand the world around us and how we interface with others.

The workshops are meant to provide knowledge, awareness, skills and tools needed to create and contribute to an equitable, inclusive, diverse and accountable organization.

The MMA is aware of the need and desire for more learning and skill development opportunities for its members, so workshops, programs and training opportunities are being developed. These offerings are being curated with intention to ensure that they are beneficial and are accessible to all.

On May 6, the MMA hosted the webinar "[Demystifying DEI](#)," which discussed the core concepts and history of

diversity, equity, inclusion and belonging, and how municipal leaders can support DEI efforts during this time, when confusion persists due to the language of recent federal executive orders.

In the webinar, DEI practitioners spoke to the challenges of navigating these executive orders, and reaffirmed that DEI is not illegal. Resources were shared, and guidance was provided to support city and town leaders in determining how best to move forward with their work related to DEI. (The [webinar](#) is accessible on demand on [mma.org](#).)

Also in May, the [Massachusetts Municipal Human Resources' HR 101 boot camp](#) featured a panel discussion led by DEI practitioners situated in HR or HR-adjacent departments in communities. The panel, "Fostering Inclusive Workplaces in an Uncertain Political Climate," provided an overview of the current legal landscape of municipal DEI work, highlighting what municipalities are legally allowed to do, and the implications of federal executive orders on local DEI work. Panelists answered questions and provided recommendations for how leaders can communicate the benefits of DEI in municipal work. There were also tips for advancing or starting DEI initiatives.

The MMA is looking forward to continuing its internal work on DEI and exploring what learning opportunities for members will look like. ●

MSA holds Rural and Western Mass. Conference

By Anneke Craig

The Massachusetts Select Board Association held its ninth annual Rural and Western Massachusetts Conference on May 3 in Holyoke, discussing “idea-friendly” communities, legislative issues, federal funding, emergency medical services, and local arts programming.

Rural development expert and facilitator Becky McCray opened with a keynote on strategies for increasing participation in local governance, overcoming obstacles, and putting ideas into action in small and rural towns.

She recommended prioritizing on-site activities over formal town hall meetings when launching a new idea or project, which helps create community buy-in.

In her hometown of Alva, Oklahoma, community members who organized to replace outdated and hazardous playground equipment at a local park started their project on-site, hosting a kickoff event on the playground to clean up and beautify the equipment, raise funds, and spread awareness.

“Holding an activity at the site of the new idea,” she said, “the conversation it generates is so much different than anything we could have inside town hall.”

McCray also recommended taking an inclusive approach to volunteer recruitment.

“Having people from across different groups,” she said, “expands your knowledge in a new way and helps to bypass bitter divisions.”

Legislative panel

Sen. Paul Mark, Rep. Aaron Saunders and MMA Legislative Analyst Adrienne Núñez gave updates on several key bills in the Legislature, including the fiscal 2026 state budget and a transportation bond bill.

Núñez also discussed the governor’s proposed Municipal Empowerment Act and encouraged municipal leaders to share their perspectives on it.



Rural development expert and facilitator Becky McCray discusses civic engagement and participation strategies during the Massachusetts Select Board Association’s ninth annual Rural and Western Massachusetts Conference on May 3 in Holyoke.

“Now is the time to talk to us on the MMA legislative team, and your legislators,” she said.

Mark discussed how federal funding cuts will affect state and local governments.

“I know there are people in every state in this country who are dealing with funding cuts, just like you,” he said. “We may have differences in immigration policy, but we’re all dealing with cuts to farms, roads and education. ... You have to use your networks and be vocal. Your voice matters, even at the federal level.”

Saunders discussed state-level actions being taken to stabilize funding for essential programs and services in light of recent federal cuts, such as the proposed funding increases for education.

“The House is really committed to making that a mainstay in the budget,” he said.

EMS

A rural emergency medical services panel featured Northfield EMS Chief Matt Wolkenbreit and Becca Meekins, public services manager at the UMass Collins Center for Public Management.

While taking questions from the audience and moderator and Deerfield Select Board

Chair Trevor McDaniel, the panelists discussed strategies for building more sustainable EMS service models in rural communities and securing funding sources.

Wolkenbreit recommended that communities start by gathering information from stakeholders and developing a shared vision.

“What do you want in terms of staff, logistics, and resources?” he asked. “What is your community’s expectation for service delivery?”

Berkshire Busk!

Eugene Carr and Carli Scolforo from Berkshire Busk!, a community arts and culture festival in Great Barrington, presented their Community Busk program, which aims to bring the Berkshire Busk! model to other small, rural towns in Massachusetts.

Berkshire Busk! provides an accessible, multi-generational community space for both residents and visitors to enjoy the arts, they said.

Opening remarks

As representatives of the host community, Holyoke Mayor Josha Garcia and Sen. John Velis welcomed attendees.

Reflecting on his prior role as town administrator in Blandford, Garcia said, “Small towns don’t mean small issues ... In fact, they follow the same laws and shoulder the same expectations as larger cities.”

Garcia urged attendees to lean into the unique sense of community in their small towns to forge connections and solve problems.

“What I experienced working for smaller municipalities like Blandford was neighbors stepping up and looking after their fellow neighbors.” ●

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 feature a panel discussion on engaging your workforce. Speakers will include Barnstable Town

Manager Mark Ells, Tyngsborough Town Manager Colin Loiselle, and Springfield Assistant Human Resources Director Caitlyn Julius.

There will also be opportunities for networking.

The meeting will run from 9:30 a.m. to noon, and lunch will be provided. [Online registration](#) is available.

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

Gov. Healey unveils energy affordability legislation

By **Adrienne Núñez**

Gov. Maura Healey on May 13 announced the filing of legislation intended to lower energy costs for consumers, bring more energy into Massachusetts, increase utility accountability and promote innovation.

Her [Energy Affordability, Independence and Innovation Act](#) would make reforms that include eliminating or reducing certain charges on utility bills, taking steps to ensure that utilities aren't passing unnecessary costs onto ratepayers, and reducing barriers to cutting-edge nuclear technologies.

The administration estimates that the bill could save Massachusetts customers \$10 billion over 10 years — on top of \$6 billion in estimated savings from her [Energy Affordability Agenda](#) announced in March.

The administration said it worked with businesses, energy experts, developers and universities “to put forward the best ideas to drive down costs and get things built in Massachusetts,” adding that the bill will “protect ratepayers from subsidizing infrastructure that doesn't serve them.” Energy and Environmental Affairs Secretary Rebecca Tepper said the bill “tackles Massachusetts' lack of homegrown energy ... and an absence of oversight of costly grid upgrades.”

To reduce utility bill volatility and rate shocks, the legislation would require the Department of Public Utilities to review and reform all charges on bills and establish a cap on month-to-month bill increases.

The legislation would allow utilities to finance Mass Save, Electric Sector Modernization Plans, storm response, and other programs through rate reduction bonds, intended to create the ability to reduce ratepayer costs by up to



The governor's Energy Affordability, Independence and Innovation Act would require the Department of Public Utilities to review and reform all bill charges and institute a cap on month-to-month bill increases.

\$5 billion in the first 10 years.

The administration said its bill would reduce the value of net metering credits for new, large net metering facilities, with the intention of reducing the net metering surcharge. The bill would also phase out the Alternative Portfolio Standard charge.

The bill would expand the state's authority to procure new sources of energy generation, energy storage, and demand response, which is expected to accelerate the development of low-cost electricity generation throughout the region. Giving the state the authority to procure energy directly would eliminate fees the state is currently required to pay to utilities for entering into such contracts, which would save ratepayers billions of dollars over the life of the contracts.

The bill would also require utilities to update their interconnection process to reduce the time and cost for customers to connect new loads, solar and storage projects to the grid.

The bill would give the DPU and electric utilities more flexibility in how electric power supply is purchased and prices are

set by eliminating the requirement that forces utilities to buy electricity every six months, regardless of current market conditions.

The bill would authorize the DPU or an outside firm to audit utilities' management and operations, and would ban the use of ratepayer funds for advertising, lobbying, entertainment, and other costs.

The Energy Facilities Siting Board would get new oversight authority over transmission projects. New “Energy Ready Zones” would build out utility infrastructure intended to support housing and economic development without increasing costs to ratepayers at large.

A compromise proposal would end “unscrupulous practices” in the competitive supply industry — barring the most predatory marketing practices, eliminating automatic renewals and variable rate contracts, establishing new licensing requirements for door-to-door and telemarketing firms, and strengthening oversight.

Gas companies would be authorized to own and operate geothermal heat loops that serve individual customers, intended to help universities, hospitals, and other large building owners afford geothermal heating and cooling while insulating other ratepayers from associated costs.

The bill would prohibit utility shutoffs due to financial hardship during heat waves, expand the moderate-income discount rate to gas customers, and authorize utilities to establish programs that allow individual customers to finance clean heating, weatherization and other home upgrades through their bills over time, reducing the need for up-front incentives paid for through utility rates. ●

State awards funds for dam removal, wetlands restoration

The Healey-Driscoll administration on May 12 announced nearly \$850,000 in [grant awards](#) to support priority dam removal and wetlands restoration projects.

The awards are administered by the Department of Fish and Game's Division of Ecological Restoration through its [Priority Projects Program](#), which funds projects that increase climate change

resilience, improve water quality, reduce flood risks, and restore wildlife habitat.

Upon receiving Priority Project designation, projects may apply for funding opportunities and receive technical support and services from the Division Ecological Resources.

Awards ranged from \$11,000 to

\$240,000 and were distributed to municipalities and nonprofits for projects in Chatham, Chester, Chicopee, Dennis, Mount Washington, Nantucket, Weymouth and Yarmouth.

The list of projects and recipients is available [online](#). ●

Healey signs order, releases state plan on aging

At an event in Plymouth on May 8, Gov. Maura Healey signed an [executive order](#) and released a new age-friendly state plan intended to improve ways for Massachusetts agencies and communities to serve older adults.

The executive order directs all offices across the executive branch to identify areas where age-friendly policies and practices can be embedded in their work to improve the health and well-being of aging adults in Massachusetts. The order also establishes a Governor's Advisory Group on Age-Friendly Policies and Practices to gather stakeholder and expert input on relevant areas, such as transportation, housing, regional planning, economic security, retirement and other issues affecting older adults and aging populations.



Gov. Maura Healey speaks at an event for the signing of an executive order related to state aging policies on May 8 at the Center for Active Living in Plymouth. (Photo courtesy Joshua Qualls/Governor's Press Office)

According to the administration, nearly a quarter of the state's population, or 1.7 million adults, are over the age of 60.

"We know that far too many of our older residents are facing challenges, especially with affordability, housing and health care," Healey said in a prepared statement. "To help ensure older adults in Massachusetts can live longer, healthier lives on their own terms, we are taking steps to make Massachusetts even more age- and dementia-friendly."

The updated age- and dementia-friendly state plan provides a framework for both communities and state agencies to guide their age- and dementia-friendly actions for the next five years.

"[ReiMagine Aging 2030: The Massachusetts Plan](#)" articulates the state's vision and aspirations for growing older in Massachusetts. The plan

■ **AGE-FRIENDLY PLAN** *continued on 24*

'Healthy Aging' report details older adult health in every community

A new Massachusetts Healthy Aging Data Report presents a detailed picture of aging in Massachusetts, with a community- and neighborhood-level examination of the challenges faced by older adults.



The report, released on May 1, includes 386 community profiles — for 351 cities and towns, plus the various neighborhoods in Boston, Worcester and Springfield. Researchers engaged key stakeholders in the state to contextualize the findings.

"Massachusetts and its communities are rewriting the story of aging, and having local data helps complete the picture of our successes and opportunities," said James Fuccione, executive director of the Massachusetts Healthy Aging Collaborative. "In our work to promote and support inclusive age- and dementia-friendly communities, the data — just like the previous report in 2019 — will accelerate policy, planning and advocacy initiatives that are relevant and responsive to local needs."

The following are some report highlights:

- Massachusetts's older population is

growing: 23.8% of the state is now age 60 or older, with 17.1% being 65 or older.

- The older population is increasingly diverse: 16% of adults aged 65 or older speak a language other than English at home.
- The older population is more educated: Half of people aged 65 and older have a college degree, and nearly 19% have a graduate or professional degree.

The report was prepared by a research team at the Gerontology Institute at UMass Boston and funded by the Point32Health Foundation.

"We report at very local levels," said Elizabeth Dugan, principal investigator from the Gerontology Institute. "That empowers advocates who live in those communities. It helps policymakers make smarter investments, and helps philanthropists see what their investments yield over time."

The [2025 Massachusetts Healthy Aging Data Report](#) online resources include:

- 386 individual community profiles
- 165 maps listing community rates for each indicator (both ranked and alphabetized)
- 18 interactive web maps
- An infographic summarizing key findings

- Technical documentation

"When we use data to inform our work, we can change policies and practices, engage the community, and give context to what is affecting people and what is most relevant," said Greg Shell, chair of the Point32Health Foundation's Board of Directors and vice chair of the parent company board of Point32Health. "The Healthy Aging Data reports provide critical information and are essential tools to make New England a better place to grow up and grow old."

As the research, service and community engagement arm of the gerontology enterprise at UMass Boston, the [Gerontology Institute](#) produces research, collaborates with stakeholders to improve systems and communities, and offers programs and services that enhance the lives of older adults.

Building on values of service and giving, the [Point32Health Foundation](#) works with communities to support, advocate and advance healthier lives for everyone. Point32Health Foundation is the result of the combination of the Harvard Pilgrim Health Care Foundation and the Tufts Health Plan Foundation, and advances equity-focused solutions in healthy aging, access to healthy food, and access to behavioral health in Connecticut, Maine, Massachusetts, New Hampshire and Rhode Island. ●

\$14.1M in federal funding for internet halted

By John Ouellette

The National Telecommunications and Information Administration on May 9 sent termination of funding letters to recipients of grants authorized under the Digital Equity Act.

The action terminates \$14.1 million in federal funding to Massachusetts that would have been used to expand internet access for veterans, rural communities and individuals with disabilities, according to the Healey-Driscoll administration.

In a prepared statement on May 16, Gov. Maura Healey said the previously awarded funding from the Digital Equity Act Capacity Grant Program would have provided communities with tools, skills and resources to expand the adoption and use of high-speed internet service.

"Everyone deserves access to the internet," she said. "It's essential for being able to participate in our economy and utilize the resources and services that so many of us rely on."

Lt. Gov. Kim Driscoll said the Trump administration "continues to gut programs that connect people with essential services, training opportunities, and tools needed to achieve upward mobility."

The termination of the Capacity Grant Program will result in the suspension of

the Massachusetts Broadband Institute's [Launchpad Program](#) and halt the expansion of the [Municipal Digital Equity Planning](#) and [Municipal Digital Equity Implementation](#) programs, according to the administration.

In a prepared statement on May 16, Gov. Maura Healey said the previously awarded funding from the Digital Equity Act Capacity Grant Program would have provided communities with tools, skills and resources to expand the adoption and use of high-speed internet service.

As a result, the programs will be forced to suspend efforts to advance digital skills training, expand access to digital devices, and assist local governments with digital equity planning activities across Massachusetts.

The Launchpad Program will lose \$9.44

million that would have been used to provide nonprofit and public sector entities with the tools to address digital access gaps statewide. The Launchpad Program addressed the six focus areas of the Digital Equity Partnerships Program: wifi access; public space internet modernization; connectivity for economic hardship; device distribution and refurbishment; digital literacy; and education, outreach and adoption support.

The Municipal Digital Equity Planning and Municipal Digital Equity Implementation programs will lose \$1.44 million that would have been used to open new rounds of funding. The planning program enables cities and towns to apply for strategic consultation to tackle internet affordability, digital literacy training and device access, and the implementation program helps municipalities execute their plans.

This funding cut is reflected in the Healey-Driscoll administration's [Federal Funding Cuts dashboard](#), which shows that the Trump administration has terminated \$350 million in direct funding for Massachusetts state agencies to date.

The Digital Equity Act, with a total of \$2.75 billion in federal funding, was passed in 2021 as a component of the Bipartisan Infrastructure Law. ●

MMHR to hold annual meeting on June 5 in Danvers

Massachusetts Municipal Human Resources will hold its annual meeting on June 5 in Danvers.

The agenda features:

- The workshop "Supporting Your Municipal Employee's Medicare Journey"
- A legislative update from MMA Legislative Director Dave Koffman
- Networking opportunities
- The MMHR annual business meeting

The Medicare workshop, led by Tom Adamson, director of market development at Brown & Brown Absence Services Group, will provide an overview of the Medicare system, including different parts and plans, and tips for supporting employees who are transitioning



Tom Adamson

from active health plans to retiree plans.

Adamson brings more than a decade of experience delivering Medicare and Social Security Disability solutions, among other services. He specializes in implementing Medicare support programs that empower employees and their families to navigate complex systems with confidence.

During the MMHR annual business meeting, attendees will vote on updates to the MMHR bylaws, the association's fiscal 2026 budget, and members of the MMHR Board of Directors.

Earlier this year, MMHR held its first formal nomination process for open positions on the MMHR Board. 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 meeting will be held at the Danversport Yacht Club, 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 Webinars

‘Demystifying DEI’

In a May 6 webinar titled “Demystifying DEI,” MMA Chief Equity Officer Jill Harvey led a conversation discussing the concepts of diversity, equity and inclusion, the history of DEI, and what municipal leaders can do to support DEI efforts.

Angela Clark, chief of organizational diversity, equity and inclusion at the Massachusetts Attorney General’s Office, began the discussion by explaining what a presidential executive order is and how it impacts local government. She emphasized that executive orders “do not override laws passed by Congress or state legislatures,” though “they can, and often-times do, influence local action.”

“Diversity, equity, inclusion and accessibility are not illegal,” Clark said.

Faustina Cuevas, who’s serving as the first diversity, equity and inclusion officer for the city of Lynn, defined the concepts of diversity, equity and inclusion, recognizing that the terms are commonly used but rarely explained.

Bird Guess, CEO of the Racial Equity Group and founder of the Center for Civil Rights and Equal Opportunity, said DEI practices and programs began decades ago, stemming from the Civil Rights Act.

Pamela Young, director of diversity, equity and inclusion in Amherst, shared examples of the DEI work underway in her town, including its [liberatory visioning project](#), where municipal staff and community members hold space to listen and



Equity officers from around the state participate in an MMA webinar focusing on the concepts and history of diversity, equity and inclusion efforts and how municipal leaders can support DEI. Pictured are, top row, left to right, Pamela Young, director of diversity, equity and inclusion in Amherst; Faustina Cuevas, diversity, equity and inclusion officer in Lynn; and Jill Harvey, chief equity officer at the MMA; and, bottom row, left to right, Angela Clark, chief of organizational diversity, equity and inclusion at the Attorney General’s Office; and Bird Guess, CEO of the Racial Equity Group.

Date: May 6

Length: 75 minutes

[VIEW WEBINAR ↗](#)

discuss what they want the future of the town to look like.

Harvey moderated 10 minutes of questions and answers, addressing inquiries regarding book recommendations, the history of DEI efforts, and inclusive hiring practices.

– **Kristianna Lapierre**

Open meeting, public records laws

An MMA webinar on May 27 offered an extended opportunity to discuss the state’s public records and open meeting laws.

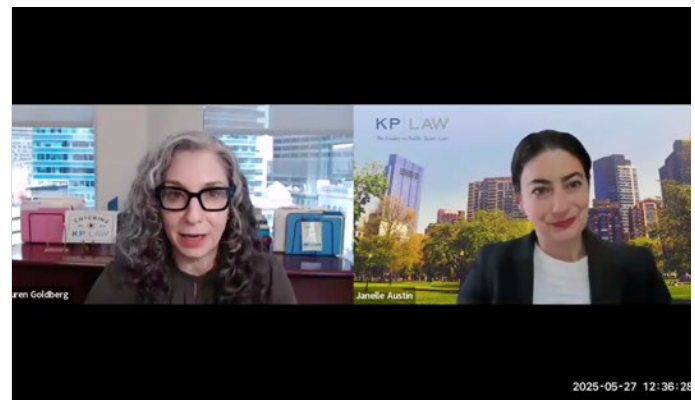
Attorneys Lauren Goldberg and Janelle Austin of KP Law led the hour-long open forum, which was a follow-up to a [March 19 webinar that covered the fundamentals of each law](#).

Goldberg and Austin reminded attendees that text messages and emails are covered under both the open meeting and public records laws. They shared best practices for electronic communication, including being mindful of who is included in the conversation and what information is shared. They recommended using text messages or emails only for scheduling purposes.

“Groups of people that are exchanging feelings, ideas, beliefs and concerns about a matter within a public body’s jurisdiction can only do so at a properly posted public meeting,” Goldberg said.

The attorneys answered numerous questions regarding when a public records request is technically received and the various formats for those requests. Requesters do not need to identify themselves or the reason why they’re seeking certain records, Austin said.

Goldberg and Austin answered dozens of questions,



KP Law attorneys Lauren Goldberg, left, and Janelle Austin, right, discuss Massachusetts’ open meeting and public records laws during an MMA webinar.

Date: May 27

Length: 60 minutes

[VIEW WEBINAR ↗](#)

addressing inquiries about meeting agenda specificity, body-worn cameras, and large-scale requests.

– **Kristianna Lapierre**

MMA Webinars

Mental health issues

An MMA webinar for managers and supervisors on May 21 discussed mental health challenges in the workplace.

Jon Mattleman, a retired municipal employee and mental health consultant, discussed why managers need to understand employee mental health challenges. Doing so leads to a healthier workplace culture, reduces the stigma surrounding mental health, and ensures earlier intervention to better support the employee, he said.

“We talk about injuries and physical stuff, but we don’t talk about depression,” he said.

Depression, however, is what impacts work productivity and socializing.

One in five U.S. adults experience mental illness each year, according to the National Alliance on Mental Illness. But stigma often prevents this from being discussed in the workplace.

The webinar covered the most common mental health issues — anxiety, depression, trauma, stress, burnout and bullying — as well as what their emotional and physical signs may look like.

Mattleman closed with a brief mindfulness exercise, emphasizing the importance of self care.

A second webinar, on June 18, will cover the same topic for municipal employees.

Arts and ‘social prescribing’

An MMA webinar on May 12 explored innovative uses of arts and culture activities as a tool for substance use prevention and recovery.

Mass Cultural Council Executive Director Michael Bobbitt began by discussing the issue of loneliness as a persistent public health challenge. He said “social prescribing,” through health care system referrals, is a way to connect people with local, non-clinical services that improve health and well-being.

The Mass Cultural Council and Art Pharmacy partnered to create the first statewide arts prescription solution, said Emily Devlin, head of strategic partnerships and clinical innovation at Art Pharmacy. At the center of their work is Art Pharmacy’s “biopsychosocial model of health,” which emphasizes the equal importance of biological, social and psychological health in overall well-being.

Art Pharmacy connects community members with prescribing partners who can offer them various arts and culture experiences that are specifically chosen for therapeutic benefits and individual interests.

Franklin Deputy Town Administrator Amy Frigulietti said her town was able to use opioid settlement funds to fund its partnership with Arts Pharmacy for local arts and culture programming. Frigulietti and Franklin Town Administrator Jamie Hellen emphasized that this initiative benefits the community without any cost burden on the town or participants.

Hellen moderated 25 minutes of questions and answers, addressing inquiries regarding whether public schools can



Mental health consultant Jon Mattleman, left, and Stow Town Administrator Denise Demboski discuss how managers can better understand employee mental health challenges. The webinar covered the role that managers and supervisors play in creating a healthier workplace culture and reducing stigmas around mental health.

Date: May 21

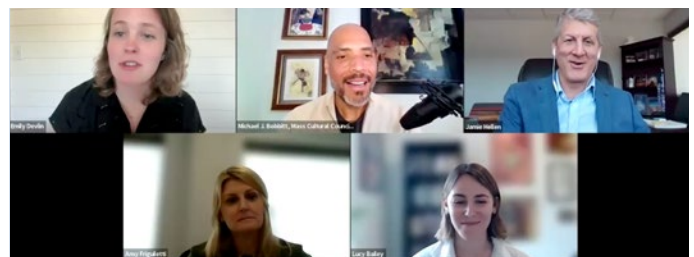
Length: 75 minutes

[VIEW WEBINAR ↗](#)

The webinar was offered at no cost to MMA members thanks to the sponsorship of Human Resources Services Inc.

Stow Town Administrator Denise Demboski moderated 10 minutes of questions and answers, addressing inquiries regarding how to begin the conversation with struggling employees, what to do when many employees are unhappy, and how to encourage staff to engage in self care.

– *Kristianna Lapierre*



Webinar panelists discuss the role that arts and culture activities can play in substance use prevention and recovery. Pictured are, top row, left to right, Emily Devlin, head of strategic partnerships and clinical innovation for Art Pharmacy; Michael Bobbitt, executive director of the Massachusetts Cultural Council; and Franklin Town Administrator Jamie Hellen, and, bottom row, left to right, Franklin Deputy Town Administrator Amy Frigulietti and Lucy Bailey, head of research for Art Pharmacy.

Date: May 12

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.

get involved, transportation, and who potential prescribing partners could be.

– *Kristianna Lapierre*

MMHR discusses health care benefits, finance, DEI

By Anneke Craig

The Massachusetts Municipal Human Resources' annual HR101 boot camp on May 8 in Boylston focused on managing health insurance benefits, municipal finance basics, and local diversity, equity and inclusion efforts.

During an opening workshop on health insurance benefits, attorney Kevin Feeley gave an overview of Chapter 32B, the law that governs insurance for municipal employees and their dependents, and answered legal insurance questions.

"Every community has the right to adopt reasonable rules and regulations to make a decision within 32B," he said. "You can define who's a retiree, who's an employee, and when they can access benefits."

Feeley was joined by Dover Human Resources Director Robin Tusino and Maryanne Bilodeau, a former assistant town administrator and human resources director in Sudbury who retired earlier this month. Tusino and Bilodeau shared best

practices for 32B compliance, with examples from their own communities.

"As stressful as navigating insurance benefits can be, it can also be rewarding and a lot of fun," Bilodeau said.

A "Finance 101 for HR" workshop was presented by Andover Chief Financial Officer Patrick Lawlor, Danvers Assistant Town Manager Jen Breaker (who stood in for her colleague Julianny Vittini), and Springfield Employee Benefits Manager Cameo Restrepo.

Lawlor covered the relationship between a town's HR and finance departments and how they can align effectively and jointly address municipal workforce challenges, such as benefits or pensions expectations.

"Developing creative financing is going to be really important" for recruiting the next generation of public servants, he said.

"Finance departments need that empathy and human connection from HR," Lawlor said. "The more we know our people and what they're going through, the more we can improve our employee service delivery."

Breaker discussed strategies for crafting a strong HR department budget, including tips for preparation and record-keeping, while Restrepo reviewed best practices for employee benefits audits.

"To get started with the process," she said, "really study those benefit plans and review those prior audit findings."

In the afternoon, Lynn Personnel Director Drew Russo moderated a discussion panel on fostering inclusive workplaces in an uncertain political climate. Russo was joined by Salem Diversity, Equity and Inclusion Director Regina Zaragoza Frey and Cambridge Chief of Equity and Inclusion Deidre Brown.



Springfield Employee Benefits Manager Cameo Restrepo speaks during a Finance 101 for human resources workshop at the Massachusetts Municipal Human Resources' annual HR101 boot camp on May 8 in Northampton.

"There's this impression that DEI is somehow about letting people skip the line, and I want to emphasize that it's very much not," Brown said. "It's about making sure that everyone has access to the line. ... Fact checking is so very, very important right now."

Zaragoza Frey added that, internally, municipal HR departments can support their community's DEI goals and practitioners by "helping to establish a culture of inclusion and address misconceptions up front."

"There are a lot of spaces that HR professionals are in that we are not, so you have an opportunity to protect our work and amplify why it matters when we're not there," she said.

The conference concluded with a speed mentoring session. In timed rounds, attendees were paired with different veteran MMHR members to discuss their career goals, receive feedback on professional challenges, and brainstorm new ideas. ●



Adopting the Wright mindset

Chad Wright, founder and coach at Forward Partners, addresses burnout during his keynote speech at the Massachusetts Municipal Management Association's Spring Conference on May 29 in Brewster. Wright focused on tools and mindsets to battle burnout and lead thriving communities. He was followed by small group discussions focused on assessing and developing healthier leadership rhythms.

Bureau of Water Resources' 'Meet the Grants' workshop is June 12

The Massachusetts Department of Environmental Protection's Bureau of Water Resources will hold its annual "Meet the Grants" workshop on June 12 at 1 p.m. on Zoom.

Attendees will learn about upcoming drinking water, waste water,

stormwater, and water quality grant opportunities for fiscal 2026.

The event is free, and [online registration](#) is required to receive the meeting link. ●

Administration pauses EV requirements for cars

The Massachusetts Department of Environmental Protection has announced a [two-year pause](#) of electric vehicle sales requirements for manufacturers that are unable to reach Advanced Clean Cars II program requirements.

Similar to the [Advanced Clean Truck regulation](#), ACCII was set to require manufacturers to sell an increasing percentage of zero-emission and plug-in hybrid electric vehicles each year, starting with model year 2026 light-duty trucks and passenger cars.

“We’re giving carmakers more runway to invest in their manufacturing and supply chains, which will help ensure customers have additional affordable electric vehicles options at dealerships in the future,” Gov. Maura Healey said in a prepared statement on May 23. “Massachusetts will continue to invest in charging infrastructure to support the widespread adoption of electric vehicles.”



The Massachusetts Department of Environmental Protection has announced a two-year pause on electric vehicle sales requirements under the Advanced Clean Cars II program.

Manufacturers will continue to sell electric vehicles in Massachusetts during this period of enforcement discretion and can earn and carry forward credits for future compliance.

The administration said it will soon announce dedicated additional grant

funding for the purchase or lease of electric vehicles for publicly owned fleets, electric school buses, waste collection vehicles, and other vocational vehicles.

In addition, the administration, in coordination with the [Electric Vehicle Infrastructure Coordinating Council](#), will announce enhanced future grant funding opportunities for existing programs that support medium- and heavy-duty vehicle charging, charging at multi-unit dwellings and educational campuses, charging at workplaces and for commercial fleets, and publicly accessible charging stations through the [MassEVIP program](#).

With federal funding for reducing vehicle emissions in doubt, boosting state programs would help municipalities maintain momentum on this front. Reducing emissions in the transportation sector is critical to helping the Commonwealth meet its climate goals.

Municipal input sought on impacts of battery energy storage

By Adrienne Núñez

The Massachusetts Department of Environmental Protection, in consultation with the Board of Fire Prevention Regulations and the Department of Energy Resources, is [developing guidance](#) on the public health, safety and environmental impacts of battery energy storage systems and electric vehicle chargers.

The guidance, required by [climate legislation signed into law last November](#), will identify regulations, codes and guidelines that govern the safe

installation, operation and decommissioning of battery energy storage systems and EV chargers. The guidance will also explain the different types and sizes of battery systems and EV chargers.

The MassDEP is seeking written public comments about how to make the guidance useful and accessible to the public and local officials.

In particular, drafters would like to know:

- Topics the guidance should address related to the public health, safety

and environmental impacts of battery energy storage and electric vehicle chargers

- How the guidance can be most useful for the public, municipal officials, and the battery energy storage and EV charger industries

Written comments will be accepted through June 11 at 5 p.m. by mail or by email to massdep.permitassistance@mass.gov or by mail to MassDEP, 100 Cambridge St., Boston, MA 02114.

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.



Sean Cronin

that participants may develop to promote responsible budgeting, transparent 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 75-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

Solar Canopy Working Group gets to work

By Josie Ahlberg

A Solar Canopy Working Group created by the [climate law enacted last November](#) is expected to submit its recommendations to the Legislature by the end of June.

Tasked with developing regulatory and legislative changes to encourage solar canopy developments across the Commonwealth, the working group includes appointees representing real estate, labor, solar, construction, electric utility, environmental groups, and local government.

Marlborough City Council President Mike Ossing, who also serves as chair of the MMA Policy Committee on Energy and the Environment, was appointed as the working group's municipal government representative.

Potential areas of focus for the



A design for the Lexington Police Station was one of the municipal solar canopy projects highlighted during the Solar Canopy Working Group meeting on May 9. (Image courtesy town of Lexington)

recommendations include suggestions on project financing, interconnection, and permitting.

The group's third meeting, on May 9,

discussed the municipal perspective on solar canopies and the successes and barriers local governments might face when developing such projects on municipal property.

Two municipal solar canopy projects in [Lexington](#) were discussed, including a canopy project over a portion of the police station's parking lot, which required the approval of the town's Historic Commission. (The town settled on a design resembling a 19th-century train station.)

A solar project in [Maynard](#) — a high school rooftop and canopy — is expected to support 70% of the site's electricity needs.

For more information, visit the [Solar Canopy Working Group website](#). Questions and public comment may be sent to Cobi.Frongillo@mass.gov. ●

Spring rains improve drought conditions

By Owen Page

Following several months of above-average precipitation, Energy and Environmental Affairs Secretary Rebecca Tepper [announced on May 20 that drought conditions have improved](#) in Massachusetts, with four of the state's seven regions now listed at Level 0: Normal Conditions.

Drought levels have been downgraded this month for the Western, Connecticut River Valley, Central, Northeast and Islands regions of the state, with conditions now considered normal for all but the Islands region in this group.

Drought conditions persist, however, in the Cape region (Level 2: Significant Drought). The Southeast and Islands regions are rated at Level 1: Mild Drought.

Tepper said the period of above-average precipitation has helped to replenish waterways and groundwater levels while reducing potential fire danger in several regions.

In March, drought levels were elevated due to a prolonged precipitation deficit dating back to August of 2024.

The state's [Drought Management Plan](#) requires extensive drought condition monitoring for Levels 1 and 2, as well as coordination with state and federal entities to develop and deploy response actions.

The Massachusetts Bureau of Forest Fire Control and Forestry offers a [number of programs](#) aimed at reducing the potential impact of wildfires.

The state has also developed [drought management](#) and [water conservation](#) resources for individuals and

municipalities to reduce strains on the water supply. Some steps that communities can take include water restriction enforcement, establishing water-use reduction targets, and providing drought and water conservation information to residents and businesses. ●



MMA testifies in support of liquor license reform

MMA Legislative Analyst Ali DiMatteo testifies in support of two bills (H. 437 and S. 279) that would return liquor license control to municipalities, during a hearing before the Joint Committee on Consumer Protection and Professional Licensure on May 12 at the State House. The MMA has been advocating for allowing municipal boards and officials to determine the number of liquor licenses in their communities, and forgoing the arduous home rule petition process. Doing so would allow municipalities more quickly respond to the needs of hospitality businesses and boost their local economies.

MMA webinar to discuss new life for public buildings

On June 11, the MMA will host a webinar covering how abandoned municipal buildings can be turned into creative economy spaces.

Jay Paget, program director of the [Cultural Facilities Fund](#), will lead a discussion with representatives from three municipalities about their projects.

Harwich Cultural Affairs Director Kara Mewhinney will discuss the [204 Cultural Arts Municipal Building](#), created at an abandoned school.

Burns Maxey, president of [CitySpace](#) in Easthampton, will discuss how his city turned an old town hall into a community arts center.

Erin Becker, executive director of [Mother Brook Arts and Community Center](#) in Dedham, will discuss how the



Jay Paget



Kara Mewhinney



Erin Becker

Association, the webinar is approved for 1.25 hours of AICP Continuing Education credits.

The 75-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

site of a former school became an arts and community center.

The webinar will explain the decision processes, redevelopment phase, leasing, management, operations, and budgeting for these projects.

In conjunction with the Massachusetts Chapter of the American Planning



LGAC discusses Municipal Empowerment Act

During a meeting of the Local Government Advisory Commission on May 13 at the State House in Boston, Lincoln Select Board Member Jennifer Glass emphasizes the importance of the procurement process reforms included in the governor's Municipal Empowerment Act. Glass said, "Updating outdated procurement rules will help municipalities operate more efficiently, and make a big difference."

MMA to hold webinar covering mental health

An MMA webinar for all municipal staff and non-managers on June 18 will cover understanding and supporting mental well-being in the workplace.

The webinar will identify common mental health challenges and offer tools for employees to effectively support themselves, colleagues and residents.

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 municipal employee in Massachusetts. Mattleman has worked with municipalities on topics such as anxiety, depression and conflict resolution, and he's known for his presentations about anxiety and teens to educators, parents and professionals.



Jon Mattleman

The webinar is open to all municipal employees. 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.

[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.

An [MMA webinar with Mattleman](#) on May 21 focused on how managers can support their employees.

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

MMA.org has latest news for Mass. cities, towns

The latest developments on issues affecting Massachusetts cities and towns can always be found on the MMA website (www.mma.org).

The website is a valuable resource for news updates in between issues of The Beacon.

The website also features the latest details about MMA meetings, a Resource Library full of helpful documents, a webinar library, MMA advocacy updates, municipal employment opportunities, and much more. ●

VMLA hosted workshops on performance management

By Kristianna Lapierre

This spring, the MMA's Virtual Municipal Leadership Academy held several offerings of a highly interactive webinar, "Managing for Excellent Performance."

Webinar leader Lyn Freundlich of [Change for Good Coaching and Consulting](#) said performance management involves managing all staff performance levels, including excellent performance, to minimize incidents that require disciplinary action.

The workshop-style webinar discussed the performance continuum, allowing opportunities for small groups to use case studies to identify where each example was on the continuum. Tips were shared for how to give directive feedback with an approach that would help the

other person's growth and learning.

Freundlich said it's important for supervisors and managers to acknowledge excellent behavior, prompting an activity asking attendees to think about giving their staff appreciative feedback.

The "Managing for Excellent Performance" webinars had multiple breakout sessions and private conversations and, for that reason, they will not be available for purchase on MMA On-Demand.

The webinar was offered to MMA members at a reduced rate thanks to support from the Massachusetts Interlocal Insurance Association, the MMA's nonprofit organization that provides insurance and risk management services to cities, towns, and other governmental



Lyn Freundlich of Change for Good Coaching and Consulting discusses productive feedback and the performance continuum during an April 15 MMA webinar on performance management. The MMA's Virtual Municipal Leadership Academy held several offerings of this highly interactive webinar this spring.

entities in Massachusetts that are members of the MMA. ●

MassDEP awards \$3.1M to reduce pollutants entering waterbodies

The Massachusetts Department of Environmental Protection is awarding \$3.1 million in grants to support projects that prevent, control or reduce nonpoint-source pollution.

Nonpoint-source pollution occurs when rainfall or melting snow picks up and carries natural and human-made pollutants — such as fertilizers, herbicides, construction sediment, nutrients and bacteria from animal waste — and eventually deposits the pollutants into lakes, rivers, wetlands, coastal waters, and ground waters.

These grants will help municipalities, tribal nations, regional planning agencies, and public and private entities address NPS pollution.

"As our climate continues to change and rainfall increases, these types of projects help us maintain healthy lakes, rivers and streams," said MassDEP Commissioner Bonnie Heiple in a prepared statement on May 27. "It's important that we implement strategies to eliminate the pollutants at the source, restore impaired waters, and provide equitable access to clean and safe water."

Grants awards

- Mashpee Wampanoag Tribe, \$700,000: The tribe and the town of Mashpee have collaborated to take a strategic, watershed-based approach, using a

combination of structural and non-structural best management practices to improve water quality in Santuit Pond.

- Mystic River Watershed Association, \$869,640: This project will take a strategic, watershed-based approach to construct a total of 65 infiltration trenches in six municipalities in the Mystic River watershed, offering cost-effective phosphorus reduction in a highly urbanized setting.
- Town of Monson, \$203,965: This project will improve water quality and ecological conditions for Chicopee Brook by installing stormwater best management practices and supporting improved landscape management.
- Massachusetts Alternative Septic System Test Center, Barnstable County Department of Health and Environment, \$416,997: This project will install 25 urine diversion systems in nitrogen-impaired watersheds.
- Massachusetts Association of Conservation Districts, \$455,125: Building on a recently completed federally funded project, the MACD will engage farmers in the implementation of best management practices to reduce contaminant runoff to impaired waterbodies in western Massachusetts.
- City of Pittsfield, \$151,944:

This project will support the implementation of the West Branch Housatonic River Watershed-Based Plan.

- Berkshire Regional Planning Commission, \$100,000: The planning commission will conduct regional NPS implementation project development via a Regional NPS Coordinator Program for Berkshire County.
- Southeastern Regional Planning and Economic Development District, \$100,000: This project will facilitate regional watershed planning efforts to address nitrogen and other sources of NPS pollution that impact Buzzards Bay watershed communities.
- Martha's Vineyard Commission, \$100,000: This project will establish an island-wide communications network of local and regional water resource stakeholders, establish a regional NPS coordinator to participate in ongoing watershed-based planning, and establish an education and outreach program.
- Geosyntec Consultants Inc., \$22,252: This project will build on the success of the Massachusetts Watershed-Based Plan web-based tool.

For more information, visit [Section 319 Nonpoint Source Competitive Grants Program](#). ●

State awards \$22M to boost affordable housing internet

The Healey-Driscoll administration and the Massachusetts Technology Collaborative's Massachusetts Broadband Institute on May 21 announced more than \$22 million in Residential Retrofit Program grants to upgrade internet access for nearly 15,800 affordable housing units in 54 communities in Massachusetts.

The [Residential Retrofit Program](#) partners with housing operators and internet service providers to install fiber-optic cable in public and affordable housing properties to increase residents' access to high-quality, reliable and affordable broadband service.

The following providers and public housing operators received awards in the third round of the program:

- Aervivo Inc: \$20.1 million for 15,063 housing units
- Comcast Cable Communications: \$1.1 million for 485 housing units

- RingSquared, DBA AccessPlus: \$1 million for 245 housing units

The award announcement is the third and largest round for the \$82 million Residential Retrofit Program. Earlier rounds in [December 2024](#) and [March 2025](#) awarded \$16.7 million in funding.

The [fourth round of the program](#) launched on May 7, and internet service providers may submit applications through June 10.

Housing operators interested in applying to the following round may submit an [expression of interest form](#) by July 31.

For more information, visit broadband.masstech.org/retrofit.

The program also supports internet adoption in affordable housing through a new \$8 million [Retrofit Ancillary Grantee program](#). RANGE provides funding for adoption assistance to housing operators that have participated in previous rounds of the Residential Retrofit Program. These measures include digital navigation and



The Residential Retrofit Program has awarded nearly \$39 million in grants since December 2024 to upgrade internet access in affordable housing units across Massachusetts.

literacy, tenant coordination, and public space improvements.

Funding for both programs comes from the [U.S. Treasury's Capital Projects Fund](#) through the American Rescue Plan Act.

For more about the Massachusetts Broadband Institute, visit broadband.masstech.org. ●

SURTAX

Continued from page 1

investments and \$828 million for transportation.

The following are highlights of the House bill ([H. 4010](#)):

Transportation

- \$400 million for MBTA workforce and safety investments
- \$300 million for the MBTA's savings account
- \$60 million for MBTA physical infrastructure
- \$10 million for a pilot program to provide grants to municipalities for the repair and maintenance of unpaved roads

Education

- \$248 million for Special Education Circuit Breaker reimbursements (\$190 million to complement funding in the fiscal 2026 state budget and \$58 million for needs in the current fiscal year, using funds from the Student Opportunity Act Trust Fund)
- \$15 million to support regional school transportation costs
- \$10 million for Green SchoolWorks to decarbonize and increase efficiency in schools through clean energy projects

- \$10 million for Universal School Meals

Senate bill

The [Senate's bill, passed on May 8](#), would designate \$617 million for education investments and \$670 million for transportation. The bill includes important transportation and education investments under a theme of "regional equity."

For cities and towns, the Senate bill includes supplemental funding for the Chapter 90 local road and bridge maintenance program, the Special Education Circuit Breaker, and school construction cost relief.

The following are highlights of the Senate bill ([S. 2514](#)):

Municipal infrastructure

- \$190 million for shovel-ready transportation improvements, which includes:
 - \$165 million for supplemental funding for Chapter 90, with half of this distributed through the current formula, and half distributed based on road mileage
 - \$25 million for municipally owned small bridges and culverts

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 for Special Education Circuit Breaker reimbursements (\$190 million to complement funding in the fiscal 2026 state budget and \$58 million for needs in 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 proposed funding for municipal governments would either require compliance with the MBTA Communities Act or add preference to municipalities taking "meaningful steps to produce new housing." ●

Electric grid council to hold in-person event this summer

The Grid Modernization Advisory Council is planning to host an in-person event in July to convene municipal stakeholders and community leaders who are interested in decarbonization and electrification in their city or town.

Attendees will hear from a panel of speakers from the GMAC and learn about actions the state is taking to modernize and plan its electric grid, including [electric-sector modernization plans](#).

Community engagement strategies and recommendations will be discussed through facilitated breakout discussions.



The Grid Modernization Advisory Council will hold a public event on July 17.

The event is scheduled for July 17, 9 a.m.-noon, at 100 Cambridge St. in Boston. Light refreshments will be served.

Those interested in attending are asked to submit [this online form](#).

The [Grid Modernization Advisory Council](#) is an 18-member interdisciplinary stakeholder group that reviews and advises on investment plans by the electric utilities to update and improve the electric grid. The GMAC, created by a 2022 climate law, includes representation from various industries and interests, including the DOER, municipal planning, environmental justice, utilities, renewable energy technologies, and more. ●

Local leaders asked to comment on utility work in public rights of way

By Adrienne Núñez

The Department of Public Utilities and the Department of Telecommunications and Cable will hold a series of technical sessions during the week of June 23 to discuss issues related to utility work on public rights of way.

Stakeholders are expected to give presentations and comment on planned topic areas.

Municipal representatives are asked to provide comments during the virtual sessions. To participate, they must contact Kerri Phillips at kerri.phillips@mass.gov by 5 p.m. on June 2.

The departments will provide municipal representatives with a unique link allowing them to participate as panelists, with the opportunity to present, ask questions, and comment on the session's presentation. The sessions are open to the public to watch, but a public comment period is not guaranteed for those not provided a unique panelist link.

The sessions are being held as part of the departments' joint proceeding: [Inquiry on Pole Attachments and Conduit Access on Public Rights of Way, D.P.U. 25-10/D.T.C. 25-1](#). The Department of Public Utilities and



The Department of Public Utilities and Department of Telecommunications and Cable will hold a series of technical sessions to discuss issues related to utility work on public rights of way.

Department of Telecommunications and Cable jointly issued an order on Jan. 17 opening an inquiry to explore utility pole attachment, conduit access, double poles, and related considerations applicable to utility work conducted on public rights of way.

The [virtual sessions](#) will be held on the following schedule, from 10 a.m. to 5 p.m. with a break for lunch:

June 23

Topic 1: Technical, Safety, and Engineering Considerations for Pole Attachments

Topic 2: ROW Planning and

Coordination with Municipalities, MassDOT, and Public Safety

Topic 3: Attachment Applications, Survey, and Make-Ready Work and Associated Costs

June 24

Continuation of Topic 3, if needed

Topic 4: National Joint Utilities Notification System

Topic 5: Double Poles

June 25

Topic 6: Massachusetts Formula and Inputs

Topic 7: Memorandum of Agreement and Dispute Resolution

June 26

Topic 8: Electric Vehicle Supply Equipment (estimated half-day)

Second portion of day reserved

June 27

Reserved, as needed

[The sessions can be found in the DPU's events calendar.](#)

Interested municipal representatives are encouraged to contact MMA Legislative Analyst Adrienne Núñez at Anunez@mma.org with any questions and to notify her that you will be attending. ●

DIRECTOR'S REPORT

Continued from page 2

At the MMA, we know that budgets at the local level are as stressed as they've ever been. We also know that the uncertain road ahead due to federal action

makes these budgets feel even tighter. But in the face of that, we applaud the Commonwealth's budget writers — in the governor's office, in the House, and in the Senate — for their commitment to prioritizing municipal accounts. We

stand ready to work with state decision-makers on your behalf to see these funding proposals enacted and put to work in your communities. ●

Construction law event set for June 26 in Providence

The International Municipal Lawyers Association and the Massachusetts Municipal Lawyers Association will hold their annual Construction Law Program on June 26 in Providence.

Topics are expected to include:

- Affordable housing
- Sustainability and green buildings
- Compliance with federal grants for infrastructure
- Anatomy of the life of a typical construction dispute, with advice for municipal counsel to navigate each step of the process
- Best practices for construction projects, using a Providence school construction model

The event will be held from 8 a.m. to 7 p.m. at the Providence Law Department office at City Hall. The event includes breakfast, lunch and refreshments, and a closing reception.

Attendees can earn continuing legal education credits and will receive access to a free ethics CLE webinar hosted by the IMLA. MMLA members will also receive one free IMLA webinar of their choice, and one free ethics webinar.

Registration cost ranges from \$125 to \$250, depending on the attendee's membership status in IMLA or MMLA and the timing of the registration.

For more information, email info@imla.org or visit the [event website](https://www.imla.org/event). ●

How to reach us

We encourage readers to send their comments, story ideas, news items, and notices of upcoming events to The

Beacon, attn: Beacon Editor, 3 Center Plaza, Suite 610, Boston, MA 02108, or editor@mma.org. ●



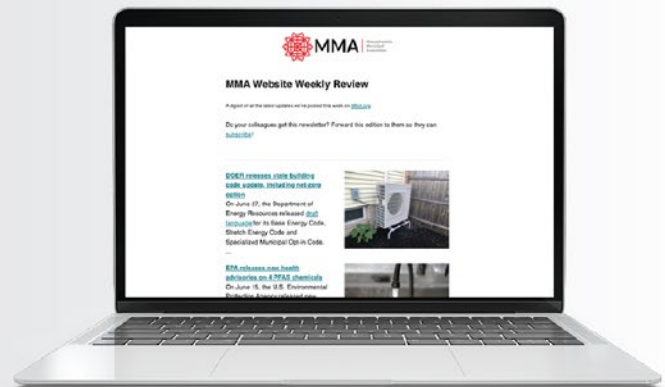
Mayors discuss housing

Housing and Livable Communities Secretary Ed Augustus addresses the Massachusetts Mayors' Association annual spring conference on May 16 in Harwich. He discussed the state's efforts to improve housing affordability and address factors that contribute to out-migration.

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MassDEP recognizes local drinking water systems

In recognition of National Drinking Water Week, the Massachusetts Department of Environmental Protection announced on May 13 that 49 public water systems, four certified operators, and one child care center received awards for public water service in 2024.

Awards were given based on demonstrated outstanding water service, an absence of violations or compliance

issues, and support for the overall public water supply.

The awards were announced at a ceremony at the Devens Community Center in Devens.

Awards categories included Non-Transient Non-Community Systems, Small Community Systems, Medium and Large Community Systems, Consecutive Systems, Water

Conservation Awards, Energy Conservation Award, and the STAR L Award for lead reduction actions within a system.

The MassDEP also awarded regional recognitions and distinguished operator awards within each of the department's four regions.

The list of award recipients is available on mass.gov. ●

PFAS REGULATIONS

Continued from page 4

additional time from the EPA to develop their applications.

Additional EPA actions

Zeldin said the EPA remains committed to addressing PFAS in drinking water, while ensuring that regulatory compliance is achievable for drinking water systems.

He said the agency's actions would help address the most significant compliance challenges that the EPA has heard from public water systems, members of Congress, and other stakeholders, while supporting actions to protect the public from certain PFAS in drinking water.

Paired with effluent limitations guidelines for PFAS and other tools to ensure that polluters are held responsible, Zeldin said the EPA's actions are designed to reduce the burden on drinking water systems and the cost of water bills.

Resources

To enhance engagement on addressing PFAS, the EPA said it will launch PFAS OUT to connect with every public water utility known to need capital improvements to address PFAS in their systems, including those that the EPA has identified as having PFOA and PFOS levels above the EPA's MCL. The EPA will share resources, tools, funding, and technical assistance to help utilities meet the federal drinking water standards.

The EPA will continue to offer free [water technical assistance](#) that provides services to water systems to improve their drinking water and help communities access available funding. The EPA's WaterTA initiatives work with water systems nationwide to identify affordable solutions to assess and address PFAS, including PFOA and PFOS. Services offered include water

quality testing, development of technical plans, operator training support, designing public engagement and outreach strategies, and support for accessing federal funding opportunities.

For information about the PFAS rule, visit [Final PFAS National Primary Drinking Water Regulation](#) and [Per- and Polyfluoroalkyl Substances \(PFAS\)](#)

[NPDWR Implementation](#). For more information about PFAS Technical Assistance, visit [EPA Water Technical Assistance](#). [Use this online form to request EPA WaterTA services](#) for your community. ●



Leaders 'Fly In' to D.C. for advocacy

MMA Executive Director Adam Chapdelaine (third row, second from right) joins municipal league leaders from across the country in Washington, D.C., for a National League of Cities' "Fly In" on May 21 and 22. The league leaders met with Congressional leaders, White House officials, and federal agency representatives to discuss critical legislation, federal program implementation successes and challenges, and key projects in their states. (Photo courtesy National League of Cities)

AGE-FRIENDLY PLAN

Continued from page 11

includes an in-depth analysis of the state's aging population and identifies challenges faced by older residents in Massachusetts. It also outlines strategies and actions that state agencies, local communities, community-based organizations, and the private sector can implement to ensure that Massachusetts is a great place for everyone to grow old.

The administration said the plan is an update of the previous state plan, which was released in 2019. The update was developed with significant community and stakeholder input.

"Since Massachusetts released its first age-friendly plan five years ago, the Commonwealth — and the country — have changed significantly, and some of the needs and goals of our older residents have changed with it," said Health and Human Services Secretary Kate Walsh. "As we spoke to older adults to create this plan, we learned what matters most to today's residents: serving them in their communities whenever possible, clear and effective communication, preventative care and mental health resources. This new plan is a guide to help us accomplish that."



LGAC highlights Chapter 70

During the Local Government Advisory Commission meeting on May 13 at the State House in Boston, Stow Town Administrator Denise Dembkoski highlights the importance of Chapter 70 education aid for fiscal 2026, particularly per-student minimum new aid.

The following goals emerged from a series of community listening sessions held in 2024:

- Economic opportunity and security: Every older individual across Massachusetts can meet their basic financial needs
- People and communities: Older adults and families are empowered decision makers with meaningful connections to their communities
- Places and spaces: Natural and built environments enhance older adults' mobility and livability
- Health and wellness: Older adults have optimal health for a high quality of life
- Aging in all policies: All local, regional and statewide policies consider the implications for older adults
- Information, communication and framing: Information is broadly accessible and reframes aging to value older adults

In recognition of Older Americans Month, Healey, Lt. Gov. Kim Driscoll,

and Aging and Independence Secretary Robin Lipson visited the Plymouth Center for Active Living on May 8 to discuss how communities across the state can implement the new state plan.

Plymouth Town Manager Derek Brindisi said nearly half (47%) of his town's population is age 50 and older, compared to approximately 38% statewide.

"It is essential that we remain dedicated to initiatives that support older adults in our community," he said. "We appreciate the ongoing commitment of the Healey-Driscoll administration to fostering age-friendly policies that enhance the quality of life for Plymouth's seniors."

Earlier this year, AARP reported that Massachusetts [was named](#) the top destination for older adults moving to a new state specifically for retirement in 2024.

In January, the governor signed legislation to rename the Executive Office of Elder Affairs to the Executive Office of Aging and Independence, to better represent and reflect the values of older adults in Massachusetts. ●



LGAC discusses school building funds

During the Local Government Advisory Commission meeting on May 13 at the State House in Boston, Lexington Select Board Member Jill Hai voices strong support for a proposed \$50 million in additional funding for Massachusetts School Building Authority construction projects to address inflationary factors. The funds were included in a Senate version of a surplus supplemental budget bill.

Why trees matter for municipalities

By Meera Mathur

For municipal leaders, managing public assets means balancing safety, budgets and community well-being. While trees may not always be top of mind, they provide essential benefits that extend beyond aesthetics, from improving air quality and providing shade to boosting mental health and reducing flood risk.

Maintaining trees also comes with responsibilities, however, including budgeting for planting and pruning, and ensuring they don't interfere with infrastructure or pose safety risks.

Here are some of the key benefits of trees in a community:

- **Environmental impact:** Trees are natural air filters, capturing particulate matter, dust and pollutants in their bark and leaves. Species like eastern white pine, red maple and honey locust have been shown to absorb harmful gases such as sulfur dioxide and nitrogen oxides, contributing to cleaner, healthier air.

For communities located near highways or commercial areas, trees can help reduce exposure to respiratory irritants, especially for vulnerable populations like children and seniors.

- **Stormwater management:** Tree root systems absorb rainfall and reduce soil erosion, keeping sediment and pollutants from entering waterways such as drinking water supplies or streams. They also keep waterbodies cooler by providing shade, slowing chemical and bacterial growth, and helping aquatic ecosystems thrive.

According to the [U.S. Environmental Protection Agency](#), forested watersheds can help reduce the burden on local stormwater infrastructure, helping municipalities save on water treatment and flood mitigation costs.

- **Wellness and community well-being:** Access to green spaces, including tree-lined streets and

parks, has been linked to lower stress levels and improved mental health. For municipal employees working in public buildings or residents living in dense areas, nearby trees can provide vital respite, reducing stress and encouraging outdoor activity.

Maintenance, however, is crucial to prevent hazards like falling branches or obstructed sightlines, especially near public parks, playgrounds and schools.

- **Cooler and safer urban environments:** The tree canopy can significantly reduce urban temperatures by providing shade, and due to a process called transpiration (when trees release moisture into the air). This natural cooling effect can lower neighborhood temperatures by several degrees, reducing the "heat island effect" caused by asphalt, buildings and other hard surfaces.

For public buildings, schools and parks, strategically planted trees can reduce cooling costs and make outdoor spaces safer during heat waves. Given that heat-related illness is a growing concern for outdoor workers and vulnerable residents, trees play an important role in minimizing this risk.

- **Help in meeting climate goals:** Trees absorb and store carbon dioxide through a process known as carbon sequestration. Mature trees lock carbon in their trunks, branches, leaves and soil, reducing the amount of heat-trapping gas in the atmosphere.

In Massachusetts, where many municipalities are adopting climate action plans, local forest management is a powerful and measurable tool. Urban and community tree coverage can help



Public trees provide numerous benefits, by capturing and retaining pollutants and irritants, stabilizing soil and ground integrity, and naturally cooling the surrounding environment.

cities and towns meet emissions goals while providing visible, local climate leadership.

Budget and liability concerns

Of course it's important to weigh the cost of tree planting and maintenance against other infrastructure needs. While road repairs may take precedence, neglecting tree maintenance can lead to safety hazards and costly insurance claims for property damage or personal injury. Proactive strategies such as regular inspections, maintenance schedules, and clear protocols for handling dead or diseased trees can help mitigate the risks.

Dead or overgrown branches can damage property, obstruct roadways, or interfere with utility lines. Regular pruning and health assessments by an arborist can reduce liability and extend the life of municipal trees, preserving their environmental and economic value.

According to the U.S. Forest Service, [studies show](#) that every \$1 invested in urban tree maintenance can yield \$2 to

■ MIIA continued on 32

Around the Commonwealth

Cambridge

Program links property owners with solar

The city of Cambridge launched two new sustainability initiatives in April, reaffirming its commitment to sustainability and climate change resilience during Earth Month.

[Sustainable Cambridge](#), a one-stop shop for the city's climate and sustainability efforts, went live on April 10, and 12 days later, the city announced the [Solar Assistance Program](#), which provides free support to city businesses, nonprofits and large building owners seeking to place solar panels on their buildings.

Susanne Rasmussen, the city's director of Environmental and Transit Planning, said Sustainable Cambridge came from a "long-term desire on the part of the city in recognition that communicating to our residents and businesses by department was not a really good strategy for letting people know about climate change policies."

The creation of the Office of Sustainability in July 2024 and the hiring of Chief Sustainability Officer Julie Wormser a few months later made it possible to consolidate Cambridge's environmental programs, policies and goals under one umbrella. Wormser quickly committed to launching the Sustainable Cambridge project by Earth Day (April 22) of the following year, a goal that city staff met two weeks early. Sustainable Cambridge's website



Cambridge's Solar Assistance Program supports three ownership models for eligible applicants: outright ownership, a power purchase agreement, or solar hosting. (Photo courtesy Resonant Energy)

highlights available resources and information, including the city's existing programs, guides for home recycling and energy efficiency, maps of the city's green spaces, and links to eco-friendly transit and volunteer opportunities. The website also provides an overview of the city departments responsible for sustainability and climate projects.

Rasmussen said Sustainable Cambridge signals that the city is "very committed to sustainability and climate action, regardless of what might be happening in the world around us."

Brad Pillen, Cambridge's energy engagement planner, said the first phase of the rollout was to simply generate feedback that can be used to improve the Sustainable Cambridge website. By August, city staff hope to incorporate that feedback.

While the city looks to coalesce existing sustainability information and resources in one place, staff are also looking

to expand Cambridge's solar network through the new Solar Assistance Program, which targets commercial and large residential buildings with roofs that are less than 10 years old and have at least 2,500 square feet of roof space — enough to generate 25 or more kilowatts of electricity.

In looking at the city's available energy programs, staff identified a gap in solar availability and options.

"In Cambridge, solar is difficult because it's a lot easier to install solar if you have a single-family home than if you live in a condo or multi-family home," Pillen said.

Cambridge partnered with Boston-based solar company Resonant Energy to run the Solar Assistance Program. Eligible applicants provide their latest electric bill and roof age, and Resonant develops a feasibility analysis and proposal outlining ownership options and cash flows. At that point, applicants can proceed with installation through Resonant or another solar company.

Property owners have three solar ownership models to choose from supported by the Solar Assistance program:

- A direct purchase model, where they own the solar system
- A power purchase agreement, which allows the property owner to purchase discounted electricity generated by the panels
- A solar hosting option, which provides lease payments to property owners for hosting solar on their roof, generating discounted electricity for low-income Cambridge customers

Once the project is live, it would be another renewable energy purchasing option through a marketplace such as EnergySage. Pillen said this purchasing option would start with Cambridge residents before potentially opening up to residents of surrounding communities as well.

He said the program "is essentially helping with affordability and lowering energy costs."

While the Solar Assistance Program does not address the entirety of



Mayors discuss impactful leadership

Ron Holifield, owner of Strategic Resources Group, discusses leading with lasting impact during the Massachusetts Mayors' Association annual spring conference on May 15 in Harwich.

■ COMMONWEALTH continued on 27

Around the Commonwealth

COMMONWEALTH

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Cambridge's buildings, Pillen said that implementing renewable energy in the city is challenging across the board, and identifying any means to reduce that challenge is an advantage.

"There is no silver bullet in addressing the climate and eliminating fossil fuel burning in our cities," Rasmussen said. "We have to have a whole basketful of different approaches."

— Owen Page

Fitchburg

City looks to housing, arts to help revitalize downtown

In an effort to bring more residents downtown, Fitchburg has been developing housing and creating new arts and culture initiatives to help drive economic growth.

"The idea is, really broadly, we want more people living near downtown, and that's part of what creates a healthy, revitalized neighborhood," said Liz Murphy, the city's executive director of community development and planning. "You have your built-in consumer base, then you have these businesses that start catering to that ... base."

Fitchburg's downtown is almost a mile long and includes Fitchburg State University and the Fitchburg Art Museum. Even if five businesses open a storefront, Murphy said, there are still sections that can feel vacant.

An analysis conducted by the city a decade ago showed that the downtown was about 70% restricted to affordable housing, so city leaders began trying to incentivize market rate housing as well, making the downtown a Housing Development Incentive Program zone to take advantage of a subsidy for market rate housing available to Gateway Cities. The area is also a smart growth zone and an MBTA Communities zone.

"We really want to have a healthy mix of all types of housing here in Fitchburg," Murphy said. "There are certainly plenty of areas where we do need to have more



Fitchburg is revitalizing its downtown by developing housing and creating new arts and culture initiatives. (Photo courtesy of Liz Murphy/city of Fitchburg)

affordable housing. We want to have housing of all shapes and sizes."

The city will also be working with neighboring Leominster on a regional housing production plan.

Murphy said the region's needs have changed over the past few years. Since the COVID pandemic, more people have been buying property in Fitchburg after being priced out of other places — especially since Fitchburg is within range of Boston by car or Commuter Rail.

"For the folks that are trying to develop market rate housing, that was a real win, because it's still just as expensive in Fitchburg to construct new housing or renovate as it is in the Boston area, but you can't get the same kind of rents," Murphy said. "[But] now some of our residents are struggling to find those units that they used to be able to find. ... It's a bit of a sticker shock."

Partnerships with stakeholders have been vital to developing housing and pursuing opportunities to tie in art and cultural offerings.

One example is the \$45 million redevelopment of the B.F. Brown School, alongside two other buildings, into artist-preferred affordable housing, a project that was first envisioned a decade ago by the director of the Fitchburg Art Museum, which is located across the street, and NewVue Communities Executive Director Marc Dohan.

"In Fitchburg, arts and culture are our everyday backdrop," said Mayor

Samantha Squailia. "Our cultural history tells our story and attracts investment, allowing us to make the connections to build a stronger local economy. Projects like the Fitchburg Arts Community and partnerships with cultural institutions like Fitchburg State University and the Fitchburg Art Museum, alongside private investment, are the catalyst we have seen turning historic buildings into creative hubs that fuel housing and entrepreneurship.

"We are revitalizing buildings, framing our identity — who we are and what we believe in — and cultivating a city where creativity, community and opportunity thrive together."

In 2022 the city was selected to participate in the Transformative Development Initiative's Creative Cities program, a two-year MassDevelopment program that provides funding for Gateway Cities to build creative infrastructure to support economic growth. The city's program, led by the Fitchburg Art Museum, helped to create and strengthen the community partnerships.

"It all starts with sustainable partnerships — creating that coalition of stakeholders who are going to be in for the long haul, where you could talk about plans that may not come to fruition for five or 10 years," Murphy said.

The city is now working to apply for its downtown to become a Cultural District.

The city has used Community Development Block Grant funds for public art installations, and a group of university professors opened a new art gallery, Gallery Marquee, across the street from city hall. A few new experiential businesses have also moved into downtown.

Murphy said the new art offerings have helped incentivize dining in the downtown area, and the city is looking to encourage businesses to engage in the arts and culture vibe.

■ COMMONWEALTH *continued on 28*

Around the Commonwealth

COMMONWEALTH

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The city has been at this work for more than a decade, Murphy said. A three-year, \$400,000 Working Cities Challenge grant that concluded in 2018 focused on creating economic opportunities in a section of downtown, relying on a broad alliance of stakeholders, including the university and residents.

“So it is really just trying to create these layers of arts and culture,” Murphy said. “And then, as we’ve sort of set that table, other entities have started coming in, you know, and we still have a lot of work to do.”

—Meredith Gabriliska

Amherst

New program encourages historic barn preservation

A new program in Amherst aims to save a disappearing vestige from the town’s agricultural past: the old barn out back.

In April, the Amherst Historical Commission launched the [Barn Preservation Program](#) to help residents defray the costs of historical assessments for barns and other outbuildings that add to the town’s bucolic character. Under this program, Amherst will pay 50% of a structure’s historical assessment, or up to \$500, for more information about the structure’s history and preservation needs.

The program, which Amherst officials believe might be the state’s first, aims to reverse a trend of barns disappearing due to disrepair and demolition. By encouraging the assessments, officials said, they hope to help residents see the value of saving these older structures while envisioning new uses for them.

“The number of barns has really decreased, and the rural history of Amherst is so important,” said Walker Powell, the Historical Commission’s planner. “We wouldn’t want that to get lost in the sort of development pressure that we’re facing right now ... and lose out on the outbuildings, which really help create the character of the town and show the history of the town as a



A program in Amherst encourages residents to preserve older barns and other outbuildings. (Photo courtesy town of Amherst)

farming community.”

Powell said she has about 80 barns and outbuildings on her list — ones that are visible from a road and might benefit from preservation — but the actual number could be higher. The very oldest barns date back to the 1700s.

“Barns represent the history of many people who were instrumental in making Amherst the community it is today,” said Jan Marquardt, former chair of the Historical Commission, in a statement about the program.

In recent years, the commission has seen more demolition applications for older barns and outbuildings. In cases of demolition by neglect, commissioners have little choice but to approve the applications, officials said.

The commission has researched similar programs in New Hampshire and Vermont. In 2023, it received \$10,000 in Community Preservation Act funds to support the historical assessments.

To qualify for the program, the outbuildings must be at least 75 years old and owned by Amherst residents. Eligible structures include barns, garages, carriage houses, and other non-residential outbuildings.

The assessments will examine the buildings’ structural integrity, offer estimates for needed repairs, and provide information on construction materials, as well as the buildings’ functions and historical significance. The town also offers a list of contractors qualified to provide the assessments.

The second hurdle is convincing residents to see these buildings as desirable

hallmarks of their properties, not as headaches that are expensive to repair, take up too much space, or prevent the construction of modern replacements. Officials point out that the outbuildings add to a property’s appearance and historic charm. Even if owners no longer need the barns to house livestock or bales of hay, officials said, people can re-imagine them as storage spaces, garages, or accessory dwelling units.

Powell said property owners can apply for CPA funds for assistance with historic barn projects, or research state grants or other funding sources.

Amherst had received three applications as of mid-May.

The Historical Commission is considering organizing barn tours, similar to historic house tours, and talks about the barns. Another idea may involve creating a poster or calendar to celebrate the barns.

“This is a resource that is disappearing, and it’s not getting replaced,” Powell said. “And I think it’s a super valuable resource, especially in New England. It’s really a key part of the history of the area.”

—Jennifer Kavanaugh

Windsor

Town imagines an educational future for former landfill

The image that comes to mind when picturing a landfill is not one full of nature, birdsongs, or trees reaching to the sky. An old landfill in Windsor is challenging these pre-conceived images, as it is poised to start a new life as an educational forest.

Windsor opened an unlined landfill on 100 acres of town land near the Windsor-Cummington line in the late 1960s, and closed it in 1989, when the town opened a new transfer station on the same property and the forest began the process of reclaiming the former dumpsite.

Today, the former landfill is a thriving forest. Recent tests using groundwater monitoring wells installed in 1999

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Around the Commonwealth

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by the Massachusetts Department of Environmental Protection reveal no evidence of leakage from the landfill.

Windsor used funds from the state's Municipal Vulnerability Preparedness grant program to develop its educational forest plan.

"Our 'naturally capped' landfill is unique in that traditionally capping the site would now require at least the 3 acres of surrounding forest to be torn out and re-covered," Liz Lounsbury, core team coordinator for the second round of Windsor's MVP grant, also known as MVP 2.0, said in a prepared statement.

The core team consists of town staff, board and committee members, and Windsor residents with relevant experience.

Windsor received \$95,000 in grant funding through [MVP 2.0](#) to revisit previously established climate resilience priorities from the first round of MVP funding. As the town had already addressed these priorities, the MVP core team evaluated progress on those priorities while looking at future challenges and opportunities.

The town worked with the Collins Center at UMass Boston to identify a population within the community that would be most affected by climate change, and a seed project that would help to meet that population's climate



Project partners tour the proposed educational forest site in Windsor on April 2.

needs. After an extensive community and project partner engagement process, Windsor determined that the town's younger residents would be most impacted by climate change, and educating these community members on climate change will be critical to Windsor's climate resilience.

The educational forest will provide research opportunities for schools and universities within the region, with plans to develop an ongoing climate change mitigation education program for locals.

"It is our hope that educating people to be good stewards of our environment and resources will change individual behaviors," Lounsbury said.

When finished, the educational forest will have three key components: a shelter with solar-powered lighting, storage and parking spaces, a trail between the shelter and the transfer station, and

the forest itself, with points of interest, signage, and trails. The MVP core team expects project benchmarks to be complete by fall 2025.

A board of trustees will be responsible for programming and space usage within the forest.

Windsor hired a forester to develop a stewardship plan that assesses existing plant and animal species on the property, future climate change impacts to the forest, and mitigation strategies for those impacts.

The MVP core team's goal is for the educational forest "to be an example of how communities can grow beyond the human impact on the land that had been overlooked for several centuries," Lounsbury said.

"The forest is an extension of community members' desires to enjoy the wooded environment for all its beauty and wonder for many years into the future," Lounsbury said. "We hope that our testing and research availability for the naturally capped landfill and surrounding forest will become a guideline for communities with similar closed landfill situations to safely keep their surrounding habitats pristine."

— 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.

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, 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. ●

People



Katie King

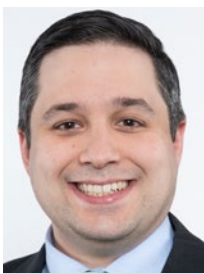
Katie King will become the next town manager in Needham on July 5.

King has been serving in Needham for the past five years, first as the assistant town manager, and then as the deputy town manager since

August 2023. Previously, she worked for the city of Boston for six years, as deputy director and then director of state relations, before becoming director of the mayor's Office of Intergovernmental Relations. She also spent more than three years as the Massachusetts director of health promotion and public policy for the American Lung Association, and almost two years before that as the grassroots advocacy coordinator for the American Cancer Society.

King has a master's degree in public administration from the Harvard Kennedy School, a master's degree in public health from Boston University, and a bachelor's degree in sociology from BU.

King will be taking the place of **Kate Fitzpatrick**, who is retiring this summer after serving in Needham for 35 years. She has been town manager since 2005, and served as town administrator, assistant town administrator and personnel director. (More on Fitzpatrick's career will be coming in the summer issue of The Beacon.)



Frank Gervasio

Frank Gervasio became the new town manager in Holliston on June 2.

Gervasio had been the assistant town administrator in Medfield for the past three years. Previously, he worked for six

years for the state in numerous roles — as the director of special initiatives for the Division of Local Services, and as a project manager and later senior project manager for the Executive Office for Administration and Finance.

Gervasio has a bachelor's degree in political science and history from The George Washington University.

In Holliston, Gervasio takes the place of **Travis Ahern**, who left after nearly five years to become executive director of the Cannabis Control Commission in March.

Kathleen Buckley has been serving as the acting town manager.



Cody Haddad

Cody Haddad will become the new town administrator in Dartmouth on July 28, returning to the town where he previously served in numerous roles.

Haddad has been serving as the town administrator in

Halifax for the past two-and-a-half years. Previously, he served for four years in Dartmouth, first as an administrative analyst and acting energy manager, then as the director of development and grants, and finally as the assistant town administrator. He has bachelor's degrees in political science and government, and in public administration, from UMass Dartmouth.

In Dartmouth, Haddad replaces **Shawn MacInnes**, who left in June 2024 after six years and is now president and CEO of the Columbia Association, a nonprofit that manages Columbia, Maryland. Assistant Town Administrator **Chris Vitale** and **Gary Carriero**, director of budget and finance, have served as the interim administrators, according to Dartmouth Week.



Brittney Franklin

Brittney Franklin was promoted to assistant town administrator in Medfield on May 15.

Franklin has been working in Medfield since November 2021, as the assistant to the town administrator and

the town's public information coordinator. Previously, she was a senior legislative analyst at the MMA for more than three years. She has also worked as a regulatory

compliance specialist at American Tower, and as a law clerk. She has a bachelor's degree in wildlife ecology and environmental studies from the University of Wisconsin-Madison, and a law degree from Vermont Law and Graduate School. She also completed the MMA-Suffolk Certificate in Local Government Leadership and Management program in 2024.

The former assistant town administrator, **Frank Gervasio**, left to become the new town manager in Holliston. (See above.)

Two Ashland employees were promoted to assistant town manager positions on May 12.



Beth Reynolds

Beth Reynolds, the director of economic development and community outreach for the past nine-plus years, is now the assistant town manager for community development and community affairs. Previously, Reynolds spent three years

as director of membership development, outreach and events for the MetroWest Chamber of Commerce. She has a bachelor's degree in elementary education and English from Saint Michael's College.



Katherine Bird

Katherine Bird, who came to Ashland in October 2022 as human resources director, is now the assistant town manager for administration and operations. Previously, Bird was the HR director in Medway, and the

payroll and benefits coordinator and later HR coordinator for the Medway Public Schools. She also worked in human resources in the private sector. She has a bachelor's degree in business management from Stony Brook University and a master's degree in HR management from Southern New Hampshire University.

The promotions of Reynolds and Bird

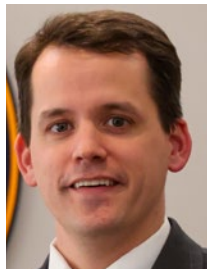
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People

PEOPLE

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follow the departure of former Assistant Town Manager **Jenn Ball**, who served the town for nine years.



Patrick Lawlor

Patrick Lawlor became the new assistant town administrator and finance director in Burlington on June 2.

Until last month, Lawlor had served in numerous roles in Andover for eight years, including

management analyst, director of administrative services, assistant town manager, chief financial officer and chief administrative and financial officer. Previously, he was a public affairs manager for the North Central Massachusetts Chamber of Commerce, a communications and external affairs specialist for the Division of Insurance, and a senior communications specialist for the former Executive Office of Housing and Economic Development.

Lawlor has a bachelor's degree in criminology from Merrimack College, and a master's degree in public administration from UMass Boston.

In Burlington, Lawlor is working with **John Danizio**, who became town administrator on May 1 after serving six-and-a-half years as the assistant town administrator.

Dover Assistant Town Administrator **Christopher Costello** recently added a second title in town: finance director.

Costello has been serving as the assistant town administrator since October 2023, and he took on the finance director role on Feb. 6. Before coming to Dover, he served as management analyst in Wayland, and as an administrative assistant and program coordinator in Belmont.

He has a bachelor's degree in corporate communications and public relations from Bridgewater State University, and a master's degree in public administration from Suffolk University. He also completed

both the MMA-Suffolk Municipal Finance Management Seminar and the Certificate in Local Government Leadership and Management program.

Ricky Tith became Fall River's first Cambodian-American city councillor on April 23, when he was appointed to fill the seat left vacant by the departure of **Laura Sampson**.



Leon Gaumond Jr.

Weston Town Manager **Leon Gaumond Jr.** was recently named a Top Influencer in Local Government by Engaging Local Government Leaders, a nonprofit that recognizes local officials who demonstrate "values of

joy, creativity, connection, dependability, and equity through their work and public activities."

Included among 100 leaders, Gaumond was honored for his efforts to keep residents informed and expand their access to local government. ELGL said Gaumond "has wholeheartedly embraced the responsibility of fostering clear and consistent communication with the town, making himself available and responsive to their needs and concerns."

Gaumond has more than three decades of government experience. He has been the town manager in Weston for nearly seven years, and previously served as town administrator in Sturbridge, West Boylston and East Longmeadow. He also served as a chief of staff in the House of Representatives.

Holliston Fire Chief **Michael Cassidy** and Holliston Cable Access recently won awards for two episodes of its "Story Time With Chief Cassidy" series on May 6.

Holliston received the [honors from the Academy of Interactive and Visual Arts](#), which recognizes "excellence, effectiveness and innovation across all areas of communication." The town received two Communicator Awards, awards of



Michael Cassidy

distinction in the General - Youth Audience category.

In "Story Time," Cassidy reads a book to children as a way to connect with the town's youth. The two episodes that earned awards were "I Want To Be a

Firefighter," and "This Is the Firefighter." According to the MetroWest Daily News, the series has garnered 14 regional and national awards since its inception five years ago, during the COVID pandemic.

The Academy also gave Holliston an excellence award for a video titled "Holliston Fire Department Training Exercise."



Katherine Christy

Katherine Christy joined the MMA as the new receptionist and administrative assistant on May 19.

Christy previously worked as a charity analyst intern for the Better Business Bureau in New York, and worked in interview phone services

for the Marist Institute for Public Opinion in Poughkeepsie, New York. She was also the women's basketball team manager for Marist College Athletics, and a group leader and liaison in nonprofit leadership and management at the Marist College School of Management. She has a bachelor's degree in business administration, with an emphasis in international business and a minor in environmental studies, from Marist.

Christy's predecessor, **Elanienne Coste**, served six months in the role before being promoted to executive assistant in March.

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

New select board members elected

The following are new select board members elected in annual town elections from April 26 through May 20.

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 newselectboard@mma.org.

Adams: Jay Meczywor
Aquinnah: Christopher Manning
Ashby: Paul Lasorsa
Belchertown: Jonathan Ritter
Boylston: David Marzo
Brewster: Harvey "Pete" Dahl, Caroline McCarley
Brookfield: Sarah Campbell
Brookline: Michael Rubenstein
Chatham: Stuart Smith
Chilmark: Matt Poole
Cohasset: Julie Rollins
Dalton: Tony Pagliarulo
Dover: Cameron Hudson
Dracut: Donald Plummer
East Bridgewater: Katherine Mullen
Essex: Ann Cameron
Falmouth: Colin Reed, Jack Richardson
Foxborough: Amy Labrache
Georgetown: Michael Donahue
Great Barrington: Philip Orenstein
Groveland: Steven Baker
Halifax: William Smith
Hanover: Rachel Hughes
Hardwick: Jeffrey Schaaf
Harvard: Ahmet Kemal Corapcioglu, Eve Wittenberg
Harwich: Anita Doucette, Mark Kelleher
Hatfield: Luke Longstreeth
Hingham: Julie Strehle
Holden: Christopher Faulkner, William Holmes
Hopkinton: Matthew Kizner
Hudson: Lauren Dubreuil
Kingston: Carl Pike
Lancaster: David Carr
Lunenburg: Brian Lehtinen, Glenn McLeod
Mansfield: Michael Feck, Kostas Loukos
Marshfield: Trish Simpson
Mashpee: Tracy Kelley, Michael Richardson
Millbury: Brian Tagg

Milton: Winston Daley, Meghan Haggerty
Montague: Marina Goldman
Mount Washington: Lesliann Furcht
Nahant: Pat O'Reilly
Newbury: Patrick Heffernan
Norfolk: Taiese Hickman
Northborough: Jacob Jones*, Jonathan Rea
North Brookfield: Jamie Gilman, Ralph Kay
Northfield: Dan Campbell
North Reading: Catherine Morrin
Norton: Kevin O'Neil
Norwell: Lorenda Layne, John McGrath
Oxford: Joshua Boyda, David Cornacchioli
Paxton: Christopher Curtis
Pelham: Jessica Gail Barr
Pembroke: Sean Patrick Keegan
Plymouth: Deb Iaquinto, Bill Keohan
Plympton: Nathaniel Sides
Rockport: Dwight Valentine
Rowley: Maura Mastrogiovanni
Rutland: Alexander Mowatt
Salisbury: Wendy Kimball
Sharon: Sam Liao, Pasqualino Pannone
Sheffield: Patrick Silk
Shelburne: Rodney McBride
Sherborn: Daniel Sichel
Shrewsbury: Gregg Richards
Southampton: Ellen Debruyne
Southborough: Tim Fling
Spencer: Jonathan Viner
Sterling: Patricia Ward
Stow: Daniel Petersen
Templeton: Lisa Basso, Candace Graves, Robert May
Townsend: Valerie Goodrich
Truro: John Dundas
Tyngsborough: Adele Coughlin
Uxbridge: Brian Butler, William MacMillan
Wareham: Marcus Gomes, Joseph Still
Washington: Rose Borgnis, Debra Megas
Wellfleet: Josh Yeston
Wendell: Adam Feltman
West Brookfield: Catherine Lamica
Westford: Noelle Donovan, Sean Kelly
West Newbury: Ross Capolupo
Weston: John McDonald
Williamstown: Shana Dixon, Matt Neely
Wilmington: Jacob Gearwar
Winchendon: Tiffany Newton

Windsor: David Melle
Worthington: Deborah Rocque

**Recently appointed*

MIIA

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\$4 in benefits, including avoided infrastructure damage and energy savings.

Practical steps

Trees offer measurable returns on the investment. Municipalities can take action by:

- Conducting a tree inventory to assess current conditions and identify areas for improvement
- Developing a comprehensive maintenance plan that includes regular inspections and trimming to mitigate risks, especially in areas prone to severe weather
- Working with tree wardens and public works departments to establish guidelines for tree placement and care, balancing environmental benefits with budgetary constraints
- Partnering with conservation groups to offset costs for planting and maintaining trees
- Including forest resilience in climate adaptation and hazard mitigation planning

As development pressures increase and climate conditions intensify, protecting tree coverage is more than an environmental act — it's a strategic move for municipal resilience.

Meera Mathur is a MIIA Wellness Representative.

FY26 BUDGET

Continued from page 1

implementation of the funding schedules in the 2019 Student Opportunity Act.

The bill would leverage Fair Share income tax surtax revenues in order to increase minimum new aid to \$150 per student, which would benefit 77% of school districts (245 out of 318) that were set to receive a smaller increase for fiscal 2026. This funding level matches the amount in the [budget bill passed by the House](#) on April 30.

Charter schools

The Senate budget would fund the charter school reimbursement account at \$183.8 million, which would cover roughly 93% of the state's statutory obligation to mitigate Chapter 70 losses to charter schools.

Special education

The Senate budget would fund the Special Education Circuit Breaker program at \$492 million. The Senate version of a fiscal 2025 supplemental budget bill includes another \$190 million for this account. Once the House and Senate reconcile both funding sources from each bill, it is expected that the Legislature's final proposal would meet the state's obligation for this account in fiscal 2026.

Rural schools

The Senate budget would fund Rural School Aid at \$16 million for eligible towns and regional school districts. 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.

School transportation

The Senate budget would fund regional school transportation reimbursements at \$103.7 million for fiscal 2026. According to updated cost projections from the Department of Elementary and Secondary Education, this represents a roughly 84% reimbursement of anticipated claims.

The budget would also fund the account for transportation of homeless students under the federal McKinney-Vento program at \$28.6 million for fiscal 2026. The impact of this funding level on a particular community would depend on the number of homeless families that remain sheltered in local hotels and motels.

The Senate budget would level-fund out-of-district vocational transportation at \$1 million.

PILOT

The Senate budget would fund payments-in-lieu-of-taxes (PILOT) at \$54.5 million, an increase of \$1.5 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 Senate budget would use \$1.95 billion to invest in education and transportation needs, including the following:

- **Transportation Fund investment:** \$600 million for the Commonwealth Transportation Fund, which is a key component of the governor's \$8 billion, multi-year 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. An expansion of the Commonwealth's bonding capacity would enhance the prospects of a transportation bond bill — which includes Chapter 90 funding — currently in the Joint Committee on Transportation.

The Senate also [included \\$190 million in surtax investments](#) for local roads, bridges and culverts in its recent supplemental budget bill, which is now in a conference committee to reconcile it with a House version.

- **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.

- **Universal School Meals:** \$170 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

During several days of budget debate, the Senate adopted several MMA priority amendments addressing the following:

- **Liquor license cap reform:** The Senate budget bill would lift statutory liquor license caps and allow municipalities, at

local discretion, to create a plan for the number of liquor licenses that it deems appropriate.

- **Chapter 70 and local contribution study:** In recognition of local school funding challenges, the Senate budget would have the Department of Elementary and Secondary Education study and make recommendations to improve the adequacy and equitability of the formula to determine a municipality's target local contribution and required local contribution.

- **MSBA special commission:** The Senate budget would establish a special commission, including a designee from the MMA, tasked with studying and making recommendations regarding the Massachusetts School Building Authority's capacity to meet the needs of current and future school facility projects.

The Senate budget also includes relevant outside sections that had been included in the proposal submitted by the Senate Committee on Ways and Means:

- **UGGA distribution special commission:** The Senate budget would establish a special commission to examine the distribution method for Unrestricted General Government Aid to municipalities — work that would have a direct impact on cities and towns. The panel would make recommendations to maximize equity in UGGA distributions for communities.
- **Housing production dashboard:** The Senate budget would have the Executive Office for Administration and Finance establish a housing production dashboard to provide information about state loans, grants, project-based vouchers and tax credits for the purpose of housing production or preservation.

Next steps

Looming over negotiations in the House-Senate conference committee will be any potential impact on the Commonwealth from the ongoing federal budget reconciliation process, which will likely take place on the same timeline. Additionally, the House and Senate will also be negotiating a final version of a surplus surtax supplemental budget, which has its own implications for key local accounts in fiscal 2026. ●

Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Meter Water Foreman

Town of Billerica

Organization: Billerica. Title: Meter Water Foreman. Responsible for oversight of water meters repairs and installation with the meter staff. Capable of installing, repairing, and testing meters and AMI endpoints as needed. Responsible for meter technicians performing skilled work in stalling, replacing, testing, and repairing. Complete understanding of meters including meter resolution, proper sizing, use of compound meters, use of metering software, and ability to correct software data. Responsibilities include identifying and resolving water leaks, locating service boxes and valves, and supporting the implementation of water shut-off policies. Salary: \$34 - \$39 per hour. Union position. For complete description and to apply, visit www.town.billerica.ma.us.

Operator/Laborer

Town of Brookfield

Help Wanted. The Brookfield Highway department seeks an additional full-time operator/laborer to join our team. Highway Department, Operator II full-time 40 hours per week, fully benefited position. Interested applicants, please submit cover letter, and resume to the Highway department at Highway@brookfieldma.us. For additional information, visit our website www.brookfieldma.us.

Firefighter/EMT/Paramedic

Town of Barre

The Barre Fire department is seeking an experienced professional for two full-time positions of Firefighter/EMT or Firefighter/Paramedic working an average of 42 hours per week on a rotating 24-hour workday schedule. This position works directly under the direction of the Fire Chief. Minimum requirements include high school diploma or GED, a valid Massachusetts driver's license, and a current Massachusetts EMT Basic license (Paramedic license preferred). All candidates must be able to pass the Mass HRD Physical ability test and pre-employment physical. Successful candidates will be required to successfully pass a CORI check and a background check. Preferred qualifications: Firefighter I/II certification, Hazardous Material Operations, Massachusetts Firefighting Academy graduate, 911 ambulance experience, and Technical Rescue experience. Firefighter I/II and Hazardous Materials Operations required within 12 months of employment. Compensation and benefits per collective bargaining agreement with the Barre Professional Firefighters Local 5319. Competitive salary, benefits, and CBA package. Complete job description and benefit list available from the Henry Woods Building. Interested applicants should submit a cover letter and resume via email to the office of the Fire Chief by May 14 or open until filled. Contact Chief James DiVirgilio with any questions regarding the position at 978-355-5030 or jdivirgilio@townofbarre.com. AA/EEO.

Seasonal Employee

Town of Brookfield

The town of Brookfield Highway department seeks a part-time seasonal employee to assist with weekly mowing and weed whacking. Other tasks may be required. Work is outdoors, under varying weather

and other conditions. While performing the duties the employee is required to regularly engage in strenuous physical effort, including repetitious physical motions; lifting and/or moving 50 pounds or more; operation of equipment, vehicles and tools; and moving about all indoor and outdoor work sites efficiently. Interested parties should submit a resume to Highway@brookfieldma.us. Position will be opened until filled.

Planning Director

Town of Duxbury

The town of Duxbury is seeking a full-time Planning Director. This position provides professional and administrative duties in planning, organizing, and coordinating the town's planning, land use, and community development functions and activities. Bachelor's degree in planning or related field; five to seven-year municipal planning experience or equivalent combination of education, training and experience with required knowledge, skills and abilities to perform the essential job functions. Certification as Planner by the AICP and municipal experience preferred. For the full job description and to apply go to: townofduxburyjobs.easyapply.co. Effective July 1, the pay range is \$97,332-\$131,398. Actual salary is dependent upon qualifications.

Aeronautics Administrator Massachusetts Department of Transportation

The Massachusetts Department of Transportation (MassDOT) is seeking an Aeronautics Administrator to provide strategic, financial, and operational leadership for the Aeronautics Division. Qualified candidates will possess significant aviation industry experience with at least seven years in a professional administrative or management role. The starting salary for this position will be \$184,865. Apply by May 26 at: www.governmentjobs.com/careers/bakertilly/jobs/4920652. Contact Edward.Williams@bakertilly.com or call 214-842-6478 for additional information.

Town Accountant/Finance Director Town of Cohasset

Join the town of Cohasset, a vibrant waterfront community on the South Shore, as our next Town Accountant/Finance Director. We're a dynamic, collaborative team that enjoys what we do and takes pride in serving our community. We're looking for a motivated professional who's ready to hit the ground running, work side-by-side with talented colleagues, and drive new ideas and initiatives that make an impact. If you're ready to bring your skills, passion, and fresh perspective to a place that values innovation and teamwork, we want to hear from you! For more information and to apply, [click here](#).

Director of Assessing

Town of Duxbury

The town of Duxbury is seeking a Director of Assessing, responsible for the administration and provision of assessment services including the annual revaluation of all real and personal property and the administration of the motor vehicle and boat excise programs, statutory tax exemption programs, personal property, betterments/special assessments, and annual review of the tax-exempt status of non-profit organizations. College degree with five to seven years' related work experience in assessing and/or appraisal. Municipal experience preferred. Full job description and to apply go to: ViewjobsattownofDuxbury. Effective July 1, the pay range is \$86,904 - \$117,320. Actual salary depends upon qualifications.

Chief of Police

Town of Lenox

The town of Lenox seeks an experienced, energetic, community-oriented law enforcement professional to manage and lead its Police Department. With a department operating budget for fiscal year 2026 of \$1.7 million, the department's authorized strength consists of 12 full-time officers, 10 part-time traffic officers, and one part-time administrative assistant.

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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 website only: \$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 website only: \$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.

Summer Beacon

Deadline: July 11
Publication: July 16

September Beacon

Deadline: August 26
Publication: September 4

Placing an ad

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

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

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

See www.mma.org for details.

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The new Chief of Police will step into a town that values traditional community bonds as much as it embraces progress and change. Lenox's residents are engaged and passionate about preserving the town's historical charm and pursuing progressive policies. This balance creates a unique landscape in which the Chief of Police will play a crucial role in supporting community values while navigating the complexities of modern law enforcement. Applicants must possess significant management experience, skills, training, and progressive law enforcement experience. Successful candidates will demonstrate outstanding communication and interpersonal skills; experience leading, hiring, and recruiting a millennial workforce; a strong commitment to community engagement and being present and visible at community events and regional functions. The ability to collaborate with stakeholders, minority groups, and other agencies; understanding of collective bargaining agreements and experience managing a unionized workforce, and a thorough knowledge of 21st-century policing best practices and implementation. The town of Lenox is governed by a five-member Select Board with an appointed Town Manager. Lenox, a quintessential New England community, is located in picturesque Berkshire county with easy access to the region's wealth of outdoor recreational and cultural opportunities. Lenox is a popular retreat, with every season attracting thousands to the Berkshires for its scenery, arts, and activities. Lenox features a bustling, compact town center, a suburban commercial district, small businesses, and light industry with surrounding residential neighborhoods. Lenox is home to 5,064 full-time residents who appreciate a high level of service, stability, citizen engagement, and respect for its proud history. Lenox offers residents and guests a variety of opportunities to live, work, and play. During the peak of tourist season, the in-town population approaches 10,000. Requirements include a bachelor's degree in criminal justice or a related discipline, 10 years of law enforcement experience, five years' supervisory experience, or any equivalent combination of education and experience. Preference will be given to candidates with previous administrative, leadership and/or management experience and advanced education. Salary range is \$120,000 +/- commensurate upon qualifications and experience. Full job description is available from the town of Lenox website www.townoflenox.com or the Human Resources Department. Candidates should submit resume and cover letter to: Chief of Police Screening Committee c/o Lenox Town Hall, 6 Walker St., Lenox, MA 01240 or via email to Applicants@townoflenox.com. Applications should be received by 4 p.m. on Friday, June 20. AA/EOE

Engineering Technician

Town of Chatham

The town of Chatham is seeking a detail-oriented, skilled professional to serve as our first Engineering Technician in the department of Public Works. Under the direction of the Director of Public Works, the Engineering Technician will provide technical support for the town's public works projects and infrastructure, with a focus on asset management, stormwater and drainage systems, occupational health and safety and civil engineering. This is a benefits and pension-eligible position is 40 hours/week. Starting biweekly rate of

\$2,846.40 - \$2,961.60 (3% COLA increase for July 1). Full job description at chatham-ma.gov. Please send cover letter and resume to jobs@chatham-ma.gov. Initial review deadline June 2. ADA/EO/AEE.

Energy Manager

Town of Groton

The towns of Groton, Harvard, Shirley and Ayer seek qualified candidates for the newly created position of Energy Manager. The town of Groton shall serve as the host community for this position and the selected candidate will work under the general direction of the Groton Town Manager. The position will be for a minimum of three years based on a grant received from National Grid. The Energy Manager is responsible for the development, implementation, and coordination of energy and climate mitigation-related projects, programs, and policies for the towns of Groton, Harvard, Ayer and Shirley. The role supports energy efficiency and emissions reductions in schools and other municipal buildings, in pursuit of Massachusetts' goal of carbon neutrality by 2050. Candidates should have a bachelor's degree in environmental planning, environmental science, environmental policy, engineering, business, or related degree and five or more years of full time professional experience in mechanical, electrical, facility, or other engineering; energy efficiency; project management (with an energy focus); energy management; or a related field OR an associate degree in engineering, business, environmental science, or related degree and seven or more years of full-time professional experience. Certified Energy Manager accreditation is a plus. This position is 40 hours per week with full benefits. The salary range is \$75,000 to \$90,000 based on experience. To apply, please send a cover letter and resume to Human Resources Director, Town Hall, 173 Main St., Groton, MA 01450, or by email to humanresources@grotonma.gov. For questions, please call 978-448-1145. Job description is available upon request. Deadline for applications: May 30. The town of Groton is an Equal Opportunity Employer.

Applications Manager and Business Analyst - IT

City of Gloucester

The city of Gloucester is accepting applications for the full-time, in-person position of Applications Manager and Business Analyst for the IT Department. This position plans, designs, develops, and implements new applications and enhances existing applications. Designs and implements custom database applications and enterprise data structure. Leads discovery sessions, and contributes to the pre-testing phase of development. Develops and communicates end user training and documentation. This is a 35 hour per week, benefit-eligible position. Monday-Wednesday, 8 a.m.-4 p.m., Thursdays, 8 a.m.-6:30 p.m. and Fridays, 8 a.m.-12:30 p.m. Salary range: \$86,288.62 to \$107,289.06, based on qualifications and experience. Full job description available at: gloucester-ma.gov/DocumentCenter/View/10951/Applications-Manager-and-Business-Analyst. Qualified candidates should email application@jobs@gloucester-ma.gov.

Town Engineer

Town of Westport

The town of Westport (pop. 16,881) is seeking qualified applicants for the position of Town Engineer. College graduate with a bachelor's of science degree in civil engineering or a related field; a minimum of 10 years of progressively responsible experience

in the field of civil engineering and in working with public officials, the general public, contractors and construction contracts; 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. Licensed as a Registered Professional Engineer in Massachusetts. Massachusetts Class D Driver's license. Thorough knowledge of modern methods and techniques of civil engineering as applied to the design, construction and maintenance of public works facilities; thorough knowledge of modern practices in subdivision control and the relationship to municipal planning and zoning; thorough knowledge of the principles and practices of administrative management. Works under the administrative direction of the Town Administrator and the Select Board. 40 hours per week; salary range is \$105,000 to \$123,600. For a full job description visit www.westport-ma.com under Town Resources, Employment Opportunities. Send resume and letter of interest by email to: employment@westport-ma.gov. Deadline is when the position is filled.

Local Inspector

Town of Westport

The town of Westport (pop. 16,881) is seeking qualified applicants for the position of Local Inspector. High school graduation and five years of experience in the supervision of building construction or design; or an equivalent combination of education and experience. Massachusetts driver's license and Massachusetts certification as a Local Inspector of Buildings, and the ability to maintain certification by attaining continuing education credit is required. Certification by ICC and state is also required. Knowledge of all state and local building codes and regulations. Knowledge of building construction methods, materials, equipment, and tools of the trade. Knowledge of the uses and characteristics of building materials. Some knowledge of the principles of management. General knowledge of engineering principles relating to structures. General knowledge of materials, equipment and procedures essential for safety. Works under the general direction of the Building Commissioner; works in accordance with state and local laws and regulations. 40 hours per week; the rate of pay is \$28.71. For a full job description visit www.westport-ma.com under Town Resources, Employment Opportunities. Send resume and letter of interest by email to: employment@westport-ma.gov. Deadline is when the position is filled.

Director of Marine Resources

Town of Westport

The town of Westport (pop. 16,881) is seeking applications for the position of Director of Marine Services. This position provides leadership, staff supervision and responsibility for daily operations of Westport Harbor, a commercial fishing pier and all shellfish programs. This is a 40-plus hour per week, 52-week per year position. A minimum of five years of progressively responsible experience in boating and waterway operations is required. Local Westport waterways experience is preferred. This position requires a variety of specialized knowledge, certifications and licenses as noted in the position description available on the town of Westport Website. In addition, excellent oral and written communications and excellent organizational skills are required. Ability to set priorities, meet deadlines and be flexible in a

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fast paced environment also necessary. Salary range is \$75,000 to \$90,500. For a full job description, visit www.westport-ma.com under Town Resources, Employment Opportunities. Send resume and letter of interest by email to: employment@westport-ma.gov. Deadline is when the position is filled.

Assistant Town Administrator

Town of Yarmouth

The town of Yarmouth seeks a highly qualified candidate for full-time Assistant Town Administrator. Works under administrative direction of Town Administrator, in conjunction with the policies and procedures of the town. Professional, administrative and supervisory work in directing a diverse municipal department and in assisting the Town Administrator to provide daily control over a variety of ongoing town activities, research, analyze and recommend changes in town policies, and serve as liaison and coordinator between town officials, employees and citizens; all other related work as required. Works collaboratively with town departments on behalf of the Town Administrator. Supervises town departments/divisions as assigned by the Town Administrator. Exercises considerable independent judgment in providing professional advice to the variety of official boards and committees concerning the development, implementation and administration of policies, goals, regulations and statutory requirements related to the administration and operation of the town. Acts in the absence of the Town Administrator. Master's degree in public administration, business management or related field; five years' experience in municipal management or a related field; or any equivalent combination of education/experience. Please complete and submit employment application form, resume, cover letter to humanresources@yarmouth.ma.us with "Assistant Town Administrator" in subject line.

Town Administrator

Town of Chester

The town of Chester, a small rural community of approximately 1,200 residents located in the scenic foothills of the Berkshires, is seeking a dynamic and dedicated Town Administrator to lead our local government. As a town with limited resources, Chester is seeking a candidate who is innovative, resourceful, and passionate about supporting small communities. The ideal candidate will bring strong leadership skills, the ability to identify and pursue grant opportunities, and a commitment to fostering a collaborative, inclusive, and transparent government. The administrator will oversee the day-to-day operations of the town, including managing budgets, grants, and financial resources. Will serve as the primary liaison between the Select Board, town departments, and residents. Ideal candidate will possess a bachelor's degree in public administration, business administration, or a related field (master's degree preferred). Proven experience in municipal government, public administration, or a similar role is a strong plus. Salary is commensurate with experience, and the town offers a competitive benefits package. Interested candidates should submit a resume, cover letter, and three professional references to townofchester.net. Applications will be reviewed on a rolling basis until the position is filled.

Town Planner

Town of Milford

Master's degree in urban planning with a minimum of 10 years' experience as a Municipal Planner 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. Must have a valid Massachusetts Class D driver's license. The position of Town Planner is Grade 12, with a starting salary of \$104,210 and a range maximum of \$140,684 (increasing on July 1). Interested candidates should send a resume and cover letter to Kristin Melpignano, HR Director, at KMelpignano@townofmilford.com. Open until filled.

Haverhill Retirement System Benefits Councilor/Records Access Officer

City of Haverhill

The Benefits Councilor/Records Access Officer reports to the Retirement Administrator. Counsels members on their retirement benefits and works with PERAC on submission of retirements for review and approval. Oversees the website and member/retiree self-service portal and aids the Administrator in the overall operations of the Haverhill Retirement System. This position requires the handling of confidential information. Salary is \$80,000- \$90,000/year, visit the retirement link www.cityofhaverhill.com/departments/haverhill_retirement_system/index.php for comprehensive details on the position. The Haverhill Retirement System is an Equal Opportunity/Affirmative Action Employer.

Benefits Councilor/Records Access Officer

Town of Montague

The Town of Montague (pop 8,580) seeks qualified applicants for the position of Director of Assessing. Salary range is \$71,841 to \$93,685. Work week is four days Monday to Thursday, 35 hours/week. This is a NAGE union position. The Town of Montague is committed to a collaborative team environment and competitive benefits. Job description and position profile available at montague-ma.gov/p/308/Employment-Opportunities. Qualified applicants are encouraged to submit a resume and cover letter to Wendy Bogusz, Selectboard Executive Assistant. WendyB@montague-ma.gov. Open until filled. EEO/AA Employer.

Building Commissioner

City of Gardner

Under general supervision of the Mayor, the Building Commissioner is responsible for the enforcement of the Massachusetts State Building Code and zoning decision matters as they pertain to the city of Gardner. The Building Commissioner is also responsible for the management of the Building department and the oversight of building/facility operations. For the full job description, visit: www.gardner-ma.gov/Jobs.aspx?UniqueId=99&From=All&CommunityJobs=False&JobID=Building-Commissioner-164.

Town Administrator

Town of Barre

Barre (5,530 pop.), seeks a hands-on, creative, community leader, committed to excellence in public service, to serve as its next Town Administrator. This community, with a rich history and hometown feel, is located in north central Massachusetts, just 30 minutes northwest of Worcester. Barre was settled

in 1720 and incorporated as a town in 1774. The community is recognized for its excellent schools, high quality of life, and for providing exemplary services to its residents and business community. Led by a three-member Select Board, Town Administrator and Open Town Meeting form of government, the Administrator is the chief administrative and fiscal officer of the Town as well as the chief procurement officer and oversees a municipal operating budget of approximately \$15.5 million (including \$6.9 million for educational expenses) and 65 full-time and part-time town employees. The ideal candidate will have a bachelor's degree in public administration, business administration or planning; a minimum of three years of progressively responsible experience in an administrative and/or management position with some supervisory experience preferably in a municipal setting; or master's degree in public or business administration with at least two years' experience in local government; MCPPO preferred; or any equivalent combination of education and experience. Salary commensurate with qualifications and professional experience. Barre is an affirmative action and equal opportunity employer. For additional information related to the search, contact Greg Balukonis, Interim Town Administrator at 978-355-2504 x101 or townadmin@townofbarre.com. Deadline: 9 a.m. on Monday, June 30. Resume and cover letter, in confidence, as a single PDF attachment to: townadmin@townofbarre.com.

Finance Clerk

Town of Georgetown

This position supports the Town Accountant office by performing basic accounting functions while maintaining financial records for the town in accordance with federal, state and local government regulations. Duties include but are not limited to entering invoices (Munis), updating excel spreadsheets, generating monthly reports for department heads, assisting town accountant with various projects, filing and scanning of documents. Attention to detail is a must. This position may assist other offices as time allows. Up to 16 hours/week, Monday through Thursday, four hours per day with some flexibility. Pay rate is \$22.72/per hour. Learn more: www.georgetownma.gov/departments/town_administrator/employment_opportunities.php.

Health Agent

Town of Brimfield

The Board of Health in the town of Brimfield is looking for a Health Agent. The Health Agent is responsible for assuring compliance with state and local health codes and regulations as well as performing and/or witnessing the following: septic inspection reviews, deep hole and percolation tests, well applications, installer and hauler license approvals, investigations of nuisance complaints, attending monthly Board of Health meetings to share all pertinent information with the Board. This position is funded by a fee-based system with the inspector retaining 85% of the Board of Health's established fee schedule. Candidates must possess excellent communication skills and have confirmable experience in many areas of health-related issues. They need to hold a valid soil evaluator license and be willing to work independently. The position will remain open until filled. Send letter of interest and resumes to: Brimfield Board of Health, 23 Main St.,

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Brimfield, MA 01010 or email Health@Brimfieldma.org.

Food Inspector Town of Brimfield

The Board of Health in the town of Brimfield is looking for a Food Inspector to conduct annual and periodic food inspections and respond to relevant questions and complaints. Major responsibilities include the inspection of all Brimfield Flea Market food vendors in May, July and September for one week, annual inspections of year-round food establishments, and inspections of motels, convenience stores, campgrounds, public swimming pools, and the Elementary School cafeteria. This position is funded by a fee-based system with the Inspector retaining 85% percent of Board of Health's established fee schedule. Candidates must be certified in food safety, pool, and campground inspections. Knowledge of State health codes is required. Send letters of interest and resumes to: Brimfield Board of Health, 23 Main St., Brimfield, MA 01010, or by email to Health@Brimfieldma.org.

Town Accountant Town of Chatham

The town of Chatham seeks our next Town Accountant! This position leads and oversees the Accounting division of the town's Finance department. The ideal candidate has prior experience in municipal finance, with supervisory experience preferred. BA in accounting, finance or public administration or related field and three to four years of relevant experience, or combination required. Benefits and pension-eligible position starting at \$92,518.40 to \$96,241.60 FLSA – Exempt/Salaried 40 hours per week with expectation that requirements outside of standard hours of business may occur. Visit www.chatham-ma.gov for full job description. Send cover letter and resume to jobs@chatham-ma.gov, attention Human Resources. First review deadline: June 6. ADA/EO/AEE.

Administrative Services Coordinator Town of Lynnfield

The town of Lynnfield is seeking a full-time Administrative Services Coordinator who works directly under the Town Administrator. Responsibilities include managing state and federal grants, serving as liaison to department heads, elected officials, community organizations, and the public; record keeping, general correspondence for the Select Board and Town Administrator; coordinating the town's press and town website and social media presence as well as meetings, schedules and activities of Town Administrator and Select Board, and manages the office, including licensing, meeting minutes, and correspondence. Salary \$85,000 to \$90,000 DOQ. For job description and qualifications, visit: www.lynnfieldma.gov/jobs.aspx. Send resume and cover letter to rdolan@town.lynnfield.ma.us.

Library Director Town of Yarmouth

The town of Yarmouth is searching for a Library Director to join their Library team! Working under the administrative direction of the Assistant Town Administrator, the Library Director manages the operation of two public library locations; oversees all library services, operations and activities including, but not limited to: staffing, budgeting, materials selection,

collection development and maintenance, cataloging and other technical service operations, reference services, children's services, young adult services, and other programs and services provided to the general public. Please visit www.yarmouth.ma.us/jobs for more information and to download application.

Town Engineer Town of Lynnfield

The Public Works department is a service-driven department that operates in an extremely fast-paced environment and responds to numerous inquiries on a wide range of subject matters daily. This position requires an energetic, technical, proactive professional and knowledgeable person to balance and prioritize situations. Must work independently and be responsible for ensuring that responsibilities of the job are done accurately. This position reports directly to the Director of Public Works; confers daily with the Director and other DPW managers to confirm department goals and objectives and obtain insight and technical engineering direction, to discuss work schedules, personnel assignments, engineering support for activities and general financial and administrative direction. The position provides oversight of all engineering functions within the Public Works department, including the daily planning, scheduling, permits, contracts and vendors. Provides technical support, consultation and inspections for the department of Planning and Conservation and the Zoning Board in all zoning, conservation and planning needs including all those associated with new construction and developments. Responsible for ensuring operations meet all technical, service goals and all department standards and requirements, including financial, quality, safety, procurement and environmental. This individual shall be capable of employing educational and professional experience to effectively define and resolve a wide scope of issues of varying complexity in the design, construction, repair, maintenance, and operation of the municipal infrastructure; provide engineering design, construction management and construction inspection of municipal projects; administer projects, procure contracts, and grant programs, provide technical advice to the various divisions of the Department, as well as other town departments. www.lynnfieldma.gov/Jobs.aspx?UniqueId=99&From=99&CommunityJobs=False&JobID=To wn-Engineer-9.

Town Engineer

Town of Exeter, N.H.

The town of Exeter is seeking a full-time Town Engineer for the Public Works department. To apply, visit: www.exeternh.gov/jobs.

Assistant Town Engineer

Town of Exeter, N.H.

The town of Exeter is seeking a full-time Assistant Town Engineer for the Public Works department. To apply, visit: www.exeternh.gov/jobs.

Outreach Coordinator/Shine Counselor

Town of West Bridgewater

The town of West Bridgewater Council on Aging is seeking qualified applicants for an Outreach Coordinator/Shine Counselor. Responsibilities include performing professional social service and administrative work for the town's elderly with primary concentration on homebound elders. Must be SHINE certified or willing/able to become SHINE certified. Minimum two-year or four-year college or

university with a degree in social work, or a closely related field or three years' experience in Human Service Program or an equivalent combination of education and experience. Non-union, 35 hours per week position. \$26.00-\$28.60 per hour DOQ includes a full benefits package. Applications should be submitted to Linda Torres, Assistant Town Administrator/HR Director either by email to ltorres@westbridgewater.gov, Or by mail to 65 North Main St., West Bridgewater, MA 02379. Applications will be accepted until position is filled, and preference given to those submitted by June 20.

Deputy Town Manager – Chief of Administration and Finance Town of Andover

Location: Andover, MA. Reports To: Town Manager. Compensation Range: \$175,000 to \$195,000+. Position Description: The town of Andover is seeking a dynamic and experienced professional to serve as Deputy Town Manager and oversee the town's administrative and finance functions and drive critical organizational initiatives. Working in close collaboration with the Town Manager, the Deputy Town Manager will serve as Chief of Administration and Finance and will be responsible for leading and coordinating the departments and divisions that comprise the administration and finance functions of the organization. The Deputy Town Manager and Chief of Administration and Finance will lead strategic operations in a forward-thinking and outcome-driven municipal organization. This is not your average municipal position — it's a career-defining opportunity to partner with senior leaders, develop and manage a \$250 million+ operating and capital budget, and shape the town's long-term financial stability and success. The Deputy Town Manager will be a core member of the executive leadership team, guiding financial planning, capital strategy, personnel management, and innovation in internal systems. The Deputy Town Manager will work directly with the Chief People Officer to advance the town's priorities around organizational development, recruitment and retention efforts, and employee wellness and engagement. You will serve as the Town Manager's chief adviser on administrative and financial matters and work collaboratively across departments, advise elected officials, and play a critical role in transforming government services through bold, data-driven leadership. Why Andover? The Town of Andover continues to foster an environment that has supported the development of an innovative organization that strives to lead the way on cutting-edge best practices and trends in organizational excellence. We are an organization that invests in people, uses data to drive decision-making, and embraces innovation to meet evolving community needs. From our leadership team to our frontline staff, we're committed to collaboration, excellence, and meaningful impact. A Look Inside the Work: View Andover's FY2026 Budget: andoverma.gov/FY2026budget. View Andover's FY2026–FY2030 Capital Improvement Program (CIP): andoverma.gov/FY2026CIP. To Apply: Submit your application, resume, and cover letter via email to: DeputyTMSearch@andoverma.us. Applications will be accepted until the position is filled. First review of candidates will begin the week of June 23. To view the full job description, visit: andoverma.gov/deputyTMSearch.

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Human Resources Director

Town of Millis

The town of Millis is seeking a qualified individual to lead and manage the Human Resources department. The Human Resources Director performs complex professional, administrative, technical, and supervisory work in planning, coordinating, organizing, developing and implementing the activities of the Human Resource department for all departments, including the School. Ensures compliance with state, federal, and local laws and policies. Maintains a town-wide system of personnel administration to ensure that managers and employees have a consistent and equitable base of personnel related policies and procedures. Salary range \$95,000 to \$118,641, commensurate with experience. Full benefits. Job description and application instructions: www.millisma.gov/sites/g/files/vyhlf901f/uploads/human_resources_director.pdf.

Town Administrator

Town of Westford, Vermont

Are you looking for a great Vermont Town Administrator opportunity? Westford is a small rural community in Chittenden County, will provide you the opportunity to update and implement projects related to town owned facilities/capital plans, and continue to modernize and build engagement/communication channels, and is a stable, supportive community of active volunteers with close-knit town staff and a board supportive of the TA. Westford has an approximately \$2 million budget, just over 2,000 in population and 10 FTEs. Associates or bachelor's degree with three to five years' management experience preferred (muni experience not required, though preferred), great benefits, and \$70,000 to \$90,000 salary DOE. Learn more from the job profile, video overview, and job description, and apply in one-click online at WestfordVTTA.com. Initial application review will begin on June 13. A Rethink Local Recruitment. Westford is an EEO employer.

City Manager

City of Franklin, N.H.

Franklin, N.H. (pop. 8,800), seeks seasoned, innovative management professional with a demonstrated track record of fiscal and budgetary skills in providing core services while being a regular and open communicator of information to the City Council to serve as its next City Manager. The ideal candidate will work with a highly engaged City Council and citizenry to support and nurture the positive momentum in the city. Encompassing about 29 square miles in the center of the state in Merrimack County, Franklin is situated at the confluence of the Pemigewasset and Winnepesaukee rivers that form the Merrimack River. The Downtown Business District of Franklin and the Business Districts east and west of downtown are important components of the city, which is also home to Concord Hospital-Franklin. Phase I of Mill City Park, an outdoor recreation area that transformed 1,600 feet of the Winnepesaukee River into the Northeast's first whitewater park, was recently completed. Concord, the State capital and Manchester, the state's largest city, are about a 30- to 45-minute drive. Boston can be reached in 90 minutes. Franklin is located in the pristine New

Hampshire Lakes Region. Operating under a City Charter with a Council/Manager form of government, the City Manager is the Chief Executive Officer of the city, carrying out the policies established by the City Council and overseeing all the day-to-day operations of the city, including oversight of all city departments. With approximately 95 FTE's and 28 PTE's, the City Manager oversees an operating and capital budget of approximately \$21M and has 9 direct reports. A bachelor's degree in a related field is required. A master's degree and six years of relevant responsible management experience preferred, or an equivalent combination of education and experience. Salary range to \$160,000; starting salary DOE. Excellent benefits package available. EOE. Additional Information: www.mrigov.com/career. Resume and cover, in confidence, to recruitment@mrigov.com by June 23.

CAREERS AT MMA/MIIA

Event and Development Coordinator Massachusetts Municipal Association

The Massachusetts Municipal Association is seeking an Event and Development Coordinator to join the administration and finance team. The Event and Development Coordinator works with organizational leadership to establish a clear "value proposition" for MMA sponsors and partners and manages the annual Trade Show at the MMA's largest event of the year. About MMA: The nonpartisan Massachusetts Municipal Association provides an array of services to its member cities and towns statewide, including advocacy, education and training, research and analysis, and publications and information programs. As the voice of local government in Massachusetts, the MMA works to advance the interests of all cities and towns. About the position: Under the direction of the Conference and Meeting Manager, the Event and Development Coordinator is responsible for managing and significantly growing the non-dues revenue within the organization. The Event and Development Coordinator will effectively manage all logistics of the annual Trade Show, cultivating relationships with and recruiting sponsors for Connect 351, the Mayor's Spring Conference, the Women Elected Municipal Officials (WEMO) conference(s), webinars and other events as applicable and developing a strategy for bringing in new and retaining existing Partner Program members. The Event and Development Coordinator will manage sales and operations of MMA's Connect 351 Trade Show, including selling exhibitor booths and managing contracts and payments; managing and working with interactive floor plan provider; working with communications team to publicize exhibitors via the website and event site; managing the Trade Show general contractor contract; managing live exhibit hall; determining and managing exhibitor Learning Labs; developing printed signage for meetings. The Event and Development Coordinator will identify, recruit and manage Connect 351 event sponsors, including determining financial goals; targeting and cultivating sponsors; managing sponsor contracts and payments; managing all sponsorship deliverables. This candidate will also provide general event support, including sourcing locations, managing supplies, and other needs. The Event and Development Coordinator will work with the Conference and Meeting Manager and membership team on additional sponsorship

opportunities; manage sponsorship financials for the Mayors' meetings, WEMO, webinars and other opportunities. They will manage the Partnership Program including determining Partnership Program policies with senior management; answering inquiries and recruiting new prospects; approving and processing applications and payments; fulfilling Partnership agreement deliverables; working with the Communications staff to add partner listings to publications and the website. Qualifications: A degree is preferred with relevant three to five years of prior event and/or development experience. Strong organizational and communication skills. Excellent internal and external customer service skills are a must. An interest in municipal and state politics and government is a plus but not required. 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 with on average two in-office days per week. Some in-state travel will be necessary. 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. Expected salary starting at \$75,000.

Senior Risk Management Trainer MMA/MIIA

The Massachusetts Municipal Association and the Massachusetts Interlocal Insurance Association 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 nonprofit 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 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

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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/MIIA

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.

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.

[com/product/navigating-employment-law-a-practical-guide-for-municipal-leaders/](http://mpitraining.com/product/navigating-employment-law-a-practical-guide-for-municipal-leaders/) for more information or to purchase.

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.

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.

Public Management Consultants

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

Municipal Accounting and Consulting Services

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

Executive Recruiting, Management and Governance Consulting Services

Community Paradigm Associates provides comprehensive professional services to public sector, private sector, and not-for-profit clients, including organizational and management studies, executive recruiting, operational analyses, personnel studies, compensation and classification plans, charter

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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.

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.

Human Capital Solutions

MGT provides executive recruiting, comprehensive interim staffing, and human capital consulting for local governments, school districts, businesses, and nonprofits. Drawing on decades of experience working across the country, our team collaborates with your organization to understand your unique needs, culture, and goals to deliver tangible results. We tackle immediate challenges, anticipate future workplace needs, bridge talent gaps, and enhance policies to foster lasting positive transformation within your organization. Visit us at mgt.us, post to our job board at govhrrjobs.com, or contact our team of experts at 847-380-3240.

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.

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.

Executive Recruitment and Municipal Management

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

Municipal 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.

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.

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; hrrsconsulting@comcast.net; or visit www.hrrsconsultinginc.com. WBE certified.

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. www.strategy5.net.

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.

General Consultant, Recruiting and Special Studies

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

RFPs

Legal Services

West Springfield Retirement Board

The West Springfield Retirement Board is seeking proposals from qualified individuals/firms to provide Legal Services consistent with MGL Chapter 32 and Commonwealth of Massachusetts Regulations 840 CMR – Public Employee Retirement Administration Commission. The RFP is available electronically via email request to Jillian Scavotto, Finance Manager, West Springfield Retirement System at jscavotto@tows.org. Responses to this RFP will be accepted until Thursday, July 31 at 2 p.m. Late proposals will not be accepted. The West Springfield Retirement Board reserves the right to reject any and all bids. ●

Calendar



The Beacon

Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

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

25 Massachusetts Municipal Communicators, virtual meeting, 12-1 p.m. 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

8 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

SEPTEMBER

9 Massachusetts Municipal Councillors' Association, hybrid board meeting, 8:45-9:45 a.m., The Delaney House, Holyoke. Contact: MMA Senior Member Program Coordinator Denise Baker

9 MMA Board of Directors, hybrid meeting, 10-11:45 a.m., The Delaney House, Holyoke. Contact: Executive Assistant Elanienne Coste

9 Local Government Advisory Commission, hybrid meeting, 1-2 p.m., The Delaney House, Holyoke.
Contact: Executive Assistant Elanienne Coste

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

18-19 Massachusetts Municipal Human Resources, fall conference, Marriott Springfield Downtown, Springfield. Contact: MMA Member Program Coordinator Anneke Craig

25 Massachusetts Municipal Management Association, meeting. Contact: MMA Senior Member Program Coordinator Denise Baker

OCTOBER

9 Massachusetts Select Board Association, leadership conference, 8:30 a.m.-2 p.m., Cyprian Keyes Golf Club, Boylston. Contact: MMA Member Program Coordinator Anneke Craig

14 MMA Board of Directors, long-range planning meeting, 8:30 a.m.-1 p.m., The Conference Center at Waltham Woods, Waltham. Contact: Executive Assistant Elanienne Coste

16 Massachusetts Municipal Management Association, boot camp, 9 a.m.-3 p.m., Sharon Community Center, Sharon. Contact: MMA Senior Member Program Coordinator Denise Baker

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

For more information, visit www.mma.org.

MMA contacts

Denise Baker can be reached at dbaker@mma.org

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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