

Vol. 51, No. 6

A Publication of the Massachusetts Municipal Association | www.mma.org

June 2024

# Senate OK's FY25 state budget

## By Jackie Lavender Bird

The Senate has approved a \$57.9 billion state spending plan for fiscal 2025 that would make several significant investments in schools and municipalities.

The Senate's bill would increase the main discretionary local aid account by 3% over the current fiscal year, and lift Chapter 70 minimum new aid from \$30 per pupil to \$110.

The Senate budget would also provide \$125 million in supplemental funding for local roads and bridges, \$15 million for bridges and culverts, and a \$1.5 million increase for payments-in-lieu-of-taxes for state-owned land.

The Senate spent three days on its budget debate, considering 1,100 amendments. The Senate vote took place just after midnight on May 24.

## UGGA

The Senate adopted the recommendation of the Senate Committee on Ways and Means for a 3% increase in Unrestricted General Government Aid, which would

## Inside

Advocacy continues for Municipal Empowerment	3
State highlights federal funding opportunities	5
CCC adopts equity bylaw/ordinance	7
FEMA OK's individual aid, but not municipal	8
MMA Webinars	11
Around the Commonwealth2	2
People2	5
Classifieds2	8
Calendar3	5



The Senate's \$57.9 billion state spending plan for fiscal 2025 would increase Chapter 70 minimum new aid from \$30 per pupil to \$110.

increase the account by \$38.1 million over fiscal 2024. The MMA and local officials have been advocating for a 3% increase in the UGGA account, which provides essential funding for vital municipal and school services to residents and businesses.

## **Chapter 70**

The Senate budget would increase Chapter 70 education aid by \$311 million over the current fiscal year, for a total of \$6.9 billion. The Senate budget would continue to fund the Student Opportunity Act on its intended schedule.

In recognition of the challenges faced by minimum-aid-only school districts, the Senate budget would provide \$40 million to raise the minimum new aid amount from \$30 per student to \$110, which would benefit 230 of the state's 318 public school districts. This much-appreciated minimum aid increase is a top priority for cities and towns, and would have a tremendous impact on schools across the Commonwealth.

## **Charter schools**

The Senate included \$199 million for charter school mitigation payments, which would cover 100% of the state's statutory obligation as outlined in the Student Opportunity Act.

## **Special education**

The Senate budget includes \$492 million for the Special Education Circuit Breaker account, matching the governor's budget proposal. While this would be a slight decrease from fiscal 2024, both budget plans

**BUDGET** continued on 18

## Gov. signs \$375M transportation bond bill

## By Adrienne Núñez

At an event in Melrose on May 3, Gov. Maura Healey signed a transportation bond bill that includes \$200 million for the Chapter 90 local road and bridge program for fiscal 2025 and \$175 million for specified additional infrastructure programs.

In addition to funding for the <u>Chapter</u> <u>90 reimbursement program</u>, the \$375 million bond package includes \$25 million for a supplemental road maintenance program favoring rural communities, and \$150 million for the following six existing transportationrelated programs:

- Municipal Pavement Program
- Municipal Small Bridge Program
- <u>Complete Streets</u>



With Lt. Gov. Kim Driscoll standing to her right, Gov. Maura Healey signs a \$375 million transportation bond bill on May 3 at an event in Melrose. They were also joined by numerous state and local officials for the signing.

- Municipal Bus Enhancement Program
- Mass Transit Access grant program
- Municipal/RTA Electric Vehicle Fleets

## 2024 MMA **Board of Directors**

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

## **Executive Committee**

John McLaughlin, MMA President and MMCA President Councillor, Waltham

Jamie Hellen, MMA Vice President Town Administrator, Franklin

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

Ruthanne Fuller, MMaA First Vice President Mayor, Newton

Andrew Hogeland, MSA President Select Board, Williamstown

Nicole LaChapelle, MMaA President Mayor, Easthampton

John Mangiaratti, MMMA First Vice President Town Manager, Acton

Debra Roberts, MSA First Vice President Select Board, Stoughton

Kevin Sullivan, ATFC First Vice President Finance Committee, Hanson

Brendan Sweeney, MMCA First Vice President Councillor, Beverly

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

Town Manager, Westborough Adam Chapdelaine (non-voting) MMA Executive Director

Ted Bettencourt, Mayor, Peabody Lisa Blackmer, Councillor, North Adams Paul Bockelman, Town Manager, Amherst Denise Casey, Deputy Town Manager, North Andover Stephen Cavey, Select Board Member, Stoughton Lisa Feltner, Councillor, Watertown Claire Freda, Councillor, Leominster Josh Garcia, Mayor, Holyoke Jennifer Glass, Select Board Member, Lincoln Christine Hoyt, Select Board Member, Adams Afroz Khan, Councillor, Newburyport Aaron Langlois, Select Board Member, Oakham Andrea Llamas, Town Administrator, Northfield Breanna Lungo-Koehn, Mayor, Medford Kevin Mizikar, Town Manager, Shrewsbury Irwin Nesoff, Select Board Member, Hull Mike Nicholson, Mayor, Gardner Brad Riley, Councillor, Easthampton Moises Rodrigues, Councillor, Brockton

Robert Sullivan, Mayor, Brockton Kevin Sweet, Town Administrator, Wrentham Michelle Wu, Mayor, Boston

# **Executive Director's Report**

## **Municipal buildings are centers of essential** services, but they need help

During my time working in local government, one of the challenges that I thought about most was maintaining and renovating municipal buildings. Across the Commonwealth, city and town halls, police and fire stations, DPW facilities and more serve as the base of operations for providing critical local government services, and yet many of these facilities are beyond their expected lifespans and are

becoming more and more costly to oper-

ate. Many have antiquated heating and

cooling systems, some have accessibility

deficiencies, and many remain vulnerable

cally at a time when the ability to respond

to severe storms is becoming more critical.

to the effects of climate change — ironi-

Many communities need to make costly

accommodations just to keep using the

facilities they have, which is inefficient.

Interestingly, the vast majority of these

buildings were built before the strictures

This means that local governments are in

the position of needing to maintain, ren-

of Proposition 2<sup>1</sup>/<sub>2</sub> were put into place.



**By Adam** Chapdelaine

municipalities with the construction of or improvements to public safety or municipal office buildings. We support this framework as a way to help cities and towns address critical. unmet infrastructure needs. Such an authority could resemble the Massachusetts School Building Authority, a state-local partnership that has resulted in new and renovated schools

across the Commonwealth over the past 20 years.

Let's look at Charlemont, for example. With a little over 1,100 residents, approximately a third of whom are on fixed incomes, the rural Franklin County town does not have the means to build new buildings, despite one of the highest tax rates in Massachusetts. Its buildings have issues with space, improvement needs, and location (some are in a flood plain, which meant that emergency services had to be evacuated during Hurricane Irene in 2011). The town must order custom fire vehicles in order to fit them into an outdated fire station. Town Hall is in need of an elevator to allow for use of the top two floors — a project that would cost more than a million dollars.

West Boylston, for another example, has an 80-year-old public works building that requires either a major renovation or a new structure. Offices are all located on the second floor, with no elevator, so the

DIRECTOR'S REPORT continued on 18

## ovate or rebuild many of these facilities in a different and certainly more restrictive fiscal paradigm. This is why the MMA is advocating so strongly for legislation that would create a new, independent municipal

and public safety building authority, and would establish a separate municipal and public safety building fund to assist

# Beacon

June 2024 | Volume 51. Number 6 Copyright © 2024, Massachusetts Municipal Association

**Deputy Communications Communications &** Director John Ouellette Candace Pierce **Associate Editor** Publisher Jennifer Kavanaugh **Digital Communications** Design Specialist Full Circle Design Meredith Gabrilska

**Massachusetts Municipal Association** 

Twitter and Facebook: @massmunicipal

617-426-7272 · www.mma.org

Massachusetts Interlocal Insurance Association

3 Center Plaza, Suite 610, Boston, MA 02108

**Membership** Director Adam Chapdelaine

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.

## **Advocacy continues on Municipal Empowerment Act**

## By John Ouellette

With the clock winding down on the current legislative session, state and local leaders are continuing their advocacy for a key piece of legislation that would improve municipal operations without adding costs to the state's bottom line: the Municipal Empowerment Act.

The wide-ranging bill, filed by Gov. Maura Healey on Jan. 22, intends to increase municipal flexibility, reduce administrative burdens, strengthen municipal finances, address municipal workforce challenges, and improve the efficiency of local operations.

The legislation was a central topic during the May 14 meeting of the Local Government Advisory Commission, when local leaders from across the state expressed their appreciation to the administration for drafting and filing the bill.

"The Municipal Empowerment Act is a very big deal for cities and towns," said Franklin Town Administrator Jamie Hellen, who's also vice president of the MMA. "It's about making a more efficient government and modernizing the essential services provided to residents throughout the Commonwealth."

Easthampton Mayor Nicole LaChapelle said the bill's local-option revenue provisions would help to relieve fiscal pressures being faced by communities across Massachusetts.

"We remain really excited about this bill," replied Lt. Gov. Kim Driscoll. "It's really going to be incumbent upon all of us to make sure this doesn't get lost in the sauce" during the busy final weeks of the formal legislative session, which is scheduled to end on July 31.

Among its many provisions, the <u>Municipal</u> <u>Empowerment Act</u> would reform procurement rules and update borrowing rules for school projects; make permanent a number of popular pandemic-era allowances for remote or hybrid public meetings; and establish enforcement mechanisms for prohibitions on doubled-up utility poles. It would also allow cities and towns, which face state-imposed caps on local revenue raising, to increase local-option meals and lodging taxes and create a new local-option motor vehicle excise surcharge.

A new commission would be established to take a fresh look at opportunities to

address unfunded liabilities from non-pension employee benefits (known as OPEB), and municipalities would be able to offer a means-tested senior property tax exemption.

The bill was the subject of two legislative hearings this spring — before the <u>Joint</u> <u>Committee on Municipalities</u> and Regional Government on <u>Feb. 28</u> and before the <u>Joint</u> <u>Committee on Revenue on</u> <u>Feb. 29</u> — but the committees have not yet released the bill.

Healey and Driscoll announced the legislation during the MMA Annual

Meeting & Trade Show in Boston on Jan. 19, and received a strongly enthusiastic response from roughly 1,000 local leaders in the room. Driscoll said the package is based on input from local officials during a listening tour she conducted around the state last fall, when she heard from more than 130 town managers and mayors representing 112 municipalities, as well as professional associations representing local leaders and employees.

## Local revenues and procurement

The Municipal Empowerment Act would enable communities, at local option, to increase the local meals tax from 0.75% to 1%, and increase the local lodging tax from 6% to 7% (6.5% to 7.5% in Boston). Currently, 251 municipalities have adopted a local meals tax, and 216 have a local lodging tax. The rate ceilings haven't changed since the original legislation in 2009.

A new local-option vehicle excise tax surcharge of 5% would be available to all 351 municipalities.

In the area of procurement reforms, the bill would:

- Raise thresholds for competitive bids and remove onerous publishing requirements
- Clarify that Chapter 30B enables groups of cities and towns to award multiple contracts through the request for proposals process and purchase both supplies and services from collectively



Lt. Gov. Kim Driscoll, second from right, urges local leaders to keep advocating for passage of the administration's Municipal Empowerment Act during the May 14 meeting of the Local Government Advisory Commission in Westborough. Also pictured, left to right, are Easthampton Mayor Nicole LaChapelle, MMA Vice President and Franklin Town Administrator Jamie Hellen, and MMA President and Waltham City Councillor John McLaughlin.

## bid contracts

- Equalize 30B thresholds for advertised procurements to \$100,000 for all municipal purchasing, not just schools
- Eliminate the requirement to publish notice of invitations for competitive bids on COMMBUYS
- Streamline procurement for electric school buses and charging infrastructure by allowing single procurements for both under Chapter 30B

## **Additional provisions**

Additional provisions of the Municipal Empowerment Act would do the following:

- Allow cities and towns to amortize emergency deficit spending over three years
- Modernize annual town report printing requirements
- Expand the process for seeking exemptions to post-retirement employment rules
- Allow regional boards of assessors
- Enable cities to form Veterans' Districts
- Equalize the rules for property tax appeals (among residents and commercial taxpayers)
- Permit more efficient setting of revolving fund spending caps
- Close unemployment insurance loopholes

**EMPOWERMENT** continued on 18

## **EPA says 2 PFAS chemicals are hazardous under CERCLA**

## By Josie Ahlberg

The U.S. Environmental Protection Agency has designated two so-called forever chemicals — perfluorooctanoic acid (PFOA) and perfluorooctanesulfonic acid (PFOS) — as hazardous substances under the Comprehensive Environmental Response, Compensation, and Liability Act, known as CERCLA, or Superfund.

The EPA's rulemaking, issued on April 19 and effective on July 8, represents another step in the <u>EPA's plans</u> to prevent pollution and address contamination from per- and polyfluoroalkyl substances, or PFAS.

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

The EPA's designation of PFOA and PFOS as hazardous substances will allow the agency to clean up contaminated sites and hold polluters responsible for the contamination, either by performing the necessary cleanups or reimbursing the EPA for remediation work.

Through the Superfund process, the EPA aims to protect the health of the public and the affected environment, engage the community and promote awareness, and return these sites to productive use.

As of July 8, when a release of PFOA or PFOS that meets or exceeds the reportable quantity occurs, polluters must report the release within 24 hours to the National Response Center, the appropriate state emergency response commission, and the local emergency planning committee. This rule does not apply to past releases of PFOA or PFOS, so long as they are not continuing as of the effective date.

## Local financial implications

Since the rulemaking process began in 2022, local governments have expressed concerns about the potential financial implications for cities and towns. While municipalities are not directly responsible for PFAS contamination in the environment, there was a potential for certain municipal operations to be considered liable under CERCLA. Municipalities could encounter PFAS in their drinking water, wastewater, stormwater, and landfill processes, as these chemicals are widespread in the environment. As "passive receivers" of PFAS, municipalities are actively advocating for the EPA to provide municipal liability protection should PFOA and PFOS, or other PFAS chemicals, be designated as hazardous substances under CERCLA.

The MMA emphasized these concerns in a <u>letter to the</u> <u>U.S. Senate Committee on</u>

the Environment and Public Works last summer, as the committee considered a bill that would address PFAS contamination nationwide. The MMA expressed similar sentiments to the <u>Massachusetts</u> <u>Legislature's Joint Committee on Public</u> <u>Health last June</u>, as the committee considered legislation that would provide for a PFAS Remediation Trust Fund and other mechanisms to combat pollution in the state.

In response, the EPA has issued a separate <u>CERCLA Enforcement Discretion</u> <u>Policy</u>.

## **Enforcement policy**

An EPA memo articulates the agency's intention to focus on polluters most responsible for the release of PFAS into the environment — specifically manufacturers, federal facilities, and industrial parties who used PFOA and PFOS.

The policy indicates that the EPA does not intend to use its authority to pursue "entities where equitable factors do not support seeking response actions or costs under CERCLA." These entities include:

- Community water systems and publicly owned treatment works
- Municipal separate storm sewer systems
- Publicly owned or operated municipal solid waste landfills
- Publicly owned airports and local fire departments
- Farms where biosolids are applied to the land



The U.S. Environmental Protection Agency's designation of two "forever chemicals" as hazardous substances will allow the agency to clean up contaminated sites and hold polluters responsible for the contamination.

While municipalities are not directly responsible for PFAS contamination in the environment, there was a potential for certain municipal operations to be considered liable under CERCLA.

The <u>National League of Cities points</u> <u>out</u> that the agency has previously stated, however, that it lacks the ability to shield municipalities from lawsuits brought by PFAS manufacturers or other parties responsible for contamination, which raises concerns about significant litigation or cleanup costs for municipalities, on a retroactive and proactive basis.

The EPA website has additional information on the <u>PFAS Enforcement</u>. <u>Discretion and Settlement Policy Under</u> <u>CERCLA</u>, as well as <u>information about</u> <u>the designation of PFOA and PFOS as</u> <u>hazardous substances under CERCLA</u>. Additional documents are available on <u>www.regulations.gov</u> (EPA docket ID EPA-HQ-OLEM-2019-0341).

The MMA will continue to advocate for clear liability protection for local governments through a statutory exemption.

## State office highlights 6 federal funding opportunities

## By Adrienne Núñez

The state's Federal Funds and Infrastructure Office is highlighting the following <u>six funding opportunities for</u> <u>municipalities</u>, with deadlines in June:

- Exploratory Advanced Research Program: A transportation research grant focused on collecting diverse pedestrian data, giving researchers access to this data, and encouraging novel analyses to support the safety and mobility of all people. Applications are due June 5.
- <u>COPS Hiring Program</u>: A public safety grant that provides funding to law enforcement agencies to hire or rehire additional career law enforcement officers in an effort to increase their community policing capacity and crime prevention efforts. Applications are due June 6.
- Choice Neighborhoods Planning Grants: A housing grant meant to support the development of a comprehensive plan to revitalize severely distressed public housing or HUD-assisted housing and the surrounding neighborhood. Applications are due June 10.
- Renew America's Schools Environment grant: An energy efficiency grant intended to transform decaying public school infrastructure into healthier, more energy efficient learning environments and lower utility costs. Applications are due June 13.
- <u>Innovative Finance and Asset</u> <u>Concessions Grant Program</u>: A

transportation grant focused on assisting eligible public entities in facilitating and evaluating publicprivate partnerships and exploring opportunities for innovative financing and delivery for eligible transportation infrastructure projects. Applications are due June 17.

• Active Transportation Infrastructure Investment Program: Two transportation-focused grants meant to support planning, designing and constructing active transportation networks and spines. Applications are due June 17.

A federal funding bill filed by Gov. Maura Healey last October would provide additional funding to the Federal Funds and Infrastructure Office to help support municipalities in their pursuit of federal funding.

## **Federal funds bill**

In addition to posting federal funding grant opportunities, the <u>Federal Funds</u> <u>and Infrastructure Office</u> offers support to municipalities for the pursuit of federal grants. The office leads a monthly <u>Massachusetts Federal Funds</u> <u>Partnership</u> meeting that provides information about relevant agencies and grant opportunities as well as an open forum for questions related to federal funding opportunities.

A <u>federal funding bill filed by Gov.</u>

<u>Maura Healey last October</u> would provide additional funding to the Federal Funds and Infrastructure Office to help support municipalities in their pursuit of federal funding.

The bill is designed to leverage interest from the state's rainy day fund to improve the competitive position of the state and its communities for federal dollars. Healey's bill would create a Commonwealth Federal Matching and Debt Reduction Fund as a funding source for the state and its municipalities to help meet the required local match for grants.

The bill also proposes \$12 million for technical assistance to help municipalities with grant tracking, grant writing and implementation. Up to \$750 million in interest generated annually by the state's stabilization fund would be tapped to meet these goals.

The House approved the bill on Feb. 28 and the Senate approved a version on Jan. 11. The two bills have small differences that are awaiting resolution in a conference committee that includes Sens. Michael Rodrigues, John Cronin and Patrick O'Connor and Reps. Aaron Michlewitz, Jack Lewis and Mathew Muratore.

## AG Campbell to keynote Women Leading Government meeting June

Attorney General Andrea Joy Campbell will be the featured speaker at a Women Leading Government meeting on June 26 in Boylston.

Campbell will be followed by the panel discussion "Caring For Aging Parents," with East Longmeadow Council on Aging Director Erin Koebler discussing resources available to help provide care and support to aging parents and family members. Given the challenge of balancing career demands and other life responsibilities while providing care,



Andrea Joy Campbell

events are open to all staff in appointed

three WLG members will share their experiences and practical strategies for finding work-life balance.

WLG is an initiative of the Massachusetts Municipal Management Association, and its positions in local government.

The event will be held from 9 a.m. to 1 p.m. at Cyprian Keyes Country Club. The cost is \$25, including a light breakfast and lunch.

The agenda and registration link are available on <u>www.mma.org</u>.

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

## Mass. receives \$50M to remove lead service lines

Following a <u>lobbying effort</u> by state officials and the state's congressional delegation, the Biden-Harris administration has awarded \$50 million for Massachusetts cities and towns to help identify and replace lead service lines and prevent exposure to lead in drinking water.

The federal funding, announced on May 2, is an increase over the \$33.7 million in lead service line funding allocated in fiscal 2023, though it does not satisfy the identified funding needs in Massachusetts, according to the Healey-Driscoll administration.

The administration said it will continue to work with federal, state and local agencies in order to fully fund the lead service line replacement program. Gov. Maura Healey said her office appreciates the additional funding, and is "looking forward to continued collaboration with federal partners to identify more funding avenues to build on these investments so Massachusetts can continue its nation-leading work to protect the environment and public health."

Lt. Gov. Kim Driscoll said cities and towns across Massachusetts now have "significantly more resources to continue plugging away at the necessary upgrades to protect the health of its residents."

In February, Healey, Attorney General Andrea Joy Campbell, and Treasurer Deborah Goldberg submitted a <u>letter</u> to U.S. Environmental Protection Agency



Massachusetts cities and towns will benefit from \$50 million in federal funding for identifying and replacing lead service lines in order to eliminate exposure to lead in drinking water.

Administrator Michael Regan urging him to reconsider a new grant formula that had reduced lead service line replacement funding to Massachusetts by more than \$30 million.

The letter identified Massachusetts' unique needs for lead remediation funding based on its high percentage of housing stock from before 1940, when the use of lead in service lines was prevalent, and emphasized how the effects of this causes disproportionate lead exposure in communities of color.

Massachusetts received \$65.7 million in fiscal 2022, but the EPA's new methodology allocated just \$33.7 million for 2023 and future years of the program.

The EPA gave states a one-time opportunity to submit additional data, resulting in Massachusetts' boosted allotment of \$50 million. Massachusetts has leveraged federal Bipartisan Infrastructure money to address lead service line issues, including commitments since 2022 of more than \$59 million for lead remediation projects, according to the administration. This funding has supported needs assessments and action plans in 121 Massachusetts communities and has financed \$30 million in remediation projects.

Federal Funds and Infrastructure Director Quentin Palfrey thanked the Biden-Harris administration "for your commitment to removing harmful contaminants from our drinking water," and EPA Administrator Regan "for recognizing Massachusetts's demonstrated needs and effectiveness in using federal dollars to remediate lead contamination in our water infrastructure."

The funding, awarded under the \$3 billion Investing in America initiative, will provide significant grants through the Massachusetts Drinking Water State Revolving Fund <u>Lead Service Line</u> <u>Replacement Program</u>.

Under the Revised Lead and Copper Rule set to take effect in October, the EPA is also requiring local public water systems to investigate the number of lead service lines in their water distribution system and report those findings to the state agency that oversees drinking water – the Massachusetts Department of Environmental Protection.

## **MassDEP opens SRF solicitation for water projects**

The Massachusetts Department of Environmental Protection has opened the State Revolving Fund solicitation for new drinking water and clean water projects.

MassDEP's Division of Municipal Services is accepting Project Evaluation Forms for construction projects, asset management planning, and Sewer Overflow and Stormwater Reuse Municipal Grants, through July 26 at noon, for consideration in the calendar 2025 funding cycle.

## To apply, submit a PEF <u>online via</u> <u>MassDEP's website</u>.

MassDEP is also accepting loan/grant applications for new projects, on a rolling basis, while funding is available, for the following:

• Lead service lines planning grants: MassDEP is accepting grant applications for planning activities that assist public water suppliers to complete LSL inventories and to develop LSL replacement programs. Public water suppliers are advised to apply as soon as possible, as funding will be provided on a first-come, first-served basis.

 Lead service lines replacement project loans: To expedite the replacement of lead service lines, the MassDEP is accepting loan applications from public water suppliers that have approved lead service line replacement programs. Projects must be implemented in compliance with the Lead and Copper Rule Revisions and all SRF program requirements. Priority for financing will be given to systems with documented lead levels, particularly those exceeding the 90th percentile, and public water suppliers serving disadvantaged communities or small systems. The MassDEP will review applications monthly while funding is available.

- Loans for eligible planning activities for both Clean Water and Drinking Water State Revolving Funds.
- Community Management Septic Loans: SRF loans are available to fund Communities Septic Management Programs. Communities that implement a Septic Management Program that offers an interest rate reduction to homeowners based on area median income threshold may be eligible for interest-free loans, subject to review and an affirmative vote by the Massachusetts Clean Water Trust's Board of Trustees.

SRF loan/grant applications for calendar 2024 are now being accepted <u>online via</u> <u>eSRF</u>. ●

## CCC adopts model equity bylaw or ordinance

## By Ali DiMatteo

The Cannabis Control Commission has voted to adopt a <u>Model Municipal Equity</u> <u>Bylaw or Ordinance Template</u>.

The CCC published its draft of the template on April 2 and accepted public comment through April 25. By a vote of 3-0, with Commissioner Nurys Camargo absent, the commission adopted the draft on May 9 without making substantive changes.

The comprehensive cannabis law enacted two years ago (<u>Chapter 180 of the Acts of</u> <u>2022</u>) requires the CCC to develop policies and procedures to ensure that those who have been disproportionately harmed by the enforcement of marijuana laws are guaranteed fair and equitable access to the industry and to promote their full participation. This work includes advisory guidelines, best practices and minimum acceptable policy standards.

The CCC's equity guidance states that municipalities that host cannabis retailers, whether recreational or medical, will need to take one of three recommended actions in order to comply with the new standards:

Adopt the Model Municipal Equity



On May 9, the Cannabis Control Commission voted to adopt a Model Municipal Equity Bylaw or Ordinance Template.

Bylaw or Ordinance once it is finalized by the CCC

- Adopt their own bylaw or ordinance to exclusively permit social equity businesses for a period of three years
- Create a local approval process for equity applicants on a one-to-one basis, approving other applicants only after a social equity business has begun operations and half of licensees operating in the municipality are social equity businesses

The CCC's model equity bylaw/ordinance requires the municipality to:

• Post its local requirements, process and

contacts related to local cannabis license approval

- Create a municipal equity plan for its cannabis licensing
- Create policies and procedures to ensure equity applicants are identified for preference

The model also requires municipalities to fulfill a number of "equity standards," including providing translators or interpreters, as well as certain contract flexibilities.

The <u>MMA and the Massachusetts</u> <u>Municipal Lawyers Association jointly</u> <u>submitted comments to the CCC</u> on April 25 raising serious concerns about the draft Model Municipal Equity Bylaw or Ordinance. The comments addressed issues including the proposed timeline, conflicting governance, ambiguities, and burdensome requirements for municipalities.

"Municipalities are eager to be good-faith partners with cannabis licensees and support equity [within] their borders," the MMA and MMLA wrote in their conclusion, "but they cannot bear the onus of creating equity within the industry, a responsibility that is better served by regulators and those within the industry."

## 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 7, in Devens.

Meeting topics include:

- An introduction to the open meeting and public records laws, presented by attorney Janelle Austin, a shareholder at KP Law, who will cover the key components of these key laws and discuss how they affect the work of select board members.
- A Municipal Finance 101 workshop led by Jessica Sizer, a town councillor in Palmer and a project manager at the Division of Local Services' Financial Management Resources Bureau. Sizer will discuss the role of select boards in municipal finance, and provide budgeting tips and organizational skills. She will also discuss the resources available to municipalities through the Division of Local Services.
- A workshop on public speaking and

civility led by Easton Select Board Chair Dottie Fulginiti.

• An introduction to public engagement for Select Boards, led by Wellesley Public Information Officer Stephanie Hawkinson.



Janelle Austin

Attendees will also have opportunities to network with colleagues and hear from a panel of veteran select board members and town managers/administrators.

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 is available at <u>www.mma.org</u> and will be emailed to registrants in the coming weeks.

The training is targeted to newly elected



Jessica Sizer

8

Dottie Fulginiti

select board members, but any select board member is welcome to attend for a refresher.

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

## Storm aid OK'd for individuals, not municipalities

## By John Ouellette

Following appeals from the Healey-Driscoll administration and the state's congressional delegation, President Joe Biden on May 15 declared that federal disaster aid will be available to homeowners and businesses in two Massachusetts counties affected by severe storms and flooding last September.

The president's action reverses an earlier decision by the Federal Emergency Management Agency and makes Individual Assistance available to affected businesses and eligible homeowners and renters in Bristol and Worcester counties to supplement state, tribal and local recovery efforts.

FEMA, however, has again denied aid to the state and municipalities to repair damage to public infrastructure, such as washed-out roads, sinkholes and culverts. The city of Leominster, among the hardest hit by the storms last fall, has documented \$30 million in flood damage to municipal property.

Gov. Maura Healey received a <u>letter</u> <u>from FEMA</u> on May 28 denying her appeal for funds to repair public property. The letter said the damages were "not of such severity and magnitude as to warrant the designation of Public Assistance."

Healey had <u>formally requested the ma-</u> jor disaster declaration last December, seeking federal public and individual assistance for affected areas in Bristol, Hampden and Worcester counties. FEMA denied the request in February, and Healey appealed FEMA's denial in a <u>March 11 letter</u> to the president and FEMA Regional Administrator Lori Ehrlich. Healey said FEMA's assessment of the state's request failed to include certain identified costs, a summary of which she provided "for your reconsideration."

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



On May 15, President Joe Biden declared that individuals in two Massachusetts counties that experienced storm and flood damage last September will receive federal disaster aid.

FEMA has again denied aid to the state and municipalities to repair damage to public infrastructure.

The governor cited dozens of damaged sites in Leominster, a Springfield water main break, and the "uniqueness of New England architecture" that makes buildings more vulnerable to flood damage.

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

On March 26, members of the state's congressional delegation also wrote to President Biden and FEMA to support Healey's appeal, saying it is "imperative that communities see strong partnership among federal, state, and local governments to deliver when residents need it most," especially in the face of increasing climate change impacts.

In addition to Individual Assistance, Healey requested Public Assistance for Hampden and Worcester counties, which would provide reimbursement for eligible storm-related expenses incurred by state agencies and municipalities, but FEMA has denied this request.

## **Individual Assistance**

The federal Individual Assistance can include grants for temporary housing and home repairs, low-cost loans to cover uninsured property losses, and other programs to help individuals and business owners recover from the effects of the disaster, according to a statement from the White House.

Federal funding is also available on a cost-sharing basis for hazard mitigation measures for the entire Commonwealth.

Residents and business owners who sustained losses last September in the designated areas can begin applying for federal assistance at <u>www.</u>

DisasterAssistance.gov, by calling 800-621-FEMA (3362), or by using the FEMA App. Those using a video relay service (VRS), captioned telephone service, or other relay services can give FEMA the number for that service.

President Biden said additional designations may be made at a later date if requested by the Commonwealth and warranted by the results of further damage assessments. Robert Fogel of FEMA has been appointed to coordinate federal recovery operations in the affected areas.

## State response

In response to the severe weather last September, Healey implemented the State Comprehensive Emergency Management Plan, activated the state's Regional Emergency Operations Centers, and declared a State of Emergency.

The Massachusetts Emergency Management Agency worked with local and federal officials at FEMA Region 1 to help communities assess potential reimbursable damage caused by the disaster, and the administration launched a <u>website</u> to centralize available resources for residents, businesses and communities.

The Healey-Driscoll administration also secured millions in state funding from a supplemental budget to help communities across Massachusetts affected by severe weather and flooding in 2023. The administration distributed the first round of these relief funds in January, with plans to distribute the remaining \$5 million as soon as possible after the resolution of the remaining appeal.

solution of the remaining app

## \$37M in grants will support regional transportation

The Healey-Driscoll administration on May 17 announced the award of \$37 million from three grant programs to support regional public transportation.

The funding will go to regional transit authorities, councils on aging, and other entities to support vehicle purchases, fleet electrification, enhancement and expansion of existing transit services, expansion of service hours, improvements in rural connectivity, and assistance with operating and capital expenses.

Through the <u>Community Transit Grant</u> <u>Program</u>, nearly \$20 million is being awarded to purchase vehicles for public transportation needs, and more than \$2 million is being awarded for projects expanding mobility for older adults, people with disabilities, and low-income

Through the Regional Transit Innovation Grant program, \$15 million is being awarded to increase operating and capital funding for transit providers, with 48% of the funding going to rural areas. The program was funded through the fiscal 2024 state budget.

Gov. Maura Healey said the grant funds "will go a long way to supporting the needs of organizations that provide mobility options across the state."

"Public transportation plays a crucial role when it comes to accessibility, community connectivity, and economic growth," she said, "and we will work to ensure that all residents have access to the transportation services they need."

**Regional Transit Innovation Grants** Eligible Regional Transit Innovation Grant project types included new and innovative service delivery models, expanded service hours or weekend service, rural connectivity, connectivity improvements across regional transit authority service areas, electrification, infrastructure, and capital investments. Out of 60 applications, 18 received funding.

RTIG funding is going to the following: Brockton Area Transit Authority; Berkshire Regional Transit Authority, Pioneer Valley Transit Authority, and Franklin Regional Transit Authority (joint application); Cape Ann Transportation Authority (two projects); Franklin Regional Transit Authority; Greater Attleboro Taunton Regional Transit Authority; town of Great Barrington; town of Lexington; city of Marlborough; Martha's Vineyard Transit Authority; Merrimack Valley Regional Transit Authority; Montachusett Regional Transit Authority; Nantucket Regional Transit Authority; Pioneer Valley Transit Authority; cities of Revere and Chelsea (joint application); SCM and city of Cambridge; Southeastern Regional Transit Authority; and town of Winchendon.

## Vehicle awards

Fiscal 2024 Community Transit Grant Program Vehicle Cycle awards are going to 43 applicants for a total of \$19.72 million to fund 168 vehicles.

Through the program, the Massachusetts Department of Transportation's Rail and Transit Division is distributing federal 5310 and state Mobility Assistance Program funding. Vehicles to be procured include a range of minivans and cutaway vehicles, varying in size to accommodate a range of fleet needs. All models are



Regional public transportation will benefit from three state grant programs.

## wheelchair accessible.

Federal 5310 funds can pay for up to 80% of the cost of each vehicle. Massachusetts councils on aging, nonprofits, and municipalities must pay a 20% match. The state's 15 Regional Transit Authorities are eligible for fully funded vehicles with state MAP funds providing a 20% match. (See full list of recipients.)

## **Expanding mobility**

The fiscal 2024 state budget allotted \$4 million to expand the Community Transit Grant Program to fund projects expanding mobility for older adults, people with disabilities, and low-income individuals. Just under \$2 million of that funding was awarded in November 2023.

The remaining \$2.14 million was awarded to 11 projects: Berkshire Regional Transit Authority, Helping Our Women Inc., Hilltown Community Development Corporation, Lowell Regional Transit Authority, Montachusett Regional Transit Authority, town of Sudbury, Pioneer Valley Transit Authority, Tri-Valley Elder Services, town of Ware, and Worcester Regional Transit Authority.

## House passes information technology bond bill

## By Ali DiMatteo

individuals.

The House on May 15 passed a \$1.23 billion information technology bond bill, known as the <u>FutureTech Act</u>, that aims to modernize the state's IT and cybersecurity infrastructure.

The bill is a mix of 10- and 30-year bonds and uses an additional \$400 million in anticipated federal funding. It includes funding for several municipal grant programs.

With previous IT bond acts set to be exhausted in fiscal 2025, <u>Gov. Maura</u> <u>Healey filed the IT bond bill</u> in January. The bill contains funding for a number of technology projects, including artificial intelligence and emerging technology, as well as for upgrading and modernizing government information systems.

Included in the bill is:

\_\_\_\_\_

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

delivery to the public, including \$110 million for the Commonwealth Digital Roadmap, to standardize the user experience across state agencies and create new lines of constituent communication through applications such as live chat, and SMS technology

The bill has been referred to the Senate Committee on Ways and Means. •

## MMA webinar to discuss municipal branding process

A free MMA webinar on June 12 will review a municipal branding project from concept to design to implementation.

Panelists will discuss pros, cons, insights and challenges related to developing and using a new municipal brand.

Amesbury Mayor Kassandra Gove will share why she initiated a branding project and how it benefits her city. She'll discuss how community surveys were used during the planning process, and how a municipal brand can have a positive impact on economic development.

John Magnifico, owner of Magnifico Design, will discuss his process for creating the Amesbury brand. He'll provide insight into developing an RFP for an external design partner, defining what municipalities should include and budget considerations.

Former Amesbury Communications Director Caitlin Thayer will discuss how to implement municipal branding across departments, communicate about the brand internally and externally, and ensure that brand guidelines are followed. She'll highlight



Kassandra Gove



Caitlin Thayer

member communities across the state. Media members are not permitted to attend.

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

## Municipal applications sought for new cybersecurity grant program

the pros and cons of using a municipal

brand in community communications.

The 75-minute webinar will begin at

noon. Registration is available online.

Only MMA members may register for

pointed or elected officials from MMA

this webinar. Members include ap-

The MassCyberCenter has announced a new grant program to help build up municipal defenses against cybersecurity threats: the Cyber Resilient Massachusetts Grant Program.

Municipalities are eligible to receive grants of up to \$25,000 to fund narrowly focused cybersecurity technology upgrades that will be identified through a cybersecurity vulnerability assessment.

A total of \$1.4 million is available for these grants, which may fund capital equipment, technology and infrastructure for cybersecurity improvement projects, including vendors/contractors or IT-related staff costs of the



Municipalities can receive grants of up to \$25,000 to fund cybersecurity technology upgrades through a new MassCyberCenter grant program.

municipality performing the upgrades.

Details and the notice of funding opportunity are available online.

Improvements that may be funded under the Municipal Local Cybersecurity Grant Program are not eligible to be funded under the Cyber Resilient Massachusetts Grant Program.

The MassCyberCenter will begin reviewing applications on July 1. Applications will be accepted on a rolling basis after this date and will then be reviewed quarterly. 🔵

## House passes veterans services bill known as HERO Act

## **Bv Ali DiMatteo**

The House on May 22 passed a broad veterans services bill, known as the HERO Act, that aims to modernize and increase veterans benefits.

The bill is a mix of policy changes and tax incentives including:

- Expanding the definition of "veteran" for the purposes of some benefits to include those who have served in the National Guard or as a reservist in any branch of the armed forces
- Increasing the annual payments to disabled veterans from \$2,000 to \$2,500 over two years
- Increasing tax credits for small businesses that hire veterans
- Expanding veteran motor vehicle benefits, including waiving veterans plate fees
- Expanding veteran property tax exemptions

The bill also would expand access to

mental health services for veterans and would create a working group to review alternative therapies for mental health treatments for veterans, including psychedelic therapies.

The bill was filed by Gov. Maura Healey last November and has now been referred to the Senate Committee on Ways and Means.

# **MMA Webinars**

## **Civil discourse in town meetings**

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

A panel of seasoned town moderators reviewed how to develop meeting rules, anticipate contentious issues, create a climate for respectful deliberation, and manage disruptive behavior.

Longmeadow Town Moderator Rebecca Townsend discussed the history of town meeting and public comment periods.

"It's the work that people and institutions do together that promotes democracy," she said. "People are watching municipal officials, and it's our responsibility to act appropriately."

North Andover Town Moderator Mark DiSalvo discussed how to set acceptable content standards for town meetings.

"Your awareness of the community is very important, and you should be prepared to manage the conversation should it go off the rails," he said. "Most importantly, you should be genuine in your approach and communicate with constituents honestly."

Reading Town Moderator Alan Foulds shared insights from his experience in a representative town meeting, which has specific rules surrounding reconciliation and length of discussion.

## **Municipal law 101**

An MMA webinar on May 8 with the municipal law team at Murphy, Hesse, Toomey & Lehane reviewed essential rules that influence daily operations at the local level: ethics, the public records law, and the open meeting law.

Attorney Karis North reviewed key definitions related to the open meeting law, including the difference between public bodies and subcommittees; meetings and deliberations; and general rules of a quorum.

She told attendees they "should not participate in a series of communications with less than a quorum," though they are not restricted from commenting to the general public via social media. North advised using restraint in social media, however.

Attorney Madison Harris-Parks discussed the basics of the public records law, emphasizing that municipal officials should presume that all records are public.

"Public officials are obligated to maintain their public records and, upon leaving their position, to turn over these records," she said. "I recommend keeping personal and professional communications separate [and] confine all municipal business to one email [address]."

Attorney Peter Mello discussed the state's conflict of interest law, summing it up by saying, "Public employees have undivided



Town moderators discuss promoting civil discourse during a webinar co-sponsored by the MMA and the Massachusetts Moderators Association. Speakers are, clockwise from top left, North Andover Town Moderator Mark DiSalvo, Concord Town Moderator Carmin Reiss, Reading Town Moderator Alan Foulds, and Longmeadow Town Moderator Rebecca Townsend.

Date: May 2 Length: 60 minutes

VIEW WEBINAR 7

"Our town meeting is somewhat predictable and even-tempered, but things can still get heated," he said. "I always remind the body that we're here to discuss issues, not personalities."

Concord Town Moderator Carmin Reiss moderated 30 minutes of questions and answers, addressing inquiries about resolutions on national policies, allowing residents to present contrary viewpoints, and deflecting contentious behavior.

– Lily Rancatore



Attorneys from Murphy, Hesse, Toomey & Lehane review laws that govern daily operations at the local level during an MMA webinar. Panelists are, clockwise from top left, Peter Mello, Karis North and Madison Harris-Parks.

Date: May 8 Length: 75 minutes

loyalty to their public employer and must act in the public interest, not for private gain."

Public officials, he said, cannot request or receive anything of "substantial value" in exchange for services.

North moderated 30 minutes of questions and answers, addressing inquiries about hybrid meetings, texts as public records, and what constitutes a special municipal employee.

– Lily Rancatore

# **MMA Webinars**

## **Promoting arts and culture**

An MMA webinar with the <u>Mass Cultural Council</u> on May 28 discussed how arts and culture can drive growth and strong economies in municipalities.

Mass Cultural Council Executive Director Michael Bobbitt reviewed the mission, vision and impact of his organization.

"We strive to integrate arts and culture into all aspects of Massachusetts by celebrating traditions and talents, championing its collective needs, and equitably investing public resources," he said.

The council's Communities Team discussed funding opportunities and programs available to municipalities, including the <u>Cultural Facilities Fund</u> and <u>Festivals and Projects Grant</u>.

Program Officer Carolyn Cole defined <u>cultural districts</u> as "specific locations with a concentration of cultural facilities, activities and assets."

"These areas are lively, engaging, and authentic, intending to attract artists and cultural enterprises, encouraging business development, and enhancing property values," Cole said.

Program Manager Lisa Simmons discussed the benefits of appointing a <u>local cultural council</u> led by special municipal employees.

Chicopee Mayor John Vieau and Falmouth Select Board Member Doug Brown discussed how their municipalities support and promote the arts.

Chicopee has nearly 75 grantees who have received awards, Vieau said.

"We're excited about the opportunity for the community, and



Panelists discuss the impact of arts and culture on local economies. Pictured, clockwise from the top left, are Mass Cultural Council Executive Director Michael Bobbitt, Program Manager Lisa Simmons, Chicopee Mayor John Vieau and Falmouth Select Board Member Doug Brown.

Date: May 28 Length: 60 minutes

VIEW WEBINAR 7

the greater Western Massachusetts area, to explore culture and arts," he said.

Brown said the Falmouth Cultural Council "has done an excellent job to bring in more visitors" to his town.

On June 18, the MMA will host a second webinar with the Mass Cultural Council, when officials from municipalities with thriving cultural communities will discuss how to build public support for arts, culture and tourism, celebrate different traditions and talents, and promote economic opportunity within cities and towns. <u>Click here for details and registration</u>.

– Lily Rancatore

# <complex-block>

## Affordable Homes Act highlighted

Lynn Mayor Jared Nicholson speaks in support of the Affordable Homes Act at the Lynn Housing Authority on May 6. Nicholson joined Gov. Maura Healey, Lt. Gov. Kim Driscoll, and mayors and municipal managers from around Massachusetts to highlight the need for more housing production and lower housing costs in the state. (Photo courtesy Joshua Qualls/ Governor's Press Office)

# Let us know about your local news

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

If your community has launched a new program or initiative, or has found a unique solution to a common problem, please let us know by filling out our new Local News Tips form on the MMA website.

## MassCEC seeks applications for clean school bus fleet program

The Massachusetts Clean Energy Center has released a request for proposals for a third round of the Accelerating Clean Transportation School Bus <u>Fleet</u> <u>Deployment Program</u>.

The program aims to further school bus electrification in Massachusetts by providing technical assistance, electrification planning, and additional deployment funding to school districts and school bus fleets.

The program will amplify the U.S. Environmental Protection Agency's <u>2023 Clean School Bus Rebate Program</u> funds and enable successful projects that demonstrate paths to full-fleet electrification.

RFPs are due by 4 p.m. on June 24. The award potential is \$2 million, and award notifications will come this summer.

Under this RFP, MassCEC is seeking applications from:

• Public school districts that are eligible under the EPA's Clean School Bus Program, including Massachusetts public school districts and charter



The Accelerating Clean Transportation School Bus Fleet Deployment Program aims to further school bus electrification in Massachusetts.

schools that have an <u>NCES District ID</u>

 Private school bus transportation contractors that are eligible under the EPA's Clean School Bus Program (generally including school bus service providers, original equipment manufacturers, and private school bus fleets that provide student transportation services)

Questions may be directed to CleanTransportation@MassCEC.com. ●



## LGAC discusses municipal empowerment, finances

Easthampton Mayor Nicole LaChapelle, left, discusses the importance of the Municipal Empowerment Act for boosting local revenue options during the May 14 meeting of the Local Government Advisory Commission in Westborough. Because of fiscal pressures on local budgets, she said, even small increases in local-option meals, lodging and vehicle excise taxes would provide significant support for local governments. Also pictured are MMA Vice President and Franklin Town Administrator Jamie Hellen, center, and Lt. Gov. Kim Driscoll.

## Climate webinar to focus on decarbonization

On June 25, the fourth session of the MMA's "Inspiring Climate Action" webinar series will explore funding opportunities available to municipalities — particularly grants and tax credits — to support decarbonization efforts.

Green Communities Division Director

Joanne Bissetta will discuss a new state grant program, <u>Climate Leader</u> <u>Communities</u>, run by the Department of Energy Resources. The program, focused on decarboniza-



Joanne Bissetta

tion, supports eligible cities and towns that adopt a specialized energy code and fulfill related goals and criteria, like creating a decarbonization roadmap.

Climate Leader Communities offers financial incentives for cities and towns to adopt more stringent, "greener" energy codes, which open the door for communities to be eligible for funding.

Officials from municipalities engaging in the certification and grant process will share how they have prepared to meet the program requirements and adopt the specialized energy code.

<u>Online registration is open</u> for the 75-minute webinar. Only MMA mem-

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

The "Inspiring Climate Action" webinar series explores how climate change impacts municipalities and addresses how municipal officials and staff can take action. The series will continue throughout 2024, with additional webinars on federal funds and electric vehicles to be held this summer. Municipal speakers will be announced in the coming weeks.

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

## Sen. Spilka shares her experiences in leadership

## By Anneke Craig

Senate President Karen Spilka reflected on her career in public service and her experience navigating disagreements on contentious issues during the annual Women Elected Municipal Officials Spring Symposium on May 3.

In a virtual fireside chat with Ashland Select Board Vice Chair Yolanda Greaves (also the vice chair of WEMO), Spilka discussed how civil discourse has changed since she began her career in elected public office as a School Committee member in Ashland.

She said the "quicker pace of the media cycle" prompts people to be "much quicker to say what they would not have said before ... [and] there's more divisiveness."

Drawing from her background as a social worker and mediator, Spilka advised women elected officials who are dealing with similar challenges to take the time to identify opportunities for agreement and compromise.

"Most of the time," she said, "people tend to agree more than disagree. And it takes time and a lot of active listening ... to focus on what you do agree upon and how you can build on that."

Greaves asked Spilka to reflect on the increase in women's representation and leadership during her career, observing



Senate President Karen Spilka, right, shares her experiences in leadership with attendees of the annual Women Elected Municipal Officials Spring Symposium on May 3. She spoke with WEMO Vice Chair and Ashland Select Board Vice Chair Yolanda Greaves.

that women officials now fill the majority of top leadership positions in Massachusetts.

Spilka observed that, beyond shedding more light on traditional "women's issues," "women bring a different perspective to almost any issue ... and it's a fuller perspective that can contribute towards getting a resolution."

Spilka recalled her first time visiting the Massachusetts State House for her swearing-in as a representative.

"I didn't even know where the bathrooms were, or where to get anything to eat," she said.

The following year, Spilka started a mentorship program to pair veterans with newly elected women representatives. She later replicated the program in the Senate. Spilka acknowledged the accomplishments of the women elected municipal officials in attendance.

"Getting more local elected officials in that are women has really helped make a difference as well," she said. "So I congratulate all of you for doing what you're doing."

The Spring Symposium also featured a civil discourse workshop with Kathy Eckles, an associate at Essential Partners, who reviewed the "dialogue design" process, from preparation to facilitation and follow-up. She also organized a small-group exercise on developing communication agreements to foster safe and respectful spaces for discourse.

<u>View the recording</u>

## **Municipal ADA program accepting grant applications**

Municipalities pursuing projects to increase access for people with disabilities can apply for funding through a state grant program.

Offered by the Massachusetts Office on Disability, the <u>Municipal Americans</u> with <u>Disabilities Act Grant program</u> supports capital improvements that promote access for people with disabilities. The program recognizes that architectural and programmatic barriers to facilities and services remain in many municipal buildings in the state.

<u>Applications</u> for fiscal 2025 are due June 14.

The program will award grants on a competitive basis for projects that demonstrate real and tangible positive impacts to persons with disabilities. Examples include new features such as ramps,



Applications for the Municipal Americans with Disabilities Act Grant program are due by June 14.

elevators, power lifts and Limited Use/ Limited Application signage; communication access devices; curb cuts or other features designed to improve architectural or programmatic access.

The program offers two kinds of grants: planning grants for updating or creating a self-evaluation and/or transition plan as required under the administrative requirements of Title II of the ADA, and project grants for removing architectural or communication barriers at municipal facilities and properties.

For fiscal 2024, the program awarded 62 grants totalling more than \$3.9 million. The awards ranged from \$3,000 project grants to Blandford and Georgetown, to a \$250,000 planning grant for Foxborough and \$250,000 project grants for Blackstone, New Bedford and Sudbury. Some communities received more than one grant.

Evan George, ADA grant compliance coordinator, can be contacted at Evan. George@mass.gov with any questions. ●

## **MMHR holds annual HR101 Boot Camp in Northampton**

## By Anneke Craig

Massachusetts Municipal Human Resources held its annual HR101 Boot Camp in Northampton on May 9.

Mary Beth Bernard, principal of HR Key Solutions and a past chair of MMHR, opened the meeting with a workshop on developing strong job descriptions. She stressed the role of job descriptions as the "building blocks" of many aspects of human resources management, and as a "crucial" tool for employee recruitment.

In one survey, she said, "52% of job-seekers answered that a description can make or break their decision on whether to apply for a job."

Bernard also discussed how job descriptions support municipal branding, employee training and performance, and classification and compensation. She offered tips on how to write strong job descriptions that not only reflect a single position's qualifications and responsibilities, but also the "positives" of working in the respective community.

In the second session, attorney Anne Marie Noonan of Valerio Dominello & Hillman gave a primer on Massachusetts labor law. She also provided an overview of recent trends in collective bargaining, including the first new Equal Employment Opportunity Commission guidelines on discrimination and harassment in 25 years, which were released in April.

Paul Scott, vice president of the Unemployment Tax Management Corporation, led a workshop on unemployment claims and benefits. He urged attendees to document every step of the unemployment process.



Caitlyn Julius, Springfield's assistant human resources director, discusses her experience moving from the private sector to municipal human resources during the Massachusetts Municipal Human Resources HR101 Boot Camp on May 9 in Northampton.

"It's really documentation that's going to win cases," he said. "Ninety percent of the cases come down to that."

In the afternoon, Ed Mitnick, executive director of Just Training Solutions, led a "train-the-trainer" workshop on conducting internal workplace investigations.

"Your role," he said, "is to lead a fact-finding mission."

By placing an emphasis on fact-finding, the investigator can help to preserve the integrity of the investigative process and ensure all parties are treated respectfully.

"We're always going to treat everybody with dignity and respect," Mitnick said.

The boot camp concluded with a panel discussion led by veteran MMHR members, including Michael Taylor of Pittsfield, Caitlyn Julius of Springfield, Deb Radway of Human Resources and Interim Management, and Chuck Romboletti of South Hadley. Moderator Emily Russo, the human resources director in Easthampton, asked the panelists to begin by recommending immediate priorities for newcomers when they begin a new role in municipal HR.

Reflecting on her experience coming to Springfield from the private sector, Julius recommended starting by getting to know your municipality's existing job descriptions.

"Coming from outside of municipal government," she said, "there are some many titles you've never worked with before."

Taylor and Radway said it's important to become familiar with the people and culture of a new city or town hall as quickly as possible.

Panelists also shared self-care strategies for dealing with stress and feeling overwhelmed.

"Be intentional about the boundaries you create," Romboletti recommended.

"Take a step back and breathe for a minute," Julius added. "This is HR, not the ER."

The HR101 Boot Camp is a signature MMHR program for members who are new to municipal HR and/or come from a private sector background.

As Chair of the MMHR Membership Committee, Taylor opened the conference by welcoming attendees and encouraging them to get more involved in the association and make connections with fellow members.

"Stay connected to us," he said. "And please, if you're new, lean on us anytime you need to."

## MMHR to hold Annual Meeting in Salem on June 13

John Warner

Massachusetts Municipal Human Resources will hold its Annual Meeting on June 13 at the Hawthorne Hotel in Salem.

The meeting will open with votes on the fiscal 2025 budget and board, along with other MMHR business.

Agenda items include a legislative update and two sessions on key human resources topics.

John Warner, archivist of the Commonwealth at the Massachusetts

\_\_\_\_\_

Archive, will lead a workshop on personnel record retention and digitization.

A second session will discuss employee mental health.

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 Hawthorne Hotel is located at 18 Washington Square West in Salem.

The agenda is still being developed, and more information will be sent to MMHR members and posted on <u>www.mma.org</u> in the coming weeks.

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

## **MMA-Suffolk add municipal HR seminar**

Due to overwhelming demand for the inaugural Municipal Human Resources Seminar this spring, the MMA and Suffolk University will host a second session this fall.

The Municipal Human Resources Seminar covers human resources management, policies and practices specific to Massachusetts cities and towns.

Topics include hiring and onboarding, benefits administration, policy development, collective bargaining, and employee reviews and evaluations.

Students also review relevant labor laws and best practices in municipal human resources management.

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

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

## The application for the fall seminar is now

<u>available</u> and is due by June 30. This is a competitive application process; applicants will be informed of their status by the end of July.

## Municipal Finance Management Seminar

Applications are being accepted for the fall session of the MMA-Suffolk Municipal Finance Management Seminar.

The five-week finance program, held via Zoom on Fridays, provides an overview of municipal finance in Massachusetts.

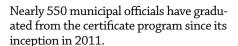
Students learn about the structure and purpose of local government, municipal budgeting systems and sources of revenue, financial reporting and record keeping, financial management, principles of property assessment, the intersection of human resources and financial resources, and best practices in local government finance.

The <u>application is available online</u>, and the deadline is July 31.

This is a competitive application process; applicants to the fall municipal finance seminar will be informed of their status by the end of August.

## Certificate in Local Government Leadership and Management

The 21st and 22nd classes of the MMA and Suffolk University Certificate in Local Government Leadership and Management program completed coursework in May. Graduation exercises for the Barnstable program were held on May 17; the Danvers program graduation will be held on June 27.



The program is designed for municipal employees looking to further their careers in municipal management. Topics include budgeting, human resources management, and strategic leadership.

The five-module, graduate-level program is held over the course of 25 Fridays.

The application period ended on April 30 for the certificate programs scheduled to



Students gather online for the May 16 graduation of the first MMA-Suffolk Municipal Human Resources Seminar. Twentyseven students completed the five-week session.

begin this fall in Pittsfield and Sharon.

The application period will open in February for the 2025-2026 offerings, planned as hybrid programs based in Barnstable and Winchester.

## Questions

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



## LGAC discusses Steward hospital bankruptcy

During the May 14 meeting of the Local Government Advisory Commission in Westborough, Brockton Mayor Robert Sullivan, right, thanks the Executive Office of Health and Human Services for its assistance to his city, which is home to one of Steward Health Care System's eight Massachusetts hospitals. "Their support has been unbelievable," Sullivan said. Steward filed for bankruptcy protection on May 6, and has announced plans to put all eight hospitals in the state up for sale. Also pictured, left, is Gardner Mayor Mike Nicholson.

## WEMO discusses National Women's Equality Day

In a <u>virtual meeting</u> on May 23, Gloucester City Councillor Valerie Gilman, also chair of Women Elected Municipal Officials, shared her experience with organizing her city's first annual National Women's Equality Day celebration last August.

National Women's Equality Day commemorates the certification of the 19th Amendment on Aug. 26, 1920, which gave women the right to vote.

Gilman said she and Gloucester-based activist Amy Shapiro organized her city's celebration as a way to spotlight women's rights and encourage young women in her community to get involved in local government.

"We really need to keep reminding young women and girls that we ... need them to step up as elected officials," she said.

Shapiro said she also sought opportunities to share an archive of feminist documents and art from the 1970s, originally compiled by her mother. Some of the material was put on display during the celebration.

The festivities included readings of proclamations by the mayor's office and City Council officially recognizing Equality Day, and a panel discussion featuring Gloucester-based women leaders.



Gloucester City Councillor Valerie Gilman, chair of Women Elected Municipal Officials, top, and Gloucesterbased activist Amy Shapiro discuss their experiences organizing their city's first annual National Women's Equality day celebration last year during a May 23 webinar.

"It evolved beyond what I ever could have imagined," Shapiro said.

Due to the success of the 2023 celebration, Gilman and Shapiro are currently planning additional programs for a 2024 event, under the theme "Women Who Advocate for Equity, Diversity, and Inclusion."

This year's event will include a ceremony

recognizing the achievements of the city's volunteer-led Human Rights Commission and various municipal departments in support of women's rights. It will also feature community activities such as breakout DEI discussion groups and a postcard-making table for participants to send thank you notes to their women mentors.

"Now more than ever, we need to be recognizing and thanking women mentors," Gilman said.

For communities that wish to begin planning their own celebrations, Gilman and Shapiro recommend starting small, with a simple town or city proclamation recognizing National Women's Equality Day.

"We have a lot on our plates," Gilman said. "The simpler, the better."

From there, municipalities can build local momentum and interest, recruit volunteers to support the planning process, and, most importantly, develop a celebration that uniquely suits their community.

Gilman and Shapiro stressed that there is no right or wrong way to celebrate.

"However you choose to celebrate it, it will call attention to the ongoing efforts, on small and large scales, toward achieving full equality," Shapiro said.

## MMA webinars showcase impact of arts, culture in communities

• Mass Cultural Council Executive

Lisa Simmons, program manager,

Local officials are invited to register

Only MMA members may register

Mass Cultural Council Communities

**Director Michael Bobbitt** 

The MMA is hosting two webinars this spring with the Mass Cultural Council discussing how arts and culture can drive growth and enrich municipalities.

The first webinar, held on May 28, discussed the mission, vision and impact of the Mass Cultural Council.

The second webinar, on June 18, will highlight how arts and culture contribute to a vibrant and creative community. Officials from municipalities with thriving cultural communities will share how they have used arts and culture to increase their community pride. Panelists will discuss how to build public support for culture, celebrate different traditions and talents, and promote economic opportunity within cities and towns.

Speakers will include:

• Newton Mayor Ruthanne Fuller

- Fitchburg Cultural Alliance President Joe Bowen
- Franklin Cultural District Member Pandora Carlucci
- Franklin Arts, Culture and Creative Economy Director Cory Shea

Initiative

online.



Ruthanne Fuller

Michael Bobbitt

for these webinars. Members include appointed or elected officials from MMA member communities across the state. Media members are not permitted to attend.

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

## BUDGET

Continued from page 1

look to leverage \$75 million included in a fiscal 2023 closeout supplemental budget to fully fund the state's obligation.

## **Rural schools**

The Senate adopted an amendment to increase Rural School Aid by \$2.5 million over the current fiscal year, funding the account at \$17.5 million for eligible towns and regional school districts. The rural schools grant program helps districts that are facing declining enrollments 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 aid at \$99.7 million, an increase of \$2 million over the current year. This amount represents approximately 84% of anticipated claims, according to the most recent estimates from the Department of Elementary and Secondary Education.

The budget would level-fund the account for transportation of homeless students

## **DIRECTOR'S REPORT**

Continued from page 2

building is not ADA compliant. The garage bays were built at a time when vehicles were smaller and there were fewer vehicles in the fleet, which means some vehicles need to be kept outside in the elements. The brick facade has significant cracks, and there is evidence of water damage throughout the building.

West Boylston's 54-year-old fire station dates to a time when it had a volunteer Fire Department, and fails to meet the needs of its current full-time Advanced Life Support department. Again, the bays were designed for vehicles that were much smaller. As a result, the best practice of under the federal McKinney-Vento program at \$28.6 million, representing approximately 71% of estimated claims.

The Senate budget level funds out-ofdistrict vocational transportation, at \$1 million, for fiscal 2025.

## PILOT

The Senate budget would increase payments-in-lieu-of-taxes (PILOT) for stateowned land by \$1.5 million. This account is critical for cities and towns with large amounts of state-owned lands.

## **Outside sections**

The Senate adopted several amendments as outside sections in its budget:

• **Chapter 70 working group:** In recognition of local school funding challenges, the Senate budget would create a Chapter 70 Task Force, including a designee from the MMA, to study and make recommendations on various aspects of the Chapter 70 formula, including issues related to required local contribution calculations, impacts on minimum aid districts, and issues of low and declining student enrollment.

using a spotter to guide the trucks while backing in must be abandoned, as it could result in personal injury. The structure's many deficiencies include significant exterior cracking and asbestos throughout the building. With the cost of public construction projects skyrocketing, the town (with a \$29 million budget) simply doesn't have

With the property tax and other local revenues strictly limited by state law, municipal officials are seeking alternative ways to help offset the costs of municipal and public safety buildings. Municipal employees working in these buildings are delivering essential services every day, from public safety to holding elections. The ability to

the resources to retrofit these structures

or build new ones.

**EMPOWERMENT** 

Continued from page 3

- Simplify election cost reimbursements from the state
- Make it easier to accept and expends gifts and grants
- Improve notification and response of cybersecurity incidents
- Provide an option for municipalities to adopt a one-year override for non-capital expenditures
- Have the Massachusetts Department of Transportation provide grant application assistance
- Establish a working group to examine the administration of the Chapter 90 local road and bridge repair program

- **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.
- **Tax title:** The Senate adopted an amendment related to the tax title foreclosure process, which would impact liens on properties due to nonpayment of property taxes. The MMA will be advocating for a legislative solution that appropriately adheres to a <u>U.S. Supreme</u> <u>Court decision last year</u> while protecting taxpayers and municipalities.

## Next steps

In the coming weeks, the House and Senate are expected to appoint a six-member conference committee to work out differences between their two state spending plans, with the goal of presenting a final legislative budget to the governor by the beginning of the fiscal year on July 1.

deliver these services efficiently is often hindered by the lack of updates, and even safety concerns, in dated infrastructure.

The building authority concept will be essential to setting forth a sustainable state-local partnership to modernize our municipal infrastructure and support local public servants. This is why we're pleased that bills related to this subject have gained significant traction so far this legislative session, including favorable reports in the House and Senate.

As the Legislature heads into the final eight weeks of a busy session and deliberates a range of important bills, including the <u>Municipal Empowerment Act</u>, we strongly urge our legislative partners to prioritize this effort.

To help address local workforce challenges, the administration said it would recapitalize the Local Finance Commonwealth Fellowship at \$500,000, and provide \$500,000 to create a new program with the Collins Center for Public Management at UMass Boston focused on generating a pipeline of qualified individuals for high-demand municipal positions.

## **Concord Library gets national nod for sustainability**

## By Jennifer Kavanaugh

Looking beyond its bookshelves, the Concord Free Public Library has earned a sustainability certification for its environmentally focused efforts involving property improvements and public outreach.

The library, whose 1873 dedication ceremony featured "Nature" author Ralph Waldo Emerson as keynote speaker, is the first in the state to be designated as a Certified Sustainable Library by the New York-based <u>Sustainable Libraries</u> <u>Initiative</u>. The certification, announced on May 6, reflects the library's commitment to the environment and its efforts to incorporate sustainable practices throughout its operations, services and programming.

The Concord library joined the <u>Sustainable Library Certification</u> <u>Program</u> in 2022, as part of its effort to improve sustainability awareness in the community and to work toward a goal of carbon neutrality by 2030. The library staff's Green Team, formed in 2023 as its third generation of sustainability teams, builds on the work of previous teams that created a five-year sustainability plan, engaged in greenhouse gas reduction planning, and joined the national sustainability initiative.

The library's outreach includes a quarterly electronic sustainability newsletter and partnering with other town departments, local nonprofits and private organizations. Library staff are encouraged to adopt more mindful routines and model them to the public — by, for example, providing paper receipts only upon request, and providing reusable tote bags.

Inside the building, library staff focus on promoting healthy indoor spaces and energy efficiency to benefit patrons, employees and the book collection. These improvements include reducing aerosol use, adding indoor plants, scheduling

## Local photos sought

What's the signature photo of your community? Whether it's a historical site or natural resource, the MMA would like a copy for possible use in future editions of The Beacon or on the MMA regular maintenance of heating, ventilation and cooling systems, using programmable thermostats and more efficient light bulbs, monitoring humidity, and tracking water usage and undertaking water conservation efforts.

The library has worked with a local farm, a high school club, and other departments to host native seed workshops. The library has also fostered a stronger relationship with the outdoors, with numerous green spaces including Wi-Fi accessible seating areas, a children's garden with native plants, a pollinator garden, and a demonstration garden to educate patrons about sustainable lawn alternatives. Its seed lending library offers seeds, resources, and workshops on planting tips and seed saving.

Staff benefit from a community-supported agriculture membership, which provides fruit from a local orchard. The library is also focusing on sustainable transportation options, including plans to get an electric delivery van in 2025.

Library Director Emily Smith said the sustainability certification represents a collaboration among numerous stakeholders in the community.

"We look forward to continuing this important work and mentoring other libraries to follow our lead in building a more sustainable future for all," Smith said in an announcement about the certification.

Janet Scherer, a member of the Sustainable Libraries Initiative Advisory Board and director of the South Huntington Public Library in New York, said it has been a "rewarding experience mentoring the team" in Concord.

website. Municipal officials may email photos (.jpeg format and high resolution if possible) to editor@mma.org as an attachment.



The Concord Free Public Library's sustainability efforts include onsite gardening and resources to help patrons with their own gardens at home. (Photo courtesy Concord Free Public Library)

"They have consistently demonstrated leadership in sustainability initiatives," she said, "exemplified by their forward-thinking approach."

Though Concord is the first in the state to receive the certification, the initiative also <u>lists</u> the Rockport Public Library and the Bigelow Free Public Library in Clinton as members of the certification program.



## Managers discuss crisis communications

Philip Hauserman, senior vice president of crisis communications at The Castle Group, discusses planning for and managing sensitive issues during the Massachusetts Municipal Management Association's Spring Conference on May 30 in Brewster. He and his colleague, Deanna LeBlanc, vice president of public relations and crisis communications, shared best practices. More than 100 members attended the three-day conference.

#### TRANSPORTATION

Continued from page 1

## program

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

Last year's transportation bond act created the new <u>Rural Roadway Funding</u> <u>Program</u>, which has <u>recently been</u> <u>apportioned for fiscal 2024</u>.

"We know that residents' quality of life and our state's economic strength depends on people being able to get where they need to go safely and on time," Healey said at the bill signing event. "These Chapter 90 funds and millions more for six grant programs will help us deliver on critical road, bridge and infrastructure projects that communities and the traveling public need."

The governor began the Chapter 90 process for fiscal 2025 when she <u>filed</u> <u>her bill in January</u>. The House enacted the bond bill on April 24, followed by the Senate on April 25.

On May 13, the governor filed a companion bond terms bill, which must go through the legislative process before funding can be made available to communities.

The Chapter 90 program benefits every community in Massachusetts, and municipal officials across the state are grateful to have the transportation bond bill enacted in time to put the funds to use during the current construction season.

In her fiscal 2025 state budget plan, the governor proposed additional funding to support local road and bridge maintenance, using \$124 million in "Fair Share" surtax revenue to distribute \$100 million through the Chapter 90 formula and \$24 million solely for rural communities.

The fiscal 2025 state budget bill passed by the House in April would use \$25 million in Fair Share revenue for supplemental local roads funding, while the budget passed by the Senate in May proposes \$125 million in supplemental funding for municipal roads and bridges. The Senate proposal also includes \$15 million separately for local culverts and bridges. The House and Senate will be working out the differences between their two spending plans over the next month or so.

The MMA has been advocating for at least \$350 million in discretionary funding for municipal roads and bridges in fiscal 2025.

• <u>View Chapter 90 amounts for each city</u> <u>and town</u>

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

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

- State budget & local aid
- State & federal grant opportunities
- Member group meetings & webinars
- Annual Meeting & Trade Show announcements
- And much more!





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

## SIGN UP TODAY

## Visit <u>mma.org/weekly</u> to get on the list today!

Nonprofit Locally based Member driven

Massachusetts Interlocal Insurance Association www.emiia.org | 617.426.7272

Serving Massachusetts' communities since 1982

## **Delayed health care has clinical and financial impacts**

## By Jennifer Ranz

As out-of-pocket costs for health care continue to rise, many individuals are skipping or delaying health care services, a trend that could bring added health concerns for individuals as well as increased financial impacts for the health care system in the future.

One in four U.S. adults reported that they have put off getting needed medical services in the past year because of cost, according to a <u>recent study</u> from KFF. A recent Blue Cross Blue Shield of Massachusetts <u>poll</u> showed that about 40% of respondents delayed care because of expense.

Individuals <u>most frequently delay</u> dental and vision care, doctor visits, and mental health care, according to the KFF study, and members of marginalized groups and the uninsured are disproportionately affected.

Preventive screenings such as those for cancers and cardiovascular health are



Delayed preventative care and unfilled prescriptions can result in higher medical costs and more trips to the hospital.

essential for early detection and treatment, while routine doctor visits and vision and dental checks can also uncover underlying medical conditions.

Hesitation over cost also impacts medication adherence. KFF finds that about <u>21% of U.S. adults</u> say they have not filled a prescription because of the cost, and a similar proportion report they have chosen to use cheaper, over-thecounter solutions instead. About <u>50% of</u> <u>patients</u> with chronic conditions do not take medications as prescribed, according to a TailorMed report.

"We understand more people abandon their medication at the pharmacy counter and do not adhere to prescriptions due to affordability issues, which can have an impact on their health care costs in the future," said Jennifer Carioto, principal and consulting actuary with Milliman, a global risk management firm. "Impact models show that while it initially costs insurers more, these added prescription costs are offset later by lower medical costs and lower mortality rates."

Medication non-adherence can not only exacerbate a patient's medical condition — leading to more intense treatment and longer hospitalizations in the future — it also <u>increases the financial toll</u> on the U.S. health care system by more than \$5 billion annually, according to a report from the Patient Access Network Foundation.

■ MIIA continued on 34

## Transfer station safety program rolling out statewide

## **By Jennifer Ranz**

Identifying applicable occupational safety regulations has been challenging for solid waste transfer stations due to the number of possible Occupational Safety and Health Administration standards that could apply to the handling of hazardous materials and daily site operations.

Recognizing this, the Franklin County Solid Waste Management District worked with MIIA and the Department of Labor Standards over the past five years to develop an innovative safety program that provides clear guidance to comply with applicable regulations.

Jan Ameen, executive director of the Franklin County Solid Waste District, in conjunction with Lynn Rose, an environmental health and safety consultant, worked to develop the guidance and training program that is now serving as a template for other municipalities around the Commonwealth.

"There was no standardized OSHA checklist tailored for transfer stations," Ameen said. "There was a need for thorough review of the OSHA requirements and development of a blueprint that outlines all the criteria that apply specifically to them."

The safety initiative is designed to put a program in place that protects municipal employees, and incorporates detailed checklists, regulatory guidance, work practices, and a robust training component. The program prepares administrators to implement the program and trains employees to follow the work practices through the provision of handbooks and comprehensive training modules for each. The program covers more than 20 issues, with key safety concerns such as guardrail placement, biological and chemical hazards, and pest management.

Megan Savage, a senior risk management trainer at MIIA, said the program helps ensure that MIIA members have the right tools to do their jobs.

"It outlines a path toward compliance with the state Department of Labor Standards and enhances safety procedures to protect employees and communities," she said. "It's taking strides to get communities up to where they need to be from a risk management standpoint, one step at a time."

Development and rollout of the transfer station program has been funded by <u>risk management grants</u> from MIIA as well as other funding sources.

# **Around the Commonwealth**

## Provincetown

## Town pilots "Lease to Locals" program

In an effort to fill gaps in affordable rental housing availability while the town works on renovation and new construction projects to create permanent long-term options, Provincetown launched a "Lease to Locals" pilot program in partnership with Placemate on April 1.

Town officials approached <u>Placemate</u> last year after seeing some of the programs they were running on the West Coast that they thought could help fill an immediate need for housing security in the community. Each community can design the program to best fit its needs.

"We really see it as a bridge to more permanent affordable housing for folks in our community that are housing insecure now," Town Manager Alex Morse said. "So it was an immediate way to increase inventory of year-round rentals while we are constructing new permanent and affordable rental units."

The program provides subsidies of up to \$20,000, based on the size of the unit and number of tenants, to landlords and property owners who rent long-term for the first time, aiming to bring mostly vacated or previously short-term-only rentals to the long-term market. To be included in the program, properties must not have been previously rented long-term.

"The program is really targeting conversions of short-term rentals into year-round rentals, or the activation of underutilized space that hasn't been rented at all," Morse said. "So really, every unit and every bedroom matters in this program."

The program initially required that potential renters be employed on the outer Cape, but that requirement was changed to accommodate artists, the self-employed and remote workers.

The program is funded with \$348,500 from the town's housing fund, which in turn is funded by 30% of the town's annual local-option rooms tax revenue, from a combination of traditional hotels



Potential tenants and property owners can apply for Provincetown's "Lease to Locals" pilot on the program website.

and short-term rentals.

"Funding is also a challenge for communities," Morse said. "For other communities, [they can] look at their rental revenues, their room tax revenues, and see if they could dedicate a portion of those to housing programs like a leaseto-locals program."

Property owners who rent year-round are also eligible for a 35% property tax exemption that year-round residents receive.

Since the April 1 launch, several dozen residents have created tenant profiles on the program website, and about 15 people have been housed in year-round rentals, Morse said. The town has heard from at least 25 property owners who are interested in taking part.

Morse noted that many housing insecure residents do what he called the "P-Town shuffle," moving between winter and summer rentals, so even having secure housing for one full year, but hopefully more, gives renters time to plan accordingly and gives the town time to finish permanent housing projects.

"For us, this isn't going to be the panacea or cure-all, but it's a multi-pronged approach to address housing availability and housing insecurity," Morse said. "It's just one additional tool or lever that we have to address the needs of our community."

– Meredith Gabrilska

## Arlington

## Town, nonprofit team up on environmentally friendly ADU

As Massachusetts cities and towns confront an ongoing housing crisis, a partnership between the town of Arlington and a local nonprofit has resulted in the installation of an all-electric, modular accessory dwelling unit that leaders hope will inspire similar innovations elsewhere in the region.

Through its Affordable Housing Trust, the town used \$260,000 in American Rescue Plan Act funds to the nonprofit <u>Housing Corporation of Arlington</u> to help fund the ADU, which was installed behind a two-family home owned by the nonprofit. The town, which already had a close working relationship with HCA, saw the project as another opportunity to support the nonprofit's work, widen the housing options available to residents, and demonstrate its commitment to sustainable building solutions, said Town Manager Jim Feeney.

"It checked a number of boxes that exist within the town's published plans," Feeney said. "It certainly touched upon the sustainability goals that we have, given that it's all-electric, [and] obviously, we have a need for more housing, especially more affordable housing."

In 2021, Arlington Town Meeting voted to <u>allow ADUs by right</u>, the same year the state's new Housing Choice provisions made it easier for communities to enact certain zoning changes (including ADU zoning) by reducing the approval threshold from two-thirds to a simple majority vote. In Arlington, units cannot exceed 900 square feet, and ADU applicants typically must sign an affidavit promising that either the owner, or a relative, will live in either the ADU or the main house.

So far, Arlington has seen about a dozen new ADUs since the bylaw went into effect, Feeney said, and is getting an increasing number of inquiries.

The Housing Corporation of Arlington's ADU is the first modular unit installed by <u>Reframe Systems</u>, an Andover-based startup. The project is also the first

**COMMONWEALTH** continued on 23

# **Around the Commonwealth**

## COMMONWEALTH

Continued from page 22

ADU for the nonprofit, which typically focuses on larger affordable housing projects, said HCA Executive Director Erica Schwarz. Given Reframe's modular design innovations, and the chance to create a demonstration project, the nonprofit embraced a new approach to addressing the area's affordable housing shortage, Schwarz said.

"From our perspective, the crisis is so great, and just worsening so much," Schwarz said. "I mean, I started working in affordable housing over 20 years ago, and it's like, 'Oh my God, how could the crisis get any worse?' There are no words for how horrible it is."

Modular installation costs significantly less than traditional construction, and the town's ARPA contribution will fund a majority of the estimated \$325,000 cost for the ADU, Schwarz said.

Reframe installed the modular home in late April, replacing an unused garage. The two-story, 900-square-foot ADU has two bedrooms, a kitchen, a living area, one-and-a-half baths, storage space, and large windows overlooking a wooded area, Schwarz said. According to Reframe's website, its ADU units feature all-electric heat pumps, rooftop solar panels with battery storage, and environmentally friendly building materials and design features.

The HCA hopes to get the certificate of occupancy by the end of June, and is planning to rent the unit for \$1,670 a month. The nonprofit will hold an affordable housing lottery to select the new tenant, from qualified applicants making no more than 60% of the area median income, Schwarz said.

Given the potential complexities and newness of ADUs for many communities, Feeney said, municipalities should help to demystify the process for stakeholders. On June 12, Arlington plans to hold an information session to answer frequently asked questions and address the benefits of ADUs, he said.

"It provides a good housing option, but I think it can only be one of the tools in our toolbox, because it's not going to provide as many units as are needed,"



Workers assemble two prefabricated boxes to create a modular accessory dwelling unit in Arlington. (Photo courtesy Frank Tadley/ Housing Corporation of Arlington)

Feeney said. "But it is a very good step in the right direction."

— Jennifer Kavanaugh

## Brewster, Chatham and Orleans

## Cape Cod towns to share energy manager position

A 2021 pilot program that created a shared energy manager position between the town of Brewster and Cape Light Compact is now being expanded to include two additional towns, Chatham and Orleans.

<u>Cape Light Compact</u>, a municipal aggregator first formed in 1997 before becoming a joint powers entity in 2017, has worked with a number of Cape Cod communities on their energy management needs, including providing technical assistance for a Green Communities designation for Brewster in 2020.

Brewster set aside \$20,000 of its Green Communities grant funding to hire a part-time energy manager, through the Compact, to help with implementation of the grant funds and associated energy saving projects.

"We were looking to hire somebody for a pretty niche skill set," said Brewster Town Manager Peter Lombardi. "If you're only asking for six or eight hours a week, it's hard to get somebody who is qualified to fill that kind of a role. So we thought that if we could partner with the Compact, we'd be more competitive in the market. ... Effectively, that individual worked for Brewster on our energy initiatives, Green Communities and otherwise, one day a week, and that model worked really well."

The person filling the role left after serving for two years, however. Having heard from town managers in neighboring communities that they were seeing a similar need for energy manager positions, Lombardi and Cape Light Compact Administrator Maggie Downey had conversations with Chatham, Eastham and Orleans about interest in sharing a position. Chatham and Orleans approved the position this spring, while Eastham declined due to competing funding needs.

"There's a lot of collaboration down on the Cape," Lombardi said. "But there haven't really been a lot of other opportunities in terms of shared positions."

Lombardi said Brewster's needs for the position have stayed relatively consistent — supporting the Energy and Climate Action Committee, exploring competitive Green Communities grants, and implementation of electric vehicle charging stations.

"One thing that we are hopeful for is that with this person now working in multiple municipalities that there may be opportunities for us to kind of think regionally about energy efficiency and be a little more coordinated in our approach with our neighbors," Lombardi said.

Orleans Assistant Town Manager Mark Reil noted that there has been a strong desire from the community to focus on energy and climate work.

"We have a real need to expand our electric vehicle charging stations," he said. "Having this dedicated person will allow us to ensure that we get these projects completed."

He identified the state's Climate Leaders program as another area for the position to work on.

"There is really so much to do here relative to climate and energy," Reil said. "Ultimately, we expect to accomplish a great deal of work with this new shared role, while being able to collaborate with our neighbors."

The application period for the position

**COMMONWEALTH** continued on 24

# **Around the Commonwealth**

## **COMMONWEALTH**

Continued from page 23

recently closed, and Downey said the Compact has begun reviewing applicants. The position will work two days a week with the Compact and spend the other three days with a town.

"It's really important to make sure that everybody is on the same page going into it, in terms of understanding roles and responsibilities and setting and managing expectations so that there aren't any surprises once the shared services agreement really gets formally underway," Lombardi said.

## – Meredith Gabrilska

## Nantucket

## Town to test mushroom-based buoys

This summer, two harbors in Nantucket will serve as a laboratory for testing new environmentally friendly buoys made from mushrooms.

As part of its shellfish research program, Nantucket's <u>Natural Resources</u> <u>Department</u> is deploying about 135 new buoys made of mycelium, which is the rootlike structure of a mushroom, and testing their performance against the town's traditional plastic foam buoys.

A company named <u>MycoBuoys</u> is supplying the new buoys, which this summer will comprise the majority of the 150 total buoys it uses for its scallop research.

The test reflects Nantucket's willingness to experiment with natural approaches that better protect its harbors, according to Tara Riley, the town's shellfish and aquatic resources manager.

"Nantucket prides itself on being progressive with some of these initiatives," Riley said. "We're always trying to

## **Meeting space wanted**

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

With more than 60 member group meetings each year, the MMA uses



Nantucket is testing new mushroombased buoys this summer as an environmentally friendly alternative to the traditional plastic foam buoys the town has used. (Photo courtesy Sue Van Hook/MycoBuoys)

convince the community to make better choices for the environment, and I think as a town leading by example, it's the right thing to do."

The buoys will keep afloat the spat lines that the town uses in the water to measure scallop activity from June through October. Held up by three buoys apiece, each line contains five mesh spat bags, which scallop larvae enter and attach to a hard surface inside. The scallops eventually grow too big to swim out, and Nantucket employees collect the bags every six weeks and process them back at the hatchery, counting and measuring the scallops and then relocating them to areas in the harbors where they can thrive and reproduce.

Nantucket is seeking a viable alternative to traditional plastic foam buoys, which degrade over time, depositing carcinogenic microplastics into the water and threatening the health of waterways, marine life and people.

MycoBuoys come in a range of shapes and colors, but Nantucket is getting bullet-shaped buoys, some uncoated, and others coated with 100% natural soybased paint, according to MycoBuoys founder Sue Van Hook. She and her team grow the buoys in soda bottles,

several different types of function spaces around the state. The use of municipally owned meeting rooms greatly improves the organization's ability to sponsor affordable educational events in a variety of places. a process that takes five to seven days, she said. Then, they pop them out of the bottles and give them another week to form their skins, before drying them and painting them, she said.

Van Hook said the mycelium buoys should last throughout Nantucket's entire scallop season, and can later be composted. She hopes her buoys capture the imagination of the island this summer.

"I figure this is going to be the cocktail party conversation of the summer in Nantucket," Van Hook said.

Nantucket said it is still working out the financial arrangement with Van Hook and figuring out potential future costs if the test goes well. Given the buoys' labor-intensive manufacturing process, Van Hook said she is still working to reduce the per-buoy cost, and has been in touch with an English collaborator seeking to bring the cost down to \$7 to \$10 each.

Plastic foam buoys last a long time, but they require maintenance. After every season, Riley said, town employees must remove barnacles and other material from the buoys, pressure wash them, and replace the paint that chips off in the process. So she's rooting for the mushroom experiment to work.

"It would make us feel a lot better about, you know, our contribution to the harbor while we're doing research to make the harbor better," Riley said. "This is the kind of thing that our community can really get behind. They just really love this sort of stuff."

## — Jennifer Kavanaugh

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

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

# People



Glenn Cannon

years as assistant town administrator in Bourne, including filling in as the acting town administrator. From 1998 to 2018, he was the director of technical services at the Cape Cod Commission. He has also worked as a transportation engineer at Rizzo Associates in Framingham, as a traffic engineer for the Massachusetts Highway Department, and as an environmental engineer for Cumberland Farms in Canton.

Glenn Cannon be-

came the new town

Carver on May 14.

Cannon previous-

ly served for two

years as the town

administrator in

Rochester after

serving for four

administrator in

Cannon earned a bachelor's degree in engineering from UMass Dartmouth, and completed the MMA-Suffolk Certificate in Local Government Leadership and Management program. He also serves on the MMA Fiscal Policy Committee.

In Carver, Cannon replaces **Robert Fennessy**, who served in the role from January 2022 to this past March. **Elaine Weston**, Carver's assistant town administrator and human resources coordinator, served as the interim town administrator.

**Thomas Guerino** is the town administrator in Wellfleet following the Select Board approval of his contract on May 21.

Guerino had served as the interim town administrator since mid February. Previously, he was the town administrator in Bourne from 2005 to 2019, and served as interim municipal manager in Putney, Vermont; as interim town administrator in Vernon, Vermont, and more recently as a member of the Vernon Select Board; as executive director of the Greenfield Housing Authority; as a consultant on wastewater contracts and organizational development for the town of Wareham; and as executive director of the Massachusetts Rural Development Council. He has a bachelor's degree from the University of Southern Maine.

In Wellfleet, Guerino replaces **Richard Waldo**, who left in February to become the director of public works and natural resources in Orleans.





Wilmington on June 10. Slagle has been serving as the

**Eric Slagle** will

become the new

town manager in

serving as the town administrator in Townsend since May 2022. Previously, he

Eric Slagle

served for more than nine years as director of development services in Lowell, and for more than seven years as Lowell's assistant city solicitor. He has also worked as an associate at KP | Law for two years, and at various banks for five years as a customer service representative and an assistant branch manager. He served for 11 years on the Melrose Zoning Board of Appeals.

Slagle has a bachelor's degree in history and religion from the College of William & Mary, and a law degree from Northeastern University.

In Wilmington, Slagle replaces **Jeff Hull**, who retired on Oct. 31 after 36 years of service to the town, a tenure that included 25 years as assistant town manager and 11 years as manager. **Lou Cimaglia**, Wilmington's director of veterans' services, has been serving as the temporary town manager.

17.

S. Peter Kane will

town administrator

in Whately on June

Kane has served

town administra-

tor in Swampscott

for the past two

vears. During his

as the assistant

become the new



S. Peter Kane

first year there, he was also the human resources director; since then, his duties included being director of planning and land use. He had also served the town in other roles during previous stints, including as town planner and efficiency manager, and as director of community development.

Kane has also served in municipal planning roles in Utah, and has worked for a number of private sector companies. He has a bachelor's degree in communications from the University of Tampa, and a master's degree in urban and environmental policy and planning from Tufts University.

In Whately, Kane will take the place of **Brian Domina**, who left in March to become town administrator in Hampden. Assistant Treasurer-Collector **Lynn Sibley** and **Patricia Vinchesi**, a retired town administrator for several communities, have been serving as interim co-town administrators.

**Marie Sobalvarro** will become the new town administrator in Bolton on July 1.

Sobalvarro has been serving as the assistant town administrator and human resources director in Harvard since 2014. Previously, she served on the Harvard Select Board from 2009 to 2014, after serving three years on the Finance Committee. She has also worked as an independent consultant for health care providers, as a financial analyst at Fallon Health, as a manager at Deloitte & Touche, and as senior consultant for Accenture. She has a bachelor's degree in political science from Wellesley College, and a master's degree in business administration from Boston University.

In Bolton, Solbavarro will take the place of **Donald Lowe**, who is retiring after serving 15 years in the role.

......

After serving for two decades in municipal government, **Christopher Ketchen** will join the Division of Local Services on July 1 as director of finance and local payments.

Ketchen has been the town manager in Lenox since 2014, and served as the chief administrative officer for both Lenox and Lee from 2017 to 2021, through

**PEOPLE** continued on 26

# People

## PEOPLE

Continued from page 25



Christopher Ketchen

an intermunicipal agreement between the two towns. He will finish serving in Lenox at the end of June.

Previously, Ketchen served as finance director in Hopkinton, as deputy director and budget projects manager in Wellesley, as a proj-

ect manager for the state, and as a budget analyst in Prince George's County in Maryland. He has a bachelor's degree in political science and a master's degree in public administration, both from UMass Amherst. He also served for several years on the MMA Board of Directors and has been active in the Massachusetts Municipal Management Association.

Public service runs in Ketchen's family. His father, Charles Ketchen, is chair of the Alford Select Board, on which he has served for several decades.

.....

Several municipal officials and employees from around the state received recognition in May as part of MassLive.com's tribute to AAPI leaders during Asian American and Pacific Islander Heritage Month. The news organization had asked readers to nominate AAPI leaders for their important contributions, and then published profiles of the nominees throughout the month.

Boston Mayor

Michelle Wu was

nominated for her

work leading the

state's capital and

largest city. After

serving for seven

City Council. in

2021 she became

person of color to

years on the Boston

the first woman and

.....



Michelle Wu

be elected as mayor of Boston. Wu has become a nationally recognized mayor, and just last month she represented Boston at a Vatican climate summit, joining Gov. Maura Healey and Climate

## Chief **Melissa Hoffer** at the conference.

Lisa Wong, who

administrator in

for three years as

town manager in

Winchester and

eight years as the

mayor of Fitchburg.

Wong was the first

Nina Liang, an

at-large councillor

in Quincy for the

past eight years,

including two as

city council pres-

profiled. A lifelong

resident of Quincy,

she co-founded the

Quincy Women's

ident. was also



Lisa Wong

Asian-American woman to serve as a mayor in Massachusetts when she took office in 2008.



Nina Liang

Network and has served on the board of the Thomas Crane Public Library Foundation in Quincy and on the Massachusetts Asian American and Pacific Islanders Commission.

MassLive.com also featured two municipal employees at fire departments on opposite ends of the state: Connie Wong, deputy commissioner for labor relations, human resources and legal affairs at the Boston Fire Department, and **Darcy** Borecki, administrative analyst for the Springfield Fire Department.

After 36 years of public service to the town, **Joyce Chunglo** retired from the Hadley Select Board last month.

Chunglo first entered public service by joining the Hadley School Committee in 1988. She served on the Select Board for the past 21 years, her most recent term ending with the annual town election on May 21. A former Select Board member, David Fill, was elected to take Chunglo's place.

Chunglo moved to Hadley when she got married in 1971. She started working as a nurse at Cooley Dickinson Hospital in

Also recognized was has served as town South Hadley since 2021, after serving

Joyce Chunglo

Northampton in 1970, and she still works there on a per diem basis.

Chunglo said the best part of serving the town was "being able to work with a lot of other people who care about Hadley." She de-

cided not to run for reelection, she said, in the hopes of getting younger people involved in local government. While on the Select Board, she focused on public safety matters and preserving the character of Hadley even as it has changed. For leaders now emerging, she emphasized the importance of exchanging ideas, and listening.

"My advice to a new board member is to not come with your own agenda but with an open mind," she said. "Do things for the good of the majority of the people, not just a few."



Adams Select Board Member **Christine Hovt**, who serves on the board of directors of both the MMA and MIIA, was named "Community Hero of the Month" in April by iBerkshires.com.

Christine Hoyt

.....

Each month, the news site honors people and organizations that have made a significant impact in their Berkshires community. Hoyt was honored for her efforts on the Adams board, for her involvement with numerous community organizations, and for her work as director of member services for 1Berkshire, a nonprofit economic development organization in the region. She has served on the Adams Select Board since 2017 and is currently vice chair. She has worked for 1Berkshire since November 2019.

Two Worcester officials received national recognition from the American Public Works Association in May.

**PEOPLE** continued on 27

# People

## PEOPLE

Continued from page 26

Department of Public Works and Parks Commissioner **Jay Fink**, who has more than three decades of municipal public works experience, was named a Top Ten Public Works Leader of the Year. And **Todd Kirrane**, assistant director of the Department of Transportation

## New select board members elected

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

This listing is meant to highlight firsttime 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.

Abington: Paul Bunker, Roger Woods Adams: Ann Bartlett Alford: Bruce Schreiber Ashburnham: Phil Papoojian **Ashland:** Makeda Warren Keegan **Ayer:** Christopher Tavares Belchertown: Whitney Kuhnlenz, Nicole Miner Berkley: Jennifer Vincent Bernardston: Brian Hervieux **Bolton:** Kate Buyuk **Bourne:** Jeanne Azarovitz Boxborough: David McKiernan, Robert Stemple **Boxford:** Lindsey Crea **Boylston:** Bill Filsinger Brookfield: Richard Chaffee **Brookline:** David Pearlman Carlisle: Scott Triola **Chester:** Craig Gauthier Clarksburg: Colton Andrews **Colrain:** Katie Korby **Danvers:** Michael Bean, Dutrochet Dioko Deerfield: Blake Gilmore **Douglas:** Leslie Stevens Dracut: Josh Taylor East Brookfield: Andrew Levasseur

## New councillors elected

The following are new councillors elected in annual elections from April 25 through May 22.

This listing is meant to highlight

and Mobility, was named Professional Manager of the Year in Transportation. Kirrane has nearly two decades of municipal public works experience.

Based in Kansas City, Missouri, the <u>APWA</u> supports more than 32,000 public works professionals who operate, improve and maintain public works and infrastructure through advocacy, education

**Eastham:** Robert Bruns Falmouth: Heather Goldstone Florida: Timothy Zelazo Foxborough: Deborah Giardino, William Yukna **Georgetown:** Laura Repplier **Grafton:** Craig Dauphinais **Gosnold:** Winthrop Sanford **Granby:** David Labonte **Groveland:** Rebecca Beaucher Halifax: Thomas Pratt Hanover: Francis Greg Satterwhite Hardwick: William Tinker Heath: Will Emmet **Hinsdale:** Margaret Gregory Holden: Linda Long-Bellil Holliston: Damon Dimmick **Hopkinton:** Joseph Clark Hudson: Diane Bemis, Steven Sharek Lancaster: Ralph Gifford Leverett: Jed Proujansky Lunenburg: Amanda Moore Manchester-by-the-Sea: Jeffrey Delanev Mansfield: Walter Wilk Marshfield: Eric Kellev Maynard: Lindsay McConchie Merrimac: Wayne Adams, Janet Bruno, Robert Gustison Millbury: Nicholas Lazzaro Milton: John Keohane Mount Washington: Dorothy Becker-Bonbrake Nahant: Robert Tibbo New Salem: Mailande DeWitt Norfolk: Kevin Roche Northborough: Michael Tietjen Northbridge: Michael Wilkes

first-time councillors, but it's possible that some listed here are returning to their council after an absence. If we are missing a new member, let us know by and member engagement.

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.

North Brookfield: Vaughn Schlegel Northfield: David McCarthy North Reading: Nicholas Masse Norton: Roger Marsan **Oakham:** Michael Brunelle **Oxford:** Russell Rheault **Phillipston:** Nicole Gough Plainfield: Polly Ryan **Plymouth:** David Golden Jr. **Plympton:** Dana Smith Rockport: Laura Evans, Donald Southard Rowe: William Baker Salisbury: Gilbert Medeiros Savoy: Brenda Smith **Scituate:** Jamie Gilmore **Sharon:** Xander Shapiro Sheffield: Lee Buttala Shelburne: Tricia Yacovone-Biagi Shirley: Brian Hildebrant **Southampton:** Cindy Palmer **Swampscott:** Danielle Leonard **Templeton:** Jeffrey Bennett Topsfield: Robert Kmetz, Michelle Mercier-Link Tyngsborough: Jackie Geilfuss Wareham: Sarah Corbitt, Sherry Quirk Washington: Stephen Deloye **Webster:** Elaine Davies, Scott Dziedzic Wellfleet: Sheila Lyons Westminster: Michael Coolev Weston: Lise Revers Wilbraham: Marc Ducey Winchendon: Andrew Beauvais, Erika Eitland Windsor: Charles Sturtevant Yarmouth: Joyce Flynn

emailing database@mma.org.

**Bridgewater:** Adelene Ellenberg, Mary McGrath, Sonya Striggles

## EMPLOYMENT OPPORTUNITIES

## **Retirement Administrator**

**Reading Retirement Board** The Reading Retirement Board is seeking a qualified individual to oversee the administration of the retirement system. This individual would work under the supervision of the Reading Retirement Board. <u>View the full job posting here</u>.

#### Principal Clerk Town of Wellfleet

The town of Wellfleet seeks a Principal Clerk to provide a high level of support to the town administration. The position is responsible for routine to complex administrative tasks, information management, general assistance, and clerical support to the Town Administrator, Assistant Town Administrator, and members of the Selectboard. The Principal Clerk also handles highly sensitive, confidential and legal correspondence requiring a high level of discretion and judgment, maintaining confidentiality. Superior computer and technology skills, ability to deal tactfully with the public and town officials required. To apply: applicants should submit a completed town of Wellfleet job application, cover letter, and resume to humanresources@wellfleet-ma.gov. Salary negotiated up to \$73,043.46 per year based on education and experience. Appointment of the successful candidate will be subject to records checks and reaching agreement on the terms of employment. This is a union position (WEA Unit B).

#### **Grants and Procurement Coordinator** Metropolitan Area Planning Council (MAPC)

The Metropolitan Area Planning Council (MAPC) seeks to hire a <u>Grants and Procurement Coordinator</u> (hereafter, Coordinator) to assist in the oversight of vital public safety, preparedness, and health related federal grants across Massachusetts. This position will provide an excellent opportunity for responsibility, learning, and career growth. The Coordinator will partner with the Grants and Procurement Specialist, the Municipal Collaboration Department Director, and other members of the team in the oversight and execution of grant management activities. This position is an integral part of an interdisciplinary team that works to advance public safety and procurement initiatives throughout the Commonwealth.

#### Executive Director Northeastern Connecticut Council of Governments

The Northeastern Connecticut Council of Governments (NECCOG), one of nine statutory regional councils of governments in Connecticut, is seeking a forward-thinking, energetic, knowledgeable, thoughtful, inclusive, and aspirational leader to become its next Executive Director, replacing the current Director who is retiring after 30 years of service. Submit cover letter, resume, and contact information for five professional references by June 21, online at <u>www.GovHRjobs.com</u> to Michael Jaillet. Questions regarding the recruitment may be directed to Michael Jaillet at 847-380-3240, ext. 137. NECCOG is an equal opportunity employer actively seeking and encouraging a diverse pool of applicants for consideration.

#### Superintendent of Water and Wastewater Town of Harwich

The Board of Water and Wastewater Commissioners is announcing an opening for a Water and Wastewater Superintendent. Under the direction of the Board of Water and Wastewater Commissioners, the successful candidate is responsible for the daily management and operation of the town's water and wastewater systems in accordance with federal, state and local regulations. Directs, coordinates and supervises field personnel; advises developers, engineers and others on policies for new construction, permits and easements; utilizes SCADA, GIS and various MIS programs; assists with customer service; participates in the preparation of capital improvement plans, budgets and annual reports. A bachelor's degree in a related field is desirable but not required. Should have a minimum of five to seven years of related supervisory experience. Hold a minimum of Massachusetts Grade 3-DOIT and Grade 2-TOIT water licenses. Hold or have the ability to obtain a Massachusetts Grade 4 collection system license; Grade 6-C wastewater license desired. Massachusetts backflow tester and surveying license desired. Proficient in all aspects of Microsoft Office and familiarity with accounting practices. Must possess a valid Mass. driver's Class D license. Interested parties should submit resume and letter of interest by email to Tracey Alves at talves@ harwichwater.com, by mail or in person to Harwich Water Department, 196 Chatham Road, Harwich, MA 02645. Application and job description can be found on our website at www.harwichwater.com under news/events - employment opportunities. Resumes must be received by 4:30 p.m. on Friday, June 28.

#### General Assistant to Police Chief Town of Saugus

Applications are being accepted for a full-time administrative position for the Saugus Police Department. Some of the responsibilities under this position will be to process monthly bills for payment, maintain account balances as they relate to the fiscal budget, complete requisitions for purchases made by the department, assist in the preparation of the weekly payroll and detail payroll when necessary, assist with record requests to include report control, maintenance, retrieval and dissemination of records. Candidates must have at least an associate degree and/or three or more years of administrative (or similar) experience. Municipalities and MUNIS experience are a plus. Must have a thorough knowledge of Microsoft Office and be able to navigate the internet and work independently and as part of a team.

#### Library Director Town of Westminster

Forbush Memorial Library seeks a creative, energetic individual with enthusiasm, flexibility, self-motivation and strong technology skills. Fundraising and grant writing experience is preferred. The Library Director performs professional, administrative and supervisory work overseeing all aspects of the town's public library. The Library Director is responsible for the implementation of all library functions, staffing and activities and provides leadership for improving public library services to the community as well as the maintenance of library technology equipment, buildings and grounds, recommending and coordinating major repairs and upgrades on approval of the Library Trustees. <u>Please visit our website for</u> the full job description.

#### Assistant DPW Director Town of Saugus

Assistant DPW Director (engineering degree required). The town of Saugus is seeking an immediate full-time Assistant DPW Director who will assist in the oversight of daily operations of the department, as well as short- and long-term planning, budgeting and development of those divisions and their associated municipal infrastructure. Minimum qualifications include a bachelor's degree in civil

CLASSIFIEDS continued on 29

## **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 <u>www.mma.org</u>, though a discount is available for those who request placement of an ad only in The Beacon or on the website.

#### Member rates

- \$100 for first 100 words; \$100 for each additional block of up to 100 words
- Rate for one format only (Beacon or website): \$75 for first 100 words, \$75 for each additional block of up to 100 words

#### Nonmember rates

- \$150 for first 100 words; \$150 for each additional block of up to 100 words
- Rate for one format only (Beacon or website): \$125 for first 100 words, \$125 for each additional block of up to 100 words

## Beacon deadlines and publication dates

The Beacon is published on the first business day of each month, except in the summer, when a combined July-August issue is published in mid-July.

## Summer Beacon

Deadline: July 11 Publication: July 18

## September Beacon

Deadline: August 27 Publication: September 3

#### Placing an ad

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

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

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

See <u>www.mma.org</u> for details.

## **CLASSIFIEDS**

Continued from page 28

engineering or related field, prior experience in public works operations and five years of supervisory and management experience; or any equivalent combination of education, training and experience, which provides the required knowledge, skills and abilities to perform the essential functions of the job. Municipal experience preferred. A large part of this position is handling a multitude of tasks simultaneously, effectively dealing with the public and problem solving. This position reports directly to the Director of Public Works. Please email applications, letters of interest and resumes to: gchristina@saugusma.gov.

#### **Community Development Director** Town of Saugus

The town of Saugus is seeking a full-time Community Development Director. This position serves as the town's point of contact and manager for all shorter term, intermediate and longer-range master planning. Responsibilities include land use planning; energy, housing and open space projects and initiatives; infrastructure needs assessments; and coordination of efforts to attract desired economic development. This position reports directly to the Town Manager. Qualifications: minimum of five years of planning and community development or related economic experience. Bachelor's degree required, master's degree preferred, in planning, community development or related field. Hours: (M) 8:30 a.m.-7 p.m., (T, W, Th) 8:15 a.m.-5 p.m., (F) 8:15 a.m.-12:30 p.m. Plus, attendance at various night meetings. Applications will be accepted until the position is filled. Please email applications/resumes to: gchristina@ saugus-ma.gov.

## Town Engineer

## Town of Saugus

The town of Saugus seeks qualified applicants for the permanent, full-time position of Town Engineer. This position performs various types of labor related to the study, analysis, and engineering of the town's infrastructure and equipment; undertakes a variety of activities pertaining to public works. Maintains the town GIS as well as other equipment, records and information for the department. Requirements are a bachelor's degree in a related field, at least seven to 10 years of experience in study, permitting, design, construction and operations of municipal highway, roadway, water, sewer, drainage sidewalk and other public works related areas. Strong management experience of public works projects. Must have the ability to deal with multiple tasks simultaneously. Please submit a cover letter and resume by email to gchristina@saugus-ma.gov.

#### Town Administrator Town of Blandford

The town of Blandford is seeking candidates for Town Administrator. Salary range: \$65,000 to \$85,000 with great benefits. Application info: <u>www.</u> <u>townofblandford.com/job-openings</u>. Position open until filled. EOAA

## Assistant Traffic Engineer City of Quincy

The Assistant Traffic Engineer performs traffic engineering and project management activity of moderate to high difficulty. Provides office and field oversight required in connection with traffic signal maintenance, construction oversight, work zone compliance, plan review, and traffic engineering analysis and design. Bachelor's degree in civil engineering or related field and five years of professional engineering experience in transportation engineering or closely related field required. EIT registration required, professional engineer (PE) registration in Massachusetts or ability to receive within six months preferred. IMSA work zone safety and traffic signal 1 certification preferred. Non-union position with excellent benefits. Salary range: \$95,000-\$102,000. <u>Please contact Human Resources for a full job description and entrance requirements</u>.

#### Elections Coordinator Town of Saugus

Applications are being accepted for an Elections Coordinator for the Town Clerk's Office. This individual will assist the Town Clerk in the responsibilities of the administration of fair and accurate elections and census. Performs responsible functions, following procedures which are generally defined by precedent or established guidelines and state law, but which require the exercise of judgment and initiative in certain situations. Please email applications/resumes to: gchristina@saugus-ma.gov.

#### COA Director Town of Sherborn

The town of Sherborn, Massachusetts (pp. 4,500), seeks qualified applicants for the position of Council on Aging Director. This is a full-time department head level position responsible for providing advocacy and support systems to Sherborn senior citizens, by working with them to help maintain and improve their independence and quality of life and by managing the department within the policies and expectations set forth by the Council on Aging (COA), the town's general bylaws, and state/federal laws. Essential job functions: Assesses the needs of older adults, writes an annual plan with goals to meet those needs, researches funding, develops and evaluates COA services and programs. Applies for federal, state, and private sector grants. Publicizes COA resources and programming through various print and online sources, including bimonthly newsletters and the COA website. Collaborates with municipal boards, committees, departments, schools, churches, area communities, and other community groups. Encourage community participation in COA activities. Oversees office staff and volunteers. Manages COA office and finances, including accounts, budgets, files and phone/email communications. Qualifications and experience: Bachelor's degree, master's degree preferred, with course work in community development, social services, or a closely related field. At least three to five years of progressive experience working with a senior population. Salary commensurate with experience (up to \$84,000 annually). Submit a cover letter and resume by email to hr@sherbornma.org. Please include your full name in the subject line. Position will remain open until filled. For a complete job description, visit the town of Sherborn website (www.sherbornma. org). The town of Sherborn is an equal opportunity/ affirmative action employer. Posted: May 20.

#### Town Manager Town of Lenox

The town of Lenox, Massachusetts, seeks intrinsically motivated candidates for the position of Town Manager. Lenox (population 5,095) is a full service municipality with a thriving community and active civic culture. The FY25 budget is \$35.4 million and boasts AAA bond rating with Standard and Poor's. The Town Manager is appointed by, and serves at the pleasure of, a five-member elected Select Board. Lenox has had four Town Managers in the position's 33-year history. The last two Town Managers served tenures of 10 and 13 years, respectively. The Town Manager performs a variety of administrative and leadership functions, including that of Chief Administrative Officer, Chief Financial Officer and Chief Procurement Officer. A full description of the various duties and qualifications is enumerated in the Lenox Town Manager Act (Chapter 155 of the Acts of 1991). All interested applicants must apply to the Town Manager Screening Committee on or before Monday, June 17. Please submit a resume and cover letter to: applicants@townoflenox.com.

## Assistant Town Accountant/Assistant Finance Director

## Town of Chatham

Are you a talented and ambitious professional looking to advance your career in municipal finance? The town of Chatham wants you to serve as our next Assistant Town Accountant/Assistant Finance Director! Under administrative direction and direct mentorship of the Finance Director, this division head level position leads and oversees the Accounting Division of the town's Finance Department. Benefits/pension eligible position. 40 hours per week. Starting annual salary \$80,288-\$84,364.80. 3% cost of living Increase on July 1. View the full job description (PDF) for more information. Interested applicants should send their cover letter and resume to jobs@chatham-ma.gov. Open until filled. ADA/EO/AAE

#### **DPW Superintendent** Town of Montague

The town of Montague, Massachusetts, Selectboard seeks qualified applicants for the position of Department of Public Works Superintendent. The position is responsible for professional management of staff and operations of the department. The Superintendent oversees a \$3.4 million budget for a 20-employee department. DPW has 103 road miles, nine municipal buildings, and a combined sewer overflow sewer collection system under its purview. Minimum qualifications include a bachelor's degree in a related field, and five to seven years of related experience; or any equivalent combination of related education, training, certification, and supervisory experience. The town seeks an exemplary candidate with a thorough knowledge of municipal public works operations, superior skills in communication, demonstrated ability to effectively manage personnel, budgets, and contracts. The town seeks a candidate that is highly collaborative in their approach to work. Salary starts at \$85,514 and the scale goes to \$105,239. Work week is Monday through Thursday, 40 hours/week, with frequent evening and Friday obligations. The town of Montague is committed to a collaborative team environment and competitive benefits. A job description is available at www. montague-ma.gov. Target start is July 2024. For priority review, please submit resume and cover letter by June 4 to: Wendy Bogusz, Selectboard Executive Assistant, WendyB@montague-ma.gov. EEO/AA employer.

#### Resiliency Program Manager Central Massachusetts Regional Planning Commission

The Central Massachusetts Regional Planning

## CLASSIFIEDS

Continued from page 29

Commission (CMRPC) seeks a Resiliency Program Manager. Qualified candidates will have a master's degree in community and/or urban planning, public policy, public administration, environmental science, natural resource management, or similar with eight or more years of progressively responsible professional work experience in the environmental/resiliency field is preferred. For further details on the Resiliency Program Manager position, please visit <u>cmrpc.</u> <u>org/resiliency-program-manager/</u>. Salary range: \$75,000 to \$103,880 depending on qualifications and experience. Interested applicants should submit their resume, letter of interest, and three references to jobinquiry@cmrpc.org.

## Executive Director

## **Cannabis Control Commission**

The Cannabis Control Commission seeks a dynamic leader to fill the Executive Director role. All qualified candidates are highly encouraged to apply. The Executive Director (ED) is the administrative head of the Cannabis Control Commission ("commission") pursuant to Massachusetts general laws Chapter 10, Section 76 (j). The ED is responsible for administering and enforcing the statutes and regulations regarding the Massachusetts marijuana industry and reports to the appointed members of the commission. The ED executes on strategic priorities and develops an operational strategy to effectively meet the demands of the regulated cannabis industry in Massachusetts. Our commitment to diversity: the commission is committed to building a diverse staff across its entire agency at all levels. The commission is an equal opportunity/affirmative action employer. Application process and deadline: the commission encourages interested candidates that meet the minimum requirements for experience and skill to apply for this position. Interested candidates should submit a cover letter and resume by email or through MassCareers by no later than June 15. If applying by email, please include the position title in the subject line: CCC – Executive Director. Submissions are due by 5 p.m. (email or through MassCareers link below) on June 15. Late submissions may be considered solely at the discretion of the commission. Application packets should be submitted to either of the following: executivedirectorsearch@ cccmass.com or massanf.taleo.net/careersection/ ex/jobdetail.ftl?job=24000584&tz=GMT-04%3A00&tzname=America%2FNew\_York.

## Administrative Assistant, Department of Public Works

#### Town of Hopkinton

Hopkinton seeks an Administrative Assistant, Department of Public Works. Salary: \$22.26 to \$27.49 hourly, depending on qualifications. Competitive leave and benefits package. 40-hour work week. This role provides administrative and clerical support to the daily operations of public works, including water, sewer, highway, engineering, facilities and administration. This role includes daily contact with residents, businesses, staff, vendors, and contractors. A commitment to customer service is paramount. The position will remain open until filled. Applications will be accepted by drop off or mailed to: Town Hall, Human Resources Department, 18 Main St., Hopkinton, MA 01748.

#### **Construction Inspector** Town of Falmouth

<u>Please apply directly through the town's website</u> by clicking here. The town of Falmouth is seeking applicants to be the full-time Construction Inspector for our DPW Engineering Division. This position works 40 hours per week, Monday through Friday from 7 a.m. to 3:30 p.m., with the potential for callback overtime opportunities. Under the direction of the Town Engineer, the Construction Inspector performs skilled engineering and technical work in conducting inspections and field surveys of public works construction projects and oversight of the coastal drainage program. Duties include but are not limited to: assisting with overseeing the construction, inspection, and quality assurance of engineering elements of town projects; inspecting construction and major repair projects to ensure compliance with the contracted plans and specifications, evaluating contractors' suggestions for modifications in plans/ specifications and reporting recommendations to the Town Engineer; and reviewing applications for payment with contractors for compliance with established procedures and forwarding recommendations to the Town Engineer. The Construction Inspector performs detailed field surveys in connection with town rights-of-way, private road takings, roadway construction, storm drain structure installations, and layouts of recreation facilities: operates transit and level, computes angles, bearings and distances using computer techniques; plots field data and develops plans and profiles; monitors former landfill for gas emissions by sampling air and soil in accordance with regulatory requirements; performs support work in the design of various public works projects; reviewing construction shop drawing submittals and schedules of values, and consulting with the Town Engineer concerning acceptability; and updating the town's pavement management program by inspection. This position also assists in snow removal operations when required. Minimum qualifications: associate degree in civil engineering, mechanical engineering, or related field and two years of experience in public utility construction, including engineering and/or surveying work; or high school graduation and some college courses in engineering, mathematics, GIS, or surveying and four years of experience in public utility construction, including engineering and/or surveying work; or any equivalent combination of education, training, or experience which demonstrates possession of the required knowledge, skills, and abilities necessary to perform the essential functions of the job. Applicants must have the ability to perform engineering surveys, read and interpret plans, prepare detailed cost estimates, and perform CAD drafting. They must have or have the ability to obtain an OSHA-10 certification. Applicants must also have the ability to effectively work and interact with individuals and groups of various abilities, cultures, backgrounds, and identities. Starting wage: expected starting range of Step 1 \$28.36/hour to Step 4 \$31.90/hour (\$29.36-\$33.02/hour effective July 2024), commensurate with qualifications and experience, with room to advance along the seven-step pay scale. Comprehensive benefits package. How to apply: all applicants must complete an online application by following the link above. A cover letter and resume are encouraged and may be uploaded to the online application portal. The position will remain open until filled. The town of Falmouth is proud to be an EEO/AA employer.

#### Facilities Working Foreman Town of Falmouth

<u>Please apply directly through the town's website</u> by clicking here. The town of Falmouth is seeking the next Working Foreman for our DPW Facilities Division. This position works 40 hours per week, Monday through Friday, from 6 a.m. to 2:30 p.m., with the potential for call-back overtime opportunities. Under the direction of the Facilities Manager, the Working Foreman supervises, directs, and performs manual work for the maintenance and construction of town-owned buildings and structures. This position establishes the daily work plan for five to 10 employees, trains and supervises these employees in custodial and general maintenance practices, and ensures that the work is performed safely and properly. The Working Foreman may perform the duties of the Facilities Manager in his/her absence. This position performs a variety of duties including, but not limited to, inspecting buildings and determining maintenance needs; maintaining heating and cooling systems; performing HVAC equipment maintenance; replacing lights and performing minor repairs to buildings and equipment; laying pipe in trenches; repairing windows and doors; performing carpentry work; polishing furniture, floors, and metal work; moving, setting up, and repairing furniture: opening and closing buildings; operating boilers; cleaning areas of town-owned buildings, including washrooms, toilets, and locker rooms; vacuuming; washing windows and floors; collecting and disposing of refuse; and requisitioning supplies and equipment. The Working Foreman may also perform additional general maintenance activities such as painting, sanding walkways and stairs, and assisting with snow and ice removal. Minimum qualifications: high school diploma or equivalent and five years of experience in public works construction and maintenance programs, at least two of which were in a supervisory capacity; or any equivalent combination of education and experience. Must have a valid Massachusetts Class C driver's license, the ability to drive town-owned vehicles, and a Massachusetts hoisting engineer license. Must be able to pass a comprehensive background check. Applicants must have the ability to establish his/her own priorities, assign work to others, instruct them in appropriate procedures, oversee that the work is done correctly, and re-instruct the employees if necessary. Applicants must also have the ability to effectively work and interact with individuals and groups of various abilities, cultures, backgrounds, and identities. Must have a working knowledge of construction and maintenance procedures, knowledge of safety precautions pertinent to equipment operations, and the ability to operate power tools and hand tools. This position requires routine moderate physical effort and intermittent heavy physical labor (i.e. lifting up to 100 lbs.), and the work is performed both indoors and outdoors, occasionally in adverse weather conditions. The Working Foreman may experience occasional exposure to hazards associated with construction sites and cramped spaces. Starting wage: expected starting range of Step 1 \$28.36/hour to Step 4 \$31.90/hour (\$29.36-\$33.02/hour effective July 2024), commensurate with qualifications and experience, with room to advance along the seven-step pay scale. Comprehensive benefits package. How to apply: All applicants must complete an online application. A cover letter and resume are encouraged

## CLASSIFIEDS

Continued from page 30

and may be uploaded to the online application portal. The position will remain open until filled. The town of Falmouth is proud to be an EEO/AA employer.

#### Assistant Director of Diversity, Equity and Inclusion Town of Amherst

The job: the town of Amherst is looking for an Assistant Director of Diversity, Equity and Inclusion (DEI). The Assistant Director assists the Director of DEI to promote and implement a diverse, equitable, and inclusive culture. The skills: if you have an associate degree and three to five years of related experience (or an equivalent combination of education and experience), familiarity with laws related to equal opportunity and human/civil rights; experience working with community members and action groups, experience with programming and providing training: and effective intercultural communication skills, apply today! The deal: this is a non-union position with a pay range of \$66,871-\$75,264, and excellent employee benefits. Click here for a complete position description and to apply. The town enjoys a long tradition of active, participatory and professional government, and seeks a workforce that reflects the diversity of the community.

#### Finance Director Town of Falmouth

Please apply directly through the town's website by clicking here. The town of Falmouth is excited to open the search for our next Finance Director with a salary range of \$133,182.40-\$179,940.80/year, commensurate with qualifications and experience, and a sign-on, retention, and relocation bonus of up to \$20,000. The ideal candidate is a forward-thinking, innovative, and resourceful municipal leader who enhances the efficiency and effectiveness of the town's financial management systems, promotes transparency and public understanding of municipal finances, and approaches problem-solving creatively and collaboratively. The town of Falmouth is a vibrant and diverse community located on the southwest corner of Cape Cod with a permanent population of 32,517 and a seasonal population of more than 105,000. The town strives to be the premiere Cape community that provides the most responsive, accessible, and inclusive environment for all. Falmouth is proud of its history of strong financial management, AAA bond rating, and the innovative vision we have adopted under our new Town Manager with strong Select Board support. As the town's Chief Financial Officer, the Finance Director is responsible for the strategic management of the town's finances, including its annual revenues of approximately \$155 million. The Finance Director oversees the Department of Finance, which includes municipal collections and the treasury, accounting, and assessing divisions. Working within policy objectives outlined by the Select Board and under the direction of the Town Manager, the Finance Director develops and prepares the annual operating budget and capital improvement recommendations inclusive of funding sources, develops revenue projections, and recommends internal financial controls throughout the town. The Director works with the Town Treasurer to prepare the town's debt management, including recommendations for bonding, short-term borrowing, and self-funding, oversees the preparation of the tax rate certification,

and serves as the town's Chief Procurement Officer. The Finance Director reports to the Town Manager and maintains regular communication with the Finance Committee, with evening meetings required. The town is willing to consider limited remote work and schedule flexibility for the final candidate. Minimum qualifications: bachelor's degree in accounting, finance, business administration, or related field with expert knowledge of municipal financial management and systems and related statutes and regulations. Master's degree in a related field and/ or CPA preferred. Must have more than seven years of progressively responsible related experience, including management and supervisory experience; or any equivalent combination of education, training, or experience which demonstrates possession of the required knowledge, skills, and abilities necessary to perform the essential functions of the job. Must be a Massachusetts certified procurement officer or have the ability to become certified within two years of appointment. Applicants must have the ability to effectively work and interact with individuals and groups of various abilities, cultures, backgrounds, and identities. Salary: \$133,182.40-\$179,940.80/year, commensurate with qualifications and experience, and a sign-on, retention, and relocation bonus of up to \$20,000. Comprehensive benefits. How to apply: All applicants must complete an online application. A cover letter and resume are encouraged and may be uploaded to the online application portal. Preference date to apply: Monday, June 10 by 4:30 pm. The position will remain open until filled, but candidates who apply by the above date and time will be given preference over later applications.

## Operator/Truck Driver/Laborer Town of Ware

Full-time, benefitted, union position, works under the general direction of the Highway Superintendent. Performs a variety of skilled, semi-skilled, and manual work associated with the maintenance, repair, and construction of DPW assets. Minimum qualifications: at least three years of related experience in public works with one year operating heavy equipment. Class B CDL and 2A hoisting license required. Starting salary range: \$21.91-\$23.74. Interested applicants, please send cover letter and resume to: Human Resources Department, Town of Ware, 126 Main St., Ware, MA 01082 or email resume@townofware.com. For a full job description, please visit <u>www.townofware.com</u>. AA/EOE

#### Director of IT and Innovation City of Salem

The dynamic and progressive city of Salem is hiring for the role of Director of Technology and Innovation. As a member of the senior management team, the Director also provides substantive advice and guidance on the development of citywide policies, management approaches, and strategies as requested by the Mayor. Master's degree in computer sciences, business or related field; five years of experience in IT and/or technology and supervisory responsibility. Considerable knowledge of strategic planning, systems, and project management required. Salary up to \$125,000, DOQ. Full job description can be found here. Join our amazing team today!

#### Town Accountant Town of Dudley

The town of Dudley is seeking a full-time Town Accountant. Duties include administrative, supervisory, and technical work in monitoring and directing the municipal accounting system; performs various accounting functions, including accounts receivable, accounts payable, financial statements, budget administration, reconciliations, payroll, audits, and other related town accounting services. Administers all internal and external financial reporting requirements; all other related work as required. Minimum qualifications: bachelor's degree in accounting, business administration, finance, or related field, and five to seven years of progressively responsible experience in professional or municipal accounting; 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 possess or be able to attain Massachusetts Municipal Auditors' and Accountants' Association (MMAAA) certification as a certified governmental accountant within two years of employment. Proficient with Microsoft Office. Preferred qualifications: master's degree in accounting, business administration, finance, or related field, and 10 years of progressively responsible experience in professional or municipal accounting. Possesses Massachusetts Municipal Auditors' and Accountants' Association (MMAAA) certification as a certified governmental accountant. Experience with VADAR accounting software. Excellent understanding of Microsoft Excel. Starting minimum salary: \$86,215 negotiable depending on qualifications. Successful candidates will be eligible for a salary increase upon successful completion of a six-month probationary period. Will receive a competitive benefits package and participation in Worcester County Retirement System. Interested applicants are asked to send a cover letter, resume, and three professional references to: Michelle Jervis, Human Resource Manager, Town of Dudley, 71 West Main St., Dudley, Massachusetts 01571 by email to townadmin2@dudleyma.gov. AA/EOE. Anticipated start date in June 2024. Posted until filled. Full job description is available at <u>www.dudleyma.gov/</u> jobopenings.

#### Facilities Superintendent Town of Lynnfield

Lynnfield is seeking a Facilities Superintendent to provide planning, coordination and management of all town-owned facilities and maintenance responsibilities of the department. This highly responsible advanced technical position assists the Director of Public Works in problem solving, preparing cost estimates and program development to address infrastructure needs, both long- and short-term, for facilities. Requires independent judgment, initiative and decision making with frequent contact with other agencies, boards, department heads, school personnel, private contractors and public. Minimum qualifications: HS graduate; associate degree in mechanical engineering, construction management or related field, preferred. Minimum five years of professional building maintenance/management experience. Three to five years of supervisory experience demonstrating ability to establish effective relationships with staff/public. Must have/maintain valid Massachusetts driver's license; Massachusetts construction license (or other trade license) is desirable; OSHA training desirable. Salary range: \$100,000-\$110,000. Full description available at: <u>www.town.lynnfield.ma.us</u>. Submit resume/cover letter to John Tomasz, Director of Public Works, 590 Main St., Lynnfield, MA 01940 or email to Michelle Sweeney Business Manager at msweeney@ town.lynnfield.ma.us.

## CLASSIFIEDS

Continued from page 31

#### **Recreation Director** Town of Falmouth

Please apply directly through the town's website by clicking here. The town of Falmouth seeks a highly motivated, dynamic professional to serve as our next Recreation Director and lead our town's community recreation programs and activities. The successful candidate is a strong leader, innovative, and seeks ways to engage individuals of all ages, abilities, backgrounds, and income levels in our diverse community. The Recreation Director supervises one part-time employee, four full-time employees, and a large seasonal staff; oversees the operation of the spacious three-floor Gus Canty Community Center. The center includes a gymnasium, activity rooms, meeting rooms, a teen center, and a garage to house part of the department's fleet of seven sailboats and a motorboat. The Recreation Division oversees seven town playgrounds, a skate park, and the use of 15 athletic fields, five tennis courts, and three pickleball courts. Programming includes indoor and outdoor sports, a variety of indoor activities, and a flagship seven-week summer adventure program for school-aged youth that serves as a vital, affordable resource for local families. The Director develops strategies for financing these programs and develops and administers the Recreation Division's work plans, operating budget, and capital projects. The successful candidate will have an opportunity to play a leadership role in advancing multiple capital improvement projects to create, replace, and refurbish recreational facilities. The Recreation Director reports to the Assistant Town Manager and maintains regular communication with an advisory Recreation Committee appointed by the Select Board. This position works primarily onsite and requires periodic evening and weekend work hours. Minimum qualifications: bachelor's degree in recreation management, physical education, or related field and five years of progressively responsible experience in recreation management; or any equivalent combination of education, training, or experience, which demonstrates possession of the required knowledge, skills, and abilities necessary to perform the essential functions of the position. Certified park and recreation professional (CPRP) certification preferred. The ideal candidate will have strong communication, community engagement, and technology skills and demonstrated project management experience. Applicants must have the ability to effectively work and interact with individuals and groups of various abilities, cultures, backgrounds, and identities. Salary: anticipated starting range of \$100,214 to \$114,546, DOQ, with comprehensive benefits. How to apply: all applicants must complete an online application. A cover letter and resume are encouraged and may be uploaded to the online application portal. The position will remain open until filled. Our community: the town of Falmouth is a vibrant and diverse community with a permanent population of 32,517 and a seasonal population of more than 105,000. Located on the southwest corner of Cape Cod, Falmouth comprises more than 44 square miles that contain approximately 70 miles of coastline, 12 of which are sandy beaches. The town strives to be the premiere Cape community that provides the most responsive, accessible, and inclusive environment for all. Falmouth is proud of its active

citizen engagement, strong financial management, and EEO/AA employer status.

#### Inspector of Wires Town of Rockland

Building Department – Part-Time Wiring Inspector, up to 19 hours/week, hourly rate: \$30-\$34 DOQ. Statement of duties: administrative and technical inspection work related to the enforcement and interpretation of the Massachusetts state electrical code and town bylaws; all other related work, as required. Please see full job description: rockland-ma.gov/DocumentCenter/View/3461/ Inspector-of-Wires-JD-07112023.

#### Communications Specialist - PD Dispatch Town of Tyngsborough

Summary of duties: The Full-Time Communications Specialist role falls within the Communications Division and operates under the direction of Communication Supervisors, and under the overall supervision of the Chief of Police. Communications Specialists are tasked with handling incoming calls related to police, fire, EMS, highway, and animal control operations. These calls are processed and dispatched through the Communications Department, utilizing a computer-aided dispatch system (CAD). Communications Specialists are responsible for operating telephone, radio, and computer equipment in accordance with established policies and procedures. Their duties encompass law enforcement inquiries, data entry, cancellations, modifications, and the receipt and dispatch of medical calls utilizing emergency medical dispatch (EMD) protocols. Compensation: This position, titled Communications Specialist, is part of the local union of the New England Police Benevolent Association, entailing adherence to all provisions within the town of Tyngsborough contract with the union. The salary range for this role, depending on experience and education, is \$53,543-\$69,600, inclusive of all benefits extended to town of Tyngsborough employees. Qualifications and entrance requirements: Possession of at least a high school diploma or GED. Flexibility to work various shifts, including nights, weekends, and holidays. Proficiency in both oral and written communication. Ability to multitask effectively within a high-stress environment. Successful completion of a comprehensive background investigation. Preferred, but not mandatory, certifications in E911, CPR, EMD, LEAPS, and prior experience with IMC. Send resume to Human Resources by mail to 25 Bryant Lane, Tyngsborough, MA 01879 or email to hr@tyngsboroughma.gov. Position open until filled. Full job description available online, at www. tyngsboroughma.gov/Jobs.aspx. The town of Tyngsborough is an equal opportunity employer.

#### Dispatcher Broco Energy

Broco Energy, a veteran/family owned company, seeks qualified applicants for the position of Dispatcher. The Dispatcher handles all driver and commercial customer logistics. Strong familiarity with FEMA, MEMA, and municipal CMVs preferred. Benefits include 100% company-paid medical, dental, vision, and life insurance! Dollar-for-dollar simple IRA match. Paid vacation, sick, and holidays. Sales and performance bonuses available. To apply and read the full job description: www.brocoenergy.com/aboutus/careers/. Broco Oil Inc. is an EOE employer.

## SERVICES

#### **Municipal Energy Services**

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

#### Municipal 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 <u>www.VADARsystems.com</u>. Locally owned and operated at 20 Main St., Suite G1, Acton, MA 01701.

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

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

## Executive Recruiting, Management and Governance Consulting Services

Community Paradigm Associates provides comprehensive professional services to public sector, private sector, and not-for-profit clients, including organizational and management studies, executive

## **CLASSIFIEDS**

Continued from page 32

recruiting, operational analyses, personnel studies, compensation and classification plans, charter development, strategic planning, leadership training, and facilitation services. Community Paradigm Associates has a team of seasoned associates with expertise in all aspects of municipal government. For more information, contact Principal Bernard Lynch at 978-621-6733 or BLynch@CommunityParadigm.com; www.communityparadigm.com.

#### 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; rickwhiteS&@verizon.net; 781-572-6332; www. grouxwhiteconsulting.com.

#### **Municipal Accounting Services**

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

## **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.

## 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.

## **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, costeffective services. For additional information, please visit <u>www.k-plaw.com</u> or contact Lauren Goldberg, Esq. at 617-556-0007, or toll-free at 800-548-3522, or at lgoldberg@k-plaw.com.

#### Mass Notification System for Municipalities

Are you able to reach your residents when you need to? My Town Alert helps keep your community informed, prepared, and engaged every day. A mobile app that enables instant, widespread communication in seconds. Many communities use expensive calling or texting services, or rely on third party social media platforms to get out critical official information. Town Alert is a cost-effective, simple way to alert your entire community in seconds. No ads. No data collection. Simple and fast setup. Predictable pricing. Free nine month trial. Contact Eric Ciborowski Jr., info@townalert.com, 207-713-4302, www.town-alert.com, 300 Congress St., Suite 405, Quincy, MA 02169.

#### **Town Counsel 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 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.

#### **Public Management Consultants**

.....

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

#### **Municipal Support Services**

Capital Strategic Solutions (CSS) is a Massachusettsbased, 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 <u>www.capital-strategic-solutions.com</u>, call 508-690-0046, or email info@capital-strategic-solutions.com.

#### Human Resources Consulting

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

#### **Town Counsel Services**

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

Please contact us at contact@harringtonheep.com or 617-489-1600.

#### Executive Recruiting, Interim Staffing, Human Resources and Management Consulting

GovHR USA/GovTempsUSA provides executive recruiting and interim staffing solutions, management and human resource consulting to local government and nonprofit clients across the country. Seasoned local government professionals provide five-star quality services including: Classification and Compensation Studies; Temporary and Outsourced staffing; Performance Evaluation System and Training. Visit our website at <u>www.GovHRusa.com</u> or contact us at 847-380-3240 or info@govhrusa.com to discuss

## DPU hosting 'Road Show' meetings with public

The Department of Public Utilities

is hosting four "Road Show" events during 2024, where the department's three commissioners will give



a presentation outlining the department's work and take comments from the public.

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

• July 24, 6-7:30 p.m., Berkshire Innovation Center, 45 Woodlawn Ave., Pittsfield

• Sept. 25, 6-7:30 p.m., Quincy City Hall, 1305 Hancock St., Quincy

The first event, in a hybrid format, was held on March 27 in Boston. The second was held on May 29 in Salem.

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

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

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

## CLASSIFIEDS

Continued from page 33

how we may serve your organization. Post to our job board at <u>www.govhrjobs.com</u>.

## RFPs

## Town Accountant Services Town of Ashfield

The town of Ashfield is seeking proposals for accounting services. A full copy of the RFP can be

## MIIA

Continued from page 21

## **Possible solutions**

Health care stakeholders have implemented strategies that help to alleviate affordability challenges, such as drug price negotiations, increasing availability of less-expensive biosimilar drugs, and offering health savings accounts. Carioto noted that a new Medicare Prescription Payment Plan, under Medicare Part D, is being rolled out in 2025 that will allow members to spread their \$2,000 maximum prescription out-of-pocket costs into monthly installments, rather than paying a large amount upfront (depending on the benefit design). Although this is not currently a practice in commercial insurance, it has potential to be helpful, she said.

As employers continue to roll out higher deductible plans for their employees, Chris Bailey, director of MIIA's Health Benefits Trust, noted that they should be sure that employees are well-educated on the use of these plans, especially when paired with a Health Savings Account.

HSAs allow employees to set aside pre-tax dollars for their out-of-pocket medical expenses. Some employers choose to add funding into their employee HSA plans to help employees with found on the town's website (<u>www.ashfield.org</u>), at the town of Ashfield Town Hall (412 Main St.), or by emailing townadmin@ashfield.org. Questions will be accepted in writing through 12 p.m. on June 3. Sealed proposals shall be marked "Ashfield Accounting Services" and shall be split into two parts: a price and non-price proposal submitted in separate envelopes. These will be received at the Town Administrator's Office until 12 p.m. on Wednesday, June 12. The Ashfield Select Board will be the awarding authority. The town of Ashfield reserves the right to reject any or all responses in whole or in part, to waive minor informalities, and to accept a response and award a contract in the best interest of the town. ●

out-of-pocket medical expenses. These plans can be complicated, however, especially for employees enrolling for the first time. Employers are advised to connect with their plan managers or consultants to request education sessions for their employees, including webinars and onsite education meetings.

Bailey said municipal employers can also help by ensuring that employees are aware of every plan benefit and wellness program that is available to them. For example, some municipalities have leveraged <u>diabetes management</u> programs that increase medication adherence by providing cost waivers, leading to reduced medical claims and cost savings overall.

MIIA offers its Health Benefits Trust members a <u>musculoskeletal program</u> that provides at-home care instead of in-office physical therapy. This program has no out-of-pocket cost for the employee, a lower net cost for the employer's medical plan, and better overall health outcomes when compared to traditional in-person care.

Individuals who have knowledge of and access to programs that improve health outcomes are not only healthier, but they reduce the need for higher levels of care and help to keep their costs down.

# MMA.org has latest news for Massachusetts cities, towns

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

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.

# Calendar

## JUNE

7



## **Massachusetts Select Board Association**, newly elected

training, 8:30 a.m.-3:30 p.m., Devens Common Center, Devens. Contact: MMA Member Program Coordinator Anneke Craig

#### **Massachusetts Municipal** 11 Councillors' Association,

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

MMA Board of Directors. 11 10-11:15 a.m., remote. Contact: MMA Executive Director's office

Local Government Advisory 11 **Commission**, 1-2 p.m., remote. Contact: MMA Executive Director's office

MMA webinar, municipal brand-12 ing, 12-1:15 p.m. Contact MMA Education and Training Coordinator Lily Rancatore

**Massachusetts Municipal** 13 Human Resources, annual meeting, 8:30 a.m.-1 p.m., Hawthorne Hotel, Salem, Contact: MMA Member Program Coordinator Anneke Craig

MMA webinar, Mass Cultural 18 Council: Creative communities. 12-1 p.m. Contact MMA Education and Training Coordinator Lily Rancatore



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



Women Leading Government,

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

## JULY

#### **Massachusetts Municipal** 18 Management Association,

meeting, 9 a.m.-1 p.m., Danversport, Danvers. Contact: MMA Senior Member Program Coordinator Denise Baker



3 Center Plaza, Suite 610, Boston, MA 02108

**MMA webinar**, Inspiring 23 Climate Action series: Geothermal projects, 12-1:15 p.m. Contact MMA Education and Training Coordinator Lily Rancatore

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

## AUGUST

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

## SEPTEMBER

Massachusetts Select Board 6 Association, webinar. Contact: MMA Member Program Coordinator Anneke Craig

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

**MMA Board of Directors**, 10-10 11:15 a.m., The Boylston Rooms, Easthampton. Contact: MMA Executive Director's office

Local Government Advisory 10 Commission, 1-2 p.m., The Boylston Rooms, Easthampton. Contact: MMA Executive Director's office

Massachusetts Municipal 12-13 Human Resources, Fall Conference, Sea Crest Beach Hotel, Falmouth. Contact: MMA Member Program Coordinator Anneke Craig

**Massachusetts Municipal** 18 Management Association, boot camp, Sharon Community Center, Sharon. Contact: MMA Senior Member Program Coordinator Denise Baker

#### **Massachusetts Mayors'** 25 Association, monthly meeting, 10 a.m.-1 p.m. Contact: MMA Communications and Membership Director Candace Pierce

Women Elected Municipal 27 **Officials**, leadership conference, 9 a.m.-1 p.m. Contact: MMA Member Program Coordinator Anneke Craig

## **OCTOBER**

MMA Board of Directors. board retreat, 8:30 a.m.- 1 p.m., the Conference Center at Waltham Woods, Waltham. Contact: MMA Executive Director's office

Massachusetts Select Board 10 Association, leadership conference, 8:30 a.m.-2 p.m., Lake Pearl, Wrentham. Contact: MMA Member Program Coordinator Anneke Craig

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

**Massachusetts Municipal** 

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

cpierce@mma.org.

Anneke Craig can be reached at acraig@mma.org

Lily Rancatore can be reached at Irancatore@mma.org