

The Beacon

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March 2025

MMA, coalition push for meeting options

The [MMA joined several other local and regional organizations](#) on Feb. 19 to call for the permanent codification of the current remote and hybrid public meeting flexibilities, which are due to expire on March 31.

The COVID-era provisions allow municipalities to determine which of their public meetings are held in a remote or hybrid format in compliance with the state’s open meeting law.

Cities and towns have asked for this flexibility to be made permanent for public boards and commissions and for representative town meetings, allowing local officials to consider member availability, internet and technological capabilities, and space and staffing levels — varying factors that would make a hybrid mandate infeasible.

“In the earliest days of the COVID pandemic, every local government in the Commonwealth adapted — almost instantly — to change how it conducts the



The Holyoke City Council holds a hybrid meeting on Feb. 18. The MMA joined other local government groups to issue a statement strongly supporting the preservation of remote and hybrid public meeting options, which are due to expire on March 31.

public’s business, in ways that increased transparency and accountability and boosted public participation and confidence,” said MMA Executive Director Adam Chapdelaine in the recent press release. “Each community quickly determined its best course, given the local needs, preferences, capabilities and

resources, and has settled into a pattern that is familiar to the public. All we are asking is that this flexibility be made permanent.”

Gov. Maura Healey’s [Municipal Empowerment Act](#), a broad bill aimed at improving the efficiency and effectiveness of local government operations, includes provisions to codify the local flexibility for remote and hybrid meetings.

In addition, Sen. Jake Oliveira and Rep. Danielle Gregoire recently filed standalone legislation ([SD. 1850](#) and [HD. 2863](#), respectively) to preserve and codify the current remote and hybrid meeting options.

Joining the MMA in the Feb. 19 joint statement of support were the

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MMA to hold Legislative Breakfast Meetings March 7 and 14

By Daniel Yi

The MMA will hold its spring series of Legislative Breakfast Meetings this month in four locations around the state.

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

The spring series of breakfasts will take place as legislative priorities are taking shape for the new session, and as the Legislature begins its work on a fiscal 2026 state budget plan.

There will be discussions about the many bills and issues that continue



Bolton Town Administrator Marie Sobalvarro, left, and Maynard Select Board Chair Jeffrey Swanberg chat during an MMA Legislative Breakfast Meeting on Oct. 18 in Maynard.

to be on the MMA’s radar for the new session, including the re-filed Municipal Empowerment Act, remote meeting allowances, road and bridge funding, the MMA’s Legislative Package for the

■ **LEGISLATIVE BREAKFASTS** *continued on 20*

2025 MMA Board of Directors

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

Executive Committee

Jamie Hellen, MMA President
Town Administrator, Franklin

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Mayor, Amesbury

John McLaughlin, MMA Immediate
*Past President and MMCA Second Vice President
Councillor, Waltham*

Denise Casey, MMMA First Vice President
Deputy Town Manager, North Andover

Lisa Feltner, MMCA First Vice President
Councillor, Watertown

Josh Garcia, MMAA First Vice President
Mayor, Holyoke

Jennifer Glass, MSA First Vice President
Select Board, Lincoln

John Mangiaratti, MMMA President
Town Manager, Acton

Michael Nicholson, MMAA President
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Debra Roberts, MSA President
Select Board, Stoughton

Kevin Sullivan, ATFC First Vice President
Finance Committee, Hanson

Brendan Sweeney, MMCA President
Councillor, Beverly

Melinda Tarsi-Goldfien, ATFC President
*Industrial and Development Committee,
Mansfield*

Adam Chapdelaine (non-voting)
MMA Executive Director

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Colleen Bradley-McArthur, Councillor,
Waltham

Peter Cusolito, Select Board Member, Leicester
Denise Dembkoski, Town Administrator, Stow

Yolanda Greaves, Select Board Member, Ashland
Jill Hai, Select Board Member, Lexington

Christine Hoyt, Select Board Member, Adams
Carole Julius, Select Board Member, East
Bridgewater

Afroz Khan, Councillor, Newburyport

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Breanna Lungo-Koehn, Mayor, Medford

Mike McCabe, Mayor, Westfield

Kevin Mizikar, Town Manager, Shrewsbury

Michael Ossing, Councillor, Marlborough

Ryan Pereira, Councillor, New Bedford

Kiana Pierre-Louis, Select Board Member,
Sharon

Israel Rivera, Councillor, Holyoke

Sam Squailia, Mayor, Fitchburg

Liz Sullivan, Town Administrator, Dennis

Robert Sullivan, Mayor, Brockton

Michelle Wu, Mayor, Boston

Executive Director's Report

Remote, hybrid meetings are local government success story

Over the past six months, as I have met with all manner of local officials across the Commonwealth, the question I get most often is in regard to the COVID-era open meeting law allowances for remote and hybrid public meetings, which are set to expire at the end of this month.

I believe I'm asked this so regularly due to the overwhelming success of the temporary allowances, and due to just how critical these allowances are for conducting the business of municipal government in the 21st century.

In the earliest days of the COVID pandemic, every local government in the Commonwealth adapted — almost instantly — to change how it conducted the public's business, in ways that increased transparency and accountability and boosted public participation and confidence. Each community quickly determined its best course, given the local needs, preferences, capabilities and resources, and has settled into a pattern that is familiar to the public.

It's for these reasons that we are asking that this flexibility be made permanent, so Massachusetts cities and towns can continue to provide transparent, accessible and practical proceedings to maintain public trust and confidence.

In advocating for this permanent



By Adam
Chapdelaine

allowance, I think it's important to underscore the way that municipal government works in Massachusetts. As you know, most of the cities and towns in the Commonwealth have dozens of boards, committees and commissions. Our conservative estimate is that the 351 cities and towns have a combined total of more than 10,000 boards, committees

and commissions!

Further, the overwhelming majority of the individuals serving on these public bodies are volunteers, dedicating their valuable time, often in the evening, to serving their community. Over the past five years, these dedicated volunteers have worked to conduct their meetings in the way that works best for their community, carefully balancing transparency and access with financial reality and operational feasibility. As I stated earlier, these efforts have been an overwhelming success.

After a series of short-term extensions, now is the time to make these allowances permanent, so that cities and towns can maintain these successes well into the future.

We applaud the Legislature for adopting these provisions at the onset of the pandemic, and for extending them over the course of the past few years. And we

■ DIRECTOR'S REPORT *continued on 20*



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

MMA continues push on Municipal Empowerment Act

By John Ouellette

The MMA and local leaders are continuing their strong advocacy for the governor's proposed Municipal Empowerment Act, a multifaceted package of reforms and local options aimed at improving the efficiency and effectiveness of local government operations.

The bill, refiled by Gov. Maura Healey on Jan. 31, contains many of the same provisions as last year's version, including the codification of existing local flexibilities for remote and hybrid public meetings — an allowance that is set to expire at the end of this month. (The [MMA, along with several local and regional groups, issued a joint statement on this important issue](#) on Feb. 19.)

Among its 30-plus provisions, the Municipal Empowerment Act would also:

- Update enforcement mechanisms for unsightly and unsafe doubled-up utility poles
- Provide new and expanded local revenue options
- Improve efficiency in borrowing rules for school projects and in emergency-related spending
- Provide tools to address critical workforce shortages

The bill would reform procurement rules, including a provision that would exempt snow hauling services from Chapter 30B procurement rules, to align it with rules for snow plowing services. Another provision would raise the 30B threshold for all municipal purchases to \$100,000.

Legislative local aid hearing coming in March

By Jackie Lavender Bird

The Joint Committee on Ways and Means will begin holding public hearings on the fiscal 2026 state budget on March 6, and is expected to hold a hearing focused on municipal and school aid by the end of the month.

The MMA will testify at the local aid hearing to advocate for key municipal and school aid accounts, as follows:

UGGA

The MMA is advocating for an adequate increase in Unrestricted General



Franklin Town Administrator and MMA President Jamie Hellen thanks the administration for their Municipal Empowerment Act legislation during a virtual meeting of the Local Government Advisory Commission on Feb. 11.

[For more details, see the [MMA's Jan. 31 news posting](#) and the administration's [Municipal Empowerment Act portal](#).]

LGAC discussion

The Municipal Empowerment Act was a featured topic during the Feb. 11 meeting of the Local Government Advisory Commission with the administration, where Danielle Cerny, chief of staff for the Executive Office for Administration and Finance, gave an overview of the package, and local leaders expressed their appreciation.

Cerny reminded attendees that the ideas for the bill came from many conversations with local leaders, and said the administration is confident that “with the support of all of you,” the bill can become law this legislative session.

“You asked for relief from administrative burdens and for improved tools to deliver for our residents, and that is what this bill delivers,” she said.

Franklin Town Administrator and MMA President Jamie Hellen said the inclusion of local revenue options “gives cities and towns another way to help support the funding of essential services.”

“With significant cost drivers and needs in our municipal budgets, this revenue could be a game-changer for our communities,” he said.

Stow Town Administrator Denise Demboski called the Municipal Empowerment Act “a big deal for all municipalities.” She highlighted the remote and hybrid meetings provision, which “meets what local governments and their residents need, and is simply codifying what is already authorized.”

“This has been enormously successful over the past five years, and its success is rooted in its flexibility,” she said.

Acton Town Manager John Mangiaratti expressed appreciation for provisions to simplify procurement rules and thresholds.

“It's especially important for smaller communities, where often a single procurement officer is doing procurements for both the town and the schools,” he said. “These small changes ... add up to make a big difference for cities and towns, and we really appreciate your efforts.”

The MMA is urging all municipal officials to reach out to their legislators to discuss the importance of the Municipal Empowerment Act and its benefits for municipal operations. ●

Government Aid, the state's revenue-sharing mechanism. The governor's budget proposal, filed on Jan. 22, would increase UGGA by 2.2%, or \$28.8 million to be distributed across 351 cities and towns. The 2.2% aligns with the [consensus forecast for non-surtax state revenue growth](#) announced in January.

Chapter 70

The MMA will advocate for continued investment in the state's K-12 education aid account. The governor's budget proposal, known as House 1, would continue implementation of the funding

schedules in the Student Opportunity Act, bringing Chapter 70 school aid up to \$7.3 billion, an increase of \$420 million over fiscal 2025.

The governor's budget proposal would increase per-student minimum new aid from the statutory \$30 to \$75 for fiscal 2026. With 233 of 318 school districts (73%) being classified as “minimum aid” districts, the MMA will seek to further increase the per-student minimum aid amount for fiscal 2026. In the fiscal 2025 budget, minimum aid provided

■ LOCAL AID *continued on 23*

Governor's bill would make historic investment in Ch. 90

By Adrienne Núñez

At the heart of the [transportation bond bill](#) Gov. Maura Healey filed on Jan. 24 is a historic investment in municipal roads and bridges — \$300 million per year for the Chapter 90 program for a period of five years.

The bill's \$1.5 billion total authorization for Chapter 90 — a 50% increase over the typical authorization — would boost municipal apportionments by leveraging two formulas: \$200 million distributed through the traditional Chapter 90 formula, which considers population, employment, and road miles, and \$100 million distributed based solely on road miles.

With this formula combination, 85% of municipalities would receive at least a 45% increase over the regular apportionment they've seen over the past dozen or so years.

The governor's bond bill also includes the following authorizations:

- \$200 million for culverts and small bridges
- \$500 million for the Massachusetts Department of Transportation's road and bridge lifecycle asset management
- \$185 million for MassDOT safety and



Gov. Maura Healey's five-year transportation bond bill would provide \$300 million per year for municipal road and bridge work.

congestion initiatives

The [Chapter 90 program](#) has been funded at \$200 million per year since 2012, except for a one-time increase in 2015 and some supplemental funding from Fair Share surtax revenues in fiscal 2023, 2024 and 2025 (forthcoming).

The governor's proposal was informed by advocacy from the MMA and the work of a Chapter 90 Advisory Group led by officials from the Massachusetts Department of Transportation and Executive Office for Administrative and Finance, and composed of municipal leaders and public works officials from communities of all sizes across the Commonwealth. The group set out to

review the Chapter 90 program and offer recommendations for reforms.

Topping the advisory group's list of recommendations was a call to increase investment in Chapter 90. The group's January [report](#) notes that annual authorizations of \$404.6 million would be needed to fully adjust for inflation since 2012. The report also recommended changing the distribution formula to make Chapter 90 distributions more equitable statewide, and using multi-year bond authorizations to help communities better plan for strategic investments and make full use of the construction season.

MassDOT has published [calculations of proposed apportionments](#) for individual cities and towns based on the governor's bond bill. Municipal officials are encouraged to review the funding proposed for their community and urge their legislators to support this vital investment in municipal infrastructure.

The MMA has identified an increase in Chapter 90 funding as a priority for a number of years, and will be strongly advocating for the governor's bill as it moves through the legislative process, including a hearing, this spring. ●

Rule-making process continues for MBTA Communities Act

By Ali DiMatteo

The Executive Office of Housing and Livable Communities is working to finalize new regulations relative to the MBTA Communities Act.

In January, the [Massachusetts Supreme Judicial Court upheld the MBTA Communities Act](#), but threw out the state's guidelines as non-compliant with a required formal rule-making process.

A week later, the Executive Office of Housing and Livable Communities issued [emergency regulations](#) while final regulations were being drafted and put through a public comment process.

During the comment period, which closed on Feb. 21, the MMA and the Massachusetts Municipal Lawyers Association [weighed in jointly](#) on the proposed rules. While the rules are not substantively different from the previous guidelines, the MMA/MMLA letter



The Executive Office of Housing and Livable Communities is working on new regulations under the MBTA Communities Act after the state's highest court ruled that the previous guidelines were invalid.

reiterates a number of continuing concerns, including minimum unit capacity, unit multipliers, and determinations on

developable land. The letter also requests an expedited compliance review process by the EOHLC and an extended compliance deadline for communities that have not yet complied.

The emergency regulations established a July 14 compliance deadline for rapid transit communities, as well as commuter rail and adjacent communities, that had not submitted a compliance application by the previous deadline of Dec. 31, 2024. A third MBTA Communities category — adjacent small towns — would have until Dec. 31, 2025, to pass zoning

regulations to come into compliance. The draft regulations match this schedule. ●

Administration releases statewide housing plan

On Feb. 6, the Healey-Driscoll administration released the state's first comprehensive statewide housing plan, which provides an analysis of housing needs as well as strategies for increasing production and for preserving and upgrading existing housing, addressing homelessness, and using housing as a way to create economic mobility.

The report, "[A Home for Everyone](#)," says the state needs to increase its year-round housing supply by at least 222,000 units from 2025 to 2035 in order to remain competitive and lower costs. Every region of the state needs more homes in order to reach the statewide target.

The plan provides a statewide perspective as well as data and strategies specific to each region in the state, including an analysis of each region's housing needs over the next 10 years.

"This plan tells us exactly where we need to go and how we can get there, to build hundreds of thousands of new units and make sure that everyone — our teachers, nurses, small business owners, seniors and families — can afford homes in our state," Gov. Maura Healey said in a prepared statement.

Lt. Gov. Kim Driscoll said the work on housing challenges "is essential for our state's competitiveness."

The plan was developed in consultation with the [Housing Advisory Council](#), which the governor established by Executive Order at the same time that she filed the [Affordable Homes Act](#). Driscoll served as chair of the council, and Housing and Livable Communities Secretary Ed Augustus was vice chair.

The Executive Office of Housing and

Livable Communities, in partnership with the Housing Advisory Council, engaged with more than 3,000 people in developing the plan, including 14 regional listening sessions held across the state last year, according to the administration.

Augustus said the housing plan "is the beginning of what will be an ongoing process.

"We hope that communities will use it as a resource as we continue to work to refine our strategies in the months and years to come," he said.

The plan assesses the current state of housing in Massachusetts: where it is, where people want to live, what types of housing exist, and what types are needed to meet projected demand. It analyzes housing needs by region, and identifies strategies to shape the state's approach to housing.

The statewide housing plan calls for:

- Exploring non-traditional housing
- Protecting existing homes and affordability by preserving homes with expiring affordability restrictions and bringing vacant or distressed homes back online
- Providing direct subsidies and increasing access to homeownership for first-time homebuyers
- Preventing evictions and foreclosures
- Enhancing partnerships with employers to better address workforce housing needs

A full digital version of the plan will be



Gov. Maura Healey speaks during the unveiling of the state's first-ever statewide housing plan on Feb. 6 at the State House. "[A Home for Everyone: A Comprehensive Housing Plan for Massachusetts 2025-2029](#)" seeks to boost housing production, meet unique community needs, and lower costs around the state. (Photo courtesy Margot Murphy/Governor's Press Office)

launched in the spring and will include an interactive resource center and a production tracking guide.

The administration said last year's [Affordable Homes Act](#) is expected to create or preserve 65,000 housing units, including through a provision that allows for [accessory dwelling units](#) by right. The housing law also increases funding for programs that support first-time homebuyers and creates the Momentum Fund, a new revolving fund to be used to increase development of mixed-income multifamily housing.

Additionally, more than 116 communities have approved new multi-family zoning near transit under the [MBTA Communities Act](#), and more than 3,000 new housing units are already in the pipeline, according to the administration. Compliant communities have access to the MBTA Communities Catalyst Fund, which provides funding for infrastructure projects needed to support new housing development. ●

Special housing production commission releases report

By John Ouellette

A special commission has shared a report with the governor that offers more than 50 recommendations to increase the supply of housing across Massachusetts.

The Commission on Unlocking Housing Production, established in January 2024, was tasked with examining how state and local laws, regulations and practices could be revised to increase the supply of housing, and to provide recommendations



offers recommendations across four broad

to the administration on potential reforms to promote housing production to meet growing demand.

The commission's report, "[Building for Tomorrow](#)," issued on Feb. 21,

themes:

- Economic incentives and workforce development in the housing industry
- Updating land use and zoning practices
- Streamlining regulations, codes and local permitting
- Bolstering state planning and local coordination

"We need to take a close look at every idea

■ HOUSING REPORT *continued on 24*

Supplemental budget has funds for shelter system

Gov. Maura Healey on Feb. 28 signed a supplemental budget bill to provide funding for, and make reforms to, the state's emergency assistance shelter system.

The law allocates \$425 million from the state's transitional escrow fund to shelter-related services. Some of this funding would provide relief to school districts affected by increased student enrollment due to families in local shelters. Further assistance would support communities hosting unhoused families and family shelter sites.

The law includes several policy changes aimed at restricting shelter eligibility

and capping the number of families served at 4,000. These changes include limiting the policy of presumptive eligibility when placing families; criminal history and CORI checks for all adult applicants; and ensuring review of identity, residency, lawful status, and familial relationship for all household members prior to placement.

The governor also released the results of a security assessment she requested from former Boston Police Commissioner Ed Davis, with recommendations to enhance safety at shelter sites. The administration will be retaining Davis' company to help with implementation of the report's

recommendations.

The emergency assistance shelter system currently serves approximately 5,800 families, a 22% reduction from peak levels seen in 2023 and 2024. The administration said it has reduced the number of hotels being used for shelters by half, with the goal of closing all hotel shelters by the end of this year.

The administration said it will release regulations and enact the additional policy provisions from the supplemental budget, including an updated six-month length-of-stay and changes to the presumptive eligibility process.

— Jackie Lavender Bird

State seeks input on utility poles and rights of way

By Adrienne Núñez

The Department of Public Utilities and Department of Telecommunications and Cable are seeking input from stakeholders about utility poles and their rights of way.

The input will inform forthcoming regulations intended to support activities advancing clean energy initiatives and broadband expansion. An order from the departments, [D.P.U. 25-10/D.T.C. 25-1](#), states that such investments will require timely access and upgrades to a multitude of utility poles and underground ducts and conduit.

The departments are seeking input and data related to the range of processes and policies that govern access to utility poles and rights of way, including engagement



Two state departments are seeking stakeholder input about utility poles and their rights of way through March 18.

between utility companies, pole owners, and local governments. Comments provided to the DPU and DTC will help the departments draft regulations affecting utility poles and right of way access and practices.

The deadline for comments is March 18

at 5 p.m.

The MMA intends to submit comments on behalf of cities and towns, but individual replies are also encouraged. To help the MMA prepare, local leaders are asked to fill out an [MMA survey](#) by the end of the day on March 5.

For more information about the DPU/DTC notice, contact Kerri DeYoung Phillips or Scott Seigal, hearing officers at the Department of Public Utilities, at kerri.phillips@mass.gov or scott.seigal@mass.gov, or William Bendetson, hearing officer at the Department of Telecommunications and Cable, at wiliam.bendetson@mass.gov.

For more about the MMA's work on this issue, contact Legislative Analyst Adrienne Núñez at ANunez@mma.org. ●

U.S. Rep. Clark to keynote WEMO Conference in March

House Minority Whip Katherine Clark, the highest-ranking woman in the U.S. Congress, will be the keynote speaker at the Women Elected Municipal Officials Leadership Conference on March 21 in Wrentham.

For the past dozen years, Clark has represented Massachusetts' 5th Congressional District, including communities just north of Boston as well as portions of the MetroWest region. She was elected House Minority Whip in 2022.

Clark previously served as a Massachusetts state senator and representative, and as a member of the



Rep. Katherine Clark

Melrose School Committee. A former general counsel for the Massachusetts Office of Child Care Services, Clark has been a leading advocate for policies supporting women and families throughout her career.

The WEMO Leadership Conference will be held at Lake Pearl, 299 Creek St. in Wrentham, from 8:30 a.m. to 1 p.m. Lunch will be provided.

The agenda will include networking opportunities and a panel discussion with the members of the WEMO Steering Committee.

All women elected municipal officials in Massachusetts are considered members of WEMO and are invited to attend. More details, including an agenda and registration link, were emailed to WEMO members, and are available at www.mma.org.

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

MSBA accepting Statements of Interest for consideration

The Massachusetts School Building Authority is accepting Statements of Interest for consideration in 2025.

Submitting an SOI is the important first step in the MSBA's program for school building construction, addition, and/or renovation or repair grants. It allows districts to inform the MSBA about deficiencies that may exist in a local school facility and how those deficiencies inhibit the delivery of the district's educational program.

March 21 is the SOI closing date for districts submitting for consideration under the Accelerated Repair Program, which is intended for roofs, windows/doors, and heat pump conversions in existing school facilities.

April 11 is the SOI closing date for districts submitting for consideration under the Core Program, which is

intended for new construction, additions, and/or renovation projects. For more information, see the [Core Program SOI Overview](#) on the MSBA website.

The MSBA encourages all interested districts to submit an SOI to the MSBA, but the ARP is not appropriate for all potential projects. With each ARP project, the MSBA intends to prolong the longevity of the existing building and improve the environment of the school.

See the [ARP SOI Overview](#) on the MSBA website to view the changes to the ARP in 2025 and determine if submitting an SOI for a potential ARP project is appropriate.

Beginning this year, the ARP will have a biennial SOI opening (every two years). To facilitate schools moving toward Massachusetts' goal for net-zero carbon emissions by 2050, the MSBA is

introducing heat pump conversion projects to ARP in 2025. The MSBA will continue to open the Statement of Interest System annually for consideration in the Core Program.

The MSBA has made changes to its SOI template for the 2025 filing period.

If the district submitted a Core Program or ARP SOI in 2024 and intends to use the pre-populate option to update this year's SOI, changes to the SOI template may impact responses to certain questions.

Supporting material is required when selecting Statutory Priorities 1 and 3. Districts may also decide to provide supplemental material. In both cases, the information must be electronically uploaded to the SOI system as a condition of submitting an SOI this year. Hard copies will no longer be accepted. ●

Community One Stop's Expression of Interest period ends March 26

Municipalities and organizations can now work on fiscal 2026 One Stop funding applications through the state's Community One Stop portal, with an optional Expression of Interest deadline approaching on March 26.

The Expression of Interest process allows for applicants to receive guidance on priority projects from Executive Office of Economic Development staff.

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

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

May 5 is the first day for submitting complete applications, and the application window will remain open through June 4. One Stop grant awards will be announced in the fall.



March 26 is the deadline for municipalities to submit a Statement of Interest as part of the Community One Stop grant process. Complete applications may be submitted between May 5 and June 4.

Grant programs accessible through Community One Stop include the MassWorks Infrastructure Program, the Massachusetts Downtown Initiative, the Rural Development Fund, the Housing Choice Grant Program, the Community Planning Grant Program, the HousingWorks Infrastructure Program, the Underutilized Properties Program, the Site Readiness Program, the Brownfields Redevelopment Fund, and the Real Estate Services Technical Assistance.

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

the Vacant Storefront Program and the Transformative Development Initiative Equity Investment Program.

The Vacant Storefront Program, administered by the EOED, offers municipalities access to up to \$50,000 of refundable tax credits they can use to incentivize businesses to occupy vacant storefronts in downtown and commercial areas.

The TDI Equity Investment Program, administered by MassDevelopment, provides grants ranging from \$25,000 to \$250,000 to revive commercial spaces in and around designated TDI Districts in Gateway Cities.

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

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

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

Management Association, MMHR to hold joint meeting

The Massachusetts Municipal Management Association and Massachusetts Municipal Human Resources will hold their annual joint meeting on April 10 at Lake Pearl in Wrentham.



Liisa Jackson

The agenda will feature a “Psychological First Aid” training led by Liisa Jackson, director-coordinator with the Medical Reserve Corps. Participants will learn how to provide initial emotional support to individuals

experiencing distress after a traumatic event or a difficult situation.

The training will cover key action steps in psychological first aid, including:

- Making contact and engaging with individuals experiencing distress
- Establishing a safe and comfortable environment
- Stabilizing and gathering information on stressful situations
- Providing practical assistance and support resources to affected individuals
- Managing personal stress when providing psychological first aid

Techniques for effective communication skills, self care, and reducing stress will be demonstrated and compared through didactic information, case scenarios, group discussion and interactive practice sessions.

The meeting is open to all MMMA and MMHR members. The registration fee of \$40 includes coffee and lunch.

More information, as well as a link to register, will be made available at www.mma.org and emailed to MMMA and MMHR members in the coming weeks.

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

Public records, open meeting laws are subject of March 19 webinar

The MMA will host a webinar on the state’s public records and open meeting laws on March 19.

Attorneys Lauren Goldberg and Janelle Austin of KP Law will present an overview of the two key laws, as well as what local leaders need to know.

Topics will include:

- Legal requirements of the open meeting law
- Rules for holding meetings
- The definition of a public record
- When records have to be disclosed



Janelle Austin



Lauren Goldberg

The attorneys will also review common violations.

A Q&A session with Goldberg and Austin will follow the presentation.

The 75-minute webinar will begin at noon. [Online registration is available.](#)

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

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

MSA webinar to cover working with town boards, committees

The Massachusetts Select Board Association will hold its free spring program webinar on March 12, titled “Empowering Town Boards and Committees: Best Practices for Select Boards.”



Susan Scheiner



Karis North



Jennifer Glass

The panelists — Lincoln Select Board Member and MSA First Vice President Jennifer Glass, attorney Karis North of Murphy Hesse Toomey & Lehane, and [OIG Academy](#) instructor Susan Scheiner — will cover:

- Select Board roles and responsibilities when working with other town boards

and committees

- Equitable outreach, communication, and onboarding strategies for new board and committee members
- Tips and tricks for setting up town boards and committees for success

- Open meeting law and public records law considerations

In addition, Sharon Select Board Member Kiana Pierre-Louis, the MSA’s District 3 representative, will moderate a live Q&A.

The webinar will run from noon to 1:15 p.m.

More information will be made available at www.mma.org in the coming weeks. A registration link has been emailed to MSA members.

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

MVP Program Action Grant applications due April 4

The Executive Office of Energy and Environmental Affairs is accepting proposals through April 4 for Municipal Vulnerability Preparedness Program Action Grants for fiscal 2026.

To be eligible, projects must use climate data and projections to implement priority climate adaptation actions. Projects using nature-based solutions and community engagement efforts, as well as those that help to advance equity in the community, are preferred.

Applicants may request up to \$3 million in funding for projects in one municipality, while regional proposals may request up to \$5 million.



For fiscal 2025, \$108 million of funding was requested, and 71 action grant projects were funded, for a total of \$52.4 million, with an average grant of \$738,000. By comparison, the average grant from fiscal 2024 was \$360,000.

The fiscal 2026 Action Grant round

includes a set-aside of approximately 30% for communities with Rural and Small Town designations. The match requirement for these communities will be waived, and requests can be made for these towns to receive a portion of grant funding upfront.

Visit the [MVP Program website](#) for more information. A recent [MVP webinar](#) and [accompanying presentation](#) are also available online. The request for responses can also be found on [COMMBUYS](#).

Proposals must be submitted by 2 p.m. on April 4. Awards are expected to be announced in June, with projects starting as soon as September. ●

MassDOT finalizes truck safety device regulations

By Adrienne Núñez

The Massachusetts Department of Transportation has finalized updated regulations pertaining to truck safety devices.

The new regulations ([540 CMR 4.00](#), sections 10-13) reflect a provision in a 2022 law that requires certain heavy-duty vehicles to be outfitted with safety devices.

The law requires lateral protective devices, convex mirrors, crossover mirrors, and backup cameras on motor vehicles,

trailers, semi-trailers or semi-trailer units classified as Class 3 or above by the Federal Highway Administration, with a gross vehicle weight rating of 10,001 pounds or more, that are leased or purchased by the Commonwealth on or after Jan. 1, 2023, or operated under a contract with the Commonwealth on or after Jan. 1, 2025.

The regulations specifically exempt vehicles of 10,001 pounds or more operating under a municipal contract, as well as grant programs funded with state aid through state agencies.

Initial guidance on draft regulations provided by MassDOT in June noted that municipal contractors and municipal fleets working on projects funded by state aid may be subject to the device requirements. The MMA had opposed [this legislative interpretation](#), citing regulatory overreach and other concerns.

MassDOT offers [online guidance on the new regulations](#), with additional guidance forthcoming. ●

MMHR March webinar to cover immigration and employment law

Massachusetts Municipal Human Resources will hold its free spring program webinar on March 13, titled “Navigating Immigration and Employment Law: Best Practices for Municipal HR.”



Caitlyn Julius



Ryan Jaziri



Prasant Desai

The featured speakers — attorney Ryan Jaziri of Morgan, Brown and Joy, and attorney Prasant Desai of Iandoli Desai & Cronin — will cover:

- Immigration and employment law basics in Massachusetts

- Work visa types, timelines, and qualifications
- Best practices for I-9 compliance and audits

Attendees will have the opportunity to participate in a live Q&A.

The webinar will run from noon to 1:15 p.m. and will be moderated by Springfield Assistant Human Resources Director Caitlyn Julius, a member of the MMHR Board of Directors.

A registration link will be made available at [www.mma.org](#) in the coming weeks and will be emailed to MMHR members.

Contact: MMA Member Program Coordinator Anneke Craig at [acraig@mma.org](#)

MMA Webinars

MSA hosts town meeting workshop with Moderators Association

The Massachusetts Select Board Association held a virtual workshop with the Massachusetts Moderators Association on Feb. 25 to discuss select board roles and responsibilities relative to town meetings.

North Andover Town Moderator Mark DiSalvo said both select board members and town moderators are “vital parts responsible for protecting a 400-year tradition of local participatory democracy” in Massachusetts.

Westborough Town Moderator John Arnold discussed how to communicate the separation of powers at town meeting to constituents.

“The way many of us moderators talk about this is we welcome the voters at Town Meeting, whether it be open or representative, as citizen legislators,” he said.

Voters are responsible for making charter and bylaw changes, allocating funds at the department level, and defining, on a macro-level, the town’s priorities, he said. Meanwhile, the select board functions as the town’s chief executive body.

Arnold said it’s important “to get voters, including ourselves, to understand the difference between acting on behalf of the legislative branch and acting on behalf of the executive branch.”

Reading Town Moderator Alan Foulds discussed managing conflict during a town meeting, saying that the most effective tool “is to eliminate, or minimize as much as possible, the unknown.” Ahead of a town meeting, Foulds meets with the town manager, department heads, and at least one select board member to review agenda items, identify potentially contentious topics, and develop a script with detailed timing.

DiSalvo discussed how to promote optimal relationships between the select board, moderator, and other community leaders to ensure a smooth and efficient town meeting. He recommended that municipal officials start by identifying common interests and keeping communication channels open with one another outside of town meeting.

“Crafting relationships takes time, effort, and the opportunity to earn credibility each time you invest in that relationship,”



North Andover Town Moderator Mark DiSalvo discusses the tradition of town meetings during a recent webinar hosted by the Massachusetts Select Board Association with the Massachusetts Moderators Association. The webinar also featured insights from Westborough Town Moderator John Arnold and Reading Town Moderator Alan Foulds.

Date: Feb. 25

Length: 75 minutes

[VIEW WEBINAR ↗](#)

he said. “It will inevitably become contentious, but you can reach into that credibility bag to offer some goodwill and move on to the next matter without harm.”

The webinar concluded with an open dialogue moderated by DiSalvo. Panelists answered audience questions on topics including strategies for making town meeting more accessible to voters, voter engagement and turnout, and the use of technology and remote participation at town meeting.

– Anneke Craig

Webinar Topic Submission Form launched

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

Management Association to hold professional development workshop



Ron Holifield

The Massachusetts Municipal Management Association will hold a full-day professional development workshop on March 20 at Devens Common Center.

Ron Holifield, founder and owner

of Strategic Government Resources, will present the interactive session “Creating an Authentic Servant Leadership Culture.”

The session will provide practical strategies for leading in a way that builds trust and confidence to effectively address political dysfunction, workplace anxieties, racial justice tensions, and reduced resources. Holifield will discuss specific steps that can be taken to shape an

organization that thrives despite the obstacles.

The meeting will run from 9:30 a.m. to 3 p.m. The MMA is sponsoring the event, offering members a reduced registration fee of \$25.

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

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

ATFC to hold regional meetings on March 27

The Association of Town Finance Committees will hold two free regional meetings on the evening of March 27.

A meeting at the [Reading Public Library](#) will include Sean Cronin, deputy commissioner of local services at the Division of Local Services, and Andover Chief Financial Officer Patrick Lawlor. Cronin will focus on resources offered by the DLS and state finance news, including the proposed Municipal Empowerment Act. Lawlor will discuss strategies to improve communications with residents, both during town meeting and throughout the year.



Jamie Farnum



Patrick Lawlor

Capital planning will be the focus of a meeting at the [Hadley Senior Center](#), where Monson Finance Director Jamie Farnum will cover the basics of

developing and implementing a successful capital plan.

Both meetings will begin at 5 p.m. with light refreshments and networking. The program will begin at 5:30 p.m. and conclude at 7 p.m.

All finance committee and capital planning committee members are invited to these meetings. Online registration is available at www.mma.org. There is no charge to attend, but registration is required.

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

VMLA to offer workshops on performance management

The MMA's Virtual Municipal Leadership Academy is offering a professional development webinar — "Managing for Excellent Performance" — that will be held three times, on March 25, April 8 and April 15, from noon to 2 p.m.

Performance management is often seen as simply conducting annual performance reviews and addressing poor performance, but it actually involves managing all staff performance levels, including excellent performance, to minimize incidents that require disciplinary action.

In this interactive workshop, Lyn Freundlich of Change for Good Coaching and Consulting will engage participants in activities and discussions to learn



Lyn Freundlich

about the performance continuum, consider ways to effectively manage performance along that continuum, and develop a specific performance management strategy to support an individual team member's success.

Freundlich has more than 30 years of experience working with mission-oriented nonprofits, focusing on justice. She founded Change for Good Coaching and Consulting in 2021 to provide training and consulting services to nonprofit organizations and small businesses.

Change for Good's approach to training is highly participatory, and all attendees are strongly encouraged to keep their cameras on throughout the workshop.

The workshop has a capacity of 35 participants, and the fee is \$45.

This workshop is offered at a deeply discounted rate thanks to the support of the Massachusetts Interlocal Insurance Association, the MMA's nonprofit organization that provides insurance and risk management services to cities, towns, and other governmental entities in Massachusetts that are members of the MMA.

Contact: MMA Education and Training Coordinator Kristianna Lapiere at klapiere@mma.org

WEMO to hold quarterly mentorship program meetings in 2025

Last fall, Women Elected Municipal Officials piloted a new virtual mentorship program to connect newly elected women municipal officials with experienced mentors and foster opportunities for networking and collaboration between all members.

Two inaugural program meetings were hosted by and for WEMO members, with more than 50 participants from across Massachusetts.

The free mentorship meetings provide an informal space for women elected municipal officials to discuss their experiences and seek support from colleagues. Participants are encouraged to come with a question or challenge they

are facing in their capacities as elected municipal officials, regardless of topic, and share them in small groups for peer reflection and feedback.

With the goal of growing the program, the WEMO Steering Committee will hold virtual mentorship meetings on a quarterly basis in 2025 on the following schedule:

- Spring: April 16
- Summer: June 10
- Fall: Oct. 8
- Winter: Dec. 10

The meetings will be held during the lunch hour, from noon to 1 p.m.

Registration links will be emailed to WEMO members.

Virtual mentorship meetings are open to any elected woman mayor, select board member or councillor in Massachusetts, regardless of experience.

Registrants should note that the MMA and WEMO are nonpartisan organizations, and discussions about elections and campaigns are prohibited.

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

Environmental Justice Grant available to municipalities

Municipalities are invited to apply for the U.S. Environmental Protection Agency's Environmental Justice Grantmaking program, administered via local anchor program Transportation for Massachusetts.

The Environmental Justice program unlocks \$50 million in grant funds over the course of three years to implement projects that address local environmental and public health issues.

As the Massachusetts anchor program, [Transportation for Massachusetts](#) will



lead outreach efforts connecting potential program applicants with the Core Project Team and New England Thriving Community Technical Assistance. Transportation for Massachusetts, or T4MA, held an information session with partners to share this opportunity across the state.

Applications are being accepted on a

rolling basis, with awards made quarterly until all funding is awarded.

The first round of applications is due on March 7 at 5 p.m. A second round of applications will be due by May 16 at 4 p.m.

Visit the [T4MA website](#) for more information and resources related to the grants. Grant applications, eligibility requirements, and deadlines are available at [environmentaljusticenewengland.org/grants](#).

- Owen Page

MMA to host webinar on citizen academies on April 9

An MMA webinar on April 9 will cover strategies to help municipal leaders launch and run a citizens academy.

Citizen academies are educational programs designed to help residents gain a better understanding of the daily operations of local government. The programs can foster greater community involvement, encourage participation in local boards and commissions, and strengthen relationships and understanding between residents and their government.

The webinar will be led by Pittsfield Administrative Services Director



Catherine VanBramer



Jen Breaker



Mark Ells

Catherine VanBramer, Danvers Assistant Town Manager and Communications Director Jen Breaker, and Barnstable Town Manager Mark Ells, who will share insights from their successful experiences running academies in their communities.

The panelists will walk attendees through the steps for launching a citizens academy, sharing best practices

and lessons learned. They will cover how their community decided on program length, departments involved, format, and other important considerations.

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

This webinar was originally scheduled for Feb. 13, but needed to be postponed. Those who were previously registered will be automatically signed up for the rescheduled webinar.

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

MMA webinar to cover assessing on April 3

Christopher Wilcock, chief of the Division of Local Services' Bureau Local Assessment and a former assessor, will lead a practical and informative MMA webinar for municipal managers and mayors about assessing operations on April 3.

Assessing offices are responsible for more than property valuations; they're also involved in processes that impact the bottom-line of municipal budgets. While municipal managers and mayors are responsible for overseeing assessing operations, they may not have a background in assessing.



Christopher Wilcock

Wilcock will review how an assessor's office operates, what happens throughout the assessment year, how to implement best practices, and how to improve communication with residents. This webinar will demystify the responsibilities of the assessor.

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

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

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

MMA-Suffolk to hold information session for program

By Kate Evarts

The MMA and Suffolk University will hold a Zoom information session on March 12 about upcoming offerings of the Certificate in Local Government Leadership and Management program.

To register for the session, visit www.mma.org or [click here](#). The one-hour session will begin at 10 a.m.

The graduate-level academic program provides a solid grounding in municipal management, and covers topics such as human resources management, budgeting and financial management, and strategic leadership.

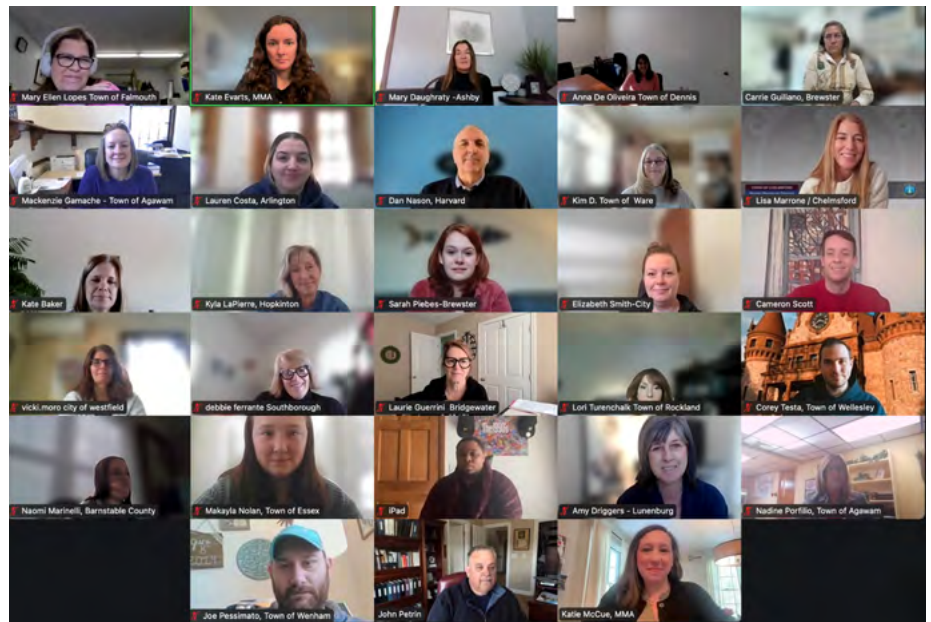
The program is held over the course of 25 Fridays from September through May. The 2025-2026 certificate programs will be hosted in Barnstable and Winchester; the program is held in person (40%) and on Zoom (60%).

The certificate program application is available on the [MMA website](#), and the deadline to apply is April 30. This is a competitive application process; applicants will be notified of their status by mid-May.

Municipal Fellowship

Municipal professionals interested in pursuing a [Master of Public Administration](#) degree at Suffolk University are encouraged to apply for the fellowship program, which offers a scholarship of up to \$28,000, while the recipient's municipality commits to continuing their salary and position while they attend the program part-time.

Fellowship applicants must be accepted for admission to Suffolk's Master of Public Administration program and



Twenty-seven students gather online for the graduation of the MMA-Suffolk Municipal Finance Management Seminar winter session on Feb. 7. It was the 16th session of the finance seminar.

must receive the support of the chief municipal official in their municipality. Additional consideration will be given to graduates of the MMA-Suffolk Certificate in Local Government Leadership and Management program.

Those interested in the Municipal Fellowship should check off, on [Suffolk's application](#), that they are municipal employees interested in the fellowship. Applicants must also complete the [MMA's Municipal Fellowship application](#). Both applications are due by May 1. The fellowship selection committee will interview qualified applicants and

award up to two fellowships in June.

More information

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

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

NLC seeks data on municipal infrastructure needs

The National League of Cities is conducting a [local infrastructure priorities survey](#) to compile data on the most pressing municipal infrastructure needs across the country.

The nationwide data collection effort will help the NLC's efforts in advocating for and protecting local-federal partnership programs in the face of cuts to federal funding.

The NLC will use the data to develop a national infrastructure needs report, as

well as state-by-state breakouts prepared for U.S. senators and state-level organizations to assist in statewide infrastructure advocacy.

The survey will be open until March 12, the final day of the NLC's [Congressional City Conference](#) in Washington, D.C. ●



The National League of Cities is conducting a local infrastructure priorities survey through March 12 to determine the most pressing municipal infrastructure needs across the country.

5th annual Municipal Cybersecurity Summit set

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

The free summit offers training sessions, workshops and collaborative opportunities with leaders across the state to help municipal leaders, school districts, first responders, utility providers and IT personnel increase their cyber resiliency. The



summit helps attendees better recognize cyberthreats, respond to cybersecurity incidents, and navigate statewide cyber resources.

Experts will provide information about the latest threats facing Massachusetts municipalities, federal and state cybersecurity programs, and workshops to bolster municipal cybersecurity preparedness.

The event will run from 8 a.m. to 3 p.m. at the DCU Center, located at 50 Foster St. in Worcester. [Registration is available online.](#) ●

MunEnergy program offers spring energy webinar on April 2

The MMA's MunEnergy program will hold a free, one-hour meeting via Zoom on April 2 to provide timely information about the MunEnergy program, the impacts of weather on energy, what federal executive orders mean for energy, and more.

[Zoom registration](#) is required for the meeting, which will begin at noon.

The MMA formed the [MunEnergy](#) program in 1998 to help Massachusetts cities, towns and government entities stabilize energy costs and simplify energy management. MunEnergy provides valuable resources to cities and towns, including a unique municipal contract, energy experts who provide information and answer questions, and a focus on sustainability solutions.

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

For more about MunEnergy, visit www.mma.org/munenergy or contact MMA Deputy Executive Director Katie McCue at kmccue@mma.org or 617-426-7272, ext. 111. ●

Municipal Digital Equity Planning Program accepting applications

The Massachusetts Broadband Institute has reopened the Municipal Digital Equity Planning Program, which provides municipalities with expert planning services to expand digital equity and identify investment opportunities in digital inclusion.

Planning activities will be led by a network of consultants overseen and funded by MBI. Program activities will include providing communities with strategic documents that identify local needs, community interests, and key assets to increase internet access for populations most impacted by the digital divide.

Participating cities and towns can choose from two program options: a short-term planning charrette or a longer-term Digital Equity Plan process. Municipalities may also collaborate with neighboring communities to take a regional approach.

The program will prepare participating municipalities to submit digital equity-related grant applications, including for the MBI's [Municipal Digital Equity Implementation Program](#), which enables municipalities to access a one-time grant of up to \$100,000 to execute their digital equity projects.

Eligible municipalities must include populations that identify as any of the eight Covered Populations of the federal [Digital Equity Act](#).

Applications will be accepted through April 25, and can be submitted using an online [application form](#).

For more information, contact MBI Digital Equity Project Manager Ariana Fielding at fielding@masstech.org. ●



LGAC addresses education funding

During the virtual Local Government Advisory Commission meeting on Feb. 11, Amesbury Mayor Cassandra Gove thanks the Healey-Driscoll administration for its proposed key investments in Chapter 70 education aid for fiscal 2026, including \$75 per student in minimum new aid, which affects 77% of the state's school districts. The mayor said she hopes the final fiscal 2026 budget will raise minimum aid to at least the fiscal 2025 level of \$104 per student. She said the \$104 amount this year was "critical to supporting the growing needs of our school budget."

Meeting space wanted

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

With more than 60 member group meetings each year, the MMA uses several different types of function spaces around the state. The use of municipally owned meeting rooms greatly improves

the organization's ability to sponsor affordable educational events in a variety of places.

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

Deadline approaching for Residential Retrofit grant

The Massachusetts Broadband Institute is seeking housing operators to join its [Residential Retrofit Program](#), an initiative focused on modernizing broadband infrastructure for public and affordable housing properties in Massachusetts.

The program is upgrading outdated wiring in approximately 22,000 units across the state so that low-income residents can access high-quality, affordable broadband service.

The program offers:

- State-of-the-art upgrades, with fiber optic cabling installed directly to housing units
- A simplified process, with MBI managing procurement and connecting housing operators with qualified Internet Service Providers that handle installation, ownership and maintenance

In order to be considered for the next and final grant round, housing operators must submit expressions of interest by March 28.

[Expressions of interest may be submitted online.](#)

For more information, visit the [MBI website](#) or contact MBI Project Manager Jessica Boulanger at boulanger@mass-tech.org. ●

BEAD application deadline extended to March 10

The Broadband Equity, Access and Deployment funding program has extended its Round 1 application deadline to March 10.

The [BEAD program](#) in Massachusetts aims to provide universal broadband access and support digital equity initiatives. The goal is that by the end of the BEAD Program, Massachusetts will achieve universal broadband access, serving all unserved and underserved Broadband-Serviceable Locations, using reliable broadband technology at speeds of at least 100 Mbps/20 Mbps.



Local governmental entities (including municipal light plants that offer broadband service) are among those eligible for grants, along

with nonprofit organizations, co-operatives, and public-private partnerships.

Organizations applying for funding that have already completed the pre-qualification process and have been approved

by the Massachusetts Broadband Institute may proceed directly to submit the full project application.

Organizations that did not successfully complete or participate in the pre-qualification process must submit their qualification information and documentation prior to beginning the process of completing and submitting the full project application.

For more information, visit the [solicitation webpage](#), or view the program's [FAQs document](#). ●

Mass. Housing Partnership hosting affordable housing training

The Massachusetts Housing Partnership will host a three-part, virtual [affordable housing training series](#) in March for local boards and commissions involved in the housing development process.

The free training aims to broaden participants' understanding of their local housing ecosystem and facilitate efficient work, collaboration and community engagement in the housing development process.

The sessions will address questions such

as:

- What is the municipal role in supporting affordable housing versus the developer or the state?
- What are the roles and responsibilities of boards and commissions that impact housing development?
- How can public engagement support affordable housing development and preservation?

The sessions will be held from noon

to 1:30 p.m. on three consecutive Thursdays:

- March 13: Municipal role in affordable housing development
- March 20: Understanding the local ecosystem
- March 27: Building a culture of support for affordable housing

Registration is required to participate. [Click here for more information and to register.](#) ●

South Coast Rail scheduled to begin March 24

The MBTA says it is on schedule to begin passenger service to the south coast region of Massachusetts on March 24, marking the first time in 65 years that the region will have rail service.

[South Coast Rail](#) extends the Middleborough/Lakeville Commuter Rail line to connect the communities

of Taunton, Freetown, New Bedford, Middleborough and Fall River to Boston via six new stations.

[Gov. Maura Healey and the MBTA](#) announced that free weekend service and parking will be available this spring to celebrate the opening of South Coast Rail. Free service will be available on

weekends from March 29 through April 27, including April 21 (Patriot's Day).

Free parking will be available at the six South Coast rail station lots from March 24 through the end of day on April 31.

- Owen Page

Travel and tourism conference is March 18-19

The 2025 Governor's Conference on Travel and Tourism, where tourism and hospitality professionals learn about the latest industry trends, will be held on March 18 and 19 at the MassMutual Center in Springfield.

The conference will feature remarks by Gov. Maura Healey and Lt. Gov. Kim Driscoll; a keynote on the impact of sports on Massachusetts tourism; an awards ceremony; exhibitor booths; and updates about the Massachusetts Office of Travel and Tourism and [Massachusetts 250th](#) celebration plans.

Breakout sessions will focus on artificial intelligence in marketing, the creation of engaging content, international tourism, film tourism, and accessible travel.

The conference will offer several networking opportunities, including a reception at the Basketball Hall of Fame in Springfield.

The cost to attend is \$250.

The [schedule](#) and registration are available on the [conference website](#). ●



The 2025 Governor's Conference on Travel and Tourism gives tourism and hospitality professionals an opportunity to make the most of the state's many tourism assets, which include the House of Seven Gables in Salem.

Planner Training Collaborative to hold annual conference on March 15

The Citizen Planner Training Collaborative will hold its 30th Annual Conference on Saturday, March 15, 8 a.m.-3:30 p.m., in Worcester.

The conference features 18 workshops covering foundational and timely information, as well as opportunities to network with other municipal planners and board members from around the state.

Workshops will be led by subject-matter experts, covering topics including master planning, accessory dwelling units, subdivisions, public hearings, clean energy projects, regionalization, and Community One Stop funding.

Nine of the conference workshops are eligible for MIIA Rewards credits, and 14 workshops offer 1.5 credits toward American Institute of Certified Planners certification maintenance.

The cost to attend is \$95, including a continental breakfast and buffet lunch. [Registration is open](#), with a deadline of March 11.

The conference will be held at the College of the Holy Cross. [Visit mass-cptc.org](#) for complete workshop and conference information, or email questions to coordinator@masscpctc.org. ●



Managers cover Finance 101

Medfield Assistant Town Administrator Frank Gervasio discusses municipal finance during the Massachusetts Municipal Management Association Finance 101 Boot Camp on Feb. 27 in Burlington. Gervasio, along with Concord Town Manager Kerry LaFleur, focused on roles and responsibilities in finance management and provided an overview of finance topics. The event included facilitated roundtable discussions and networking.

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

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

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

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

Cities, towns can take steps to mitigate flood damage

By Joyce McMahon

In recent years, Massachusetts has experienced an increase in flooding events due to a rise in extreme storms as well as rising tides and groundwater levels. Many of these incidents have led to significant damage to municipal buildings and infrastructure, resulting in substantial financial burdens on local governments.

Here are just a few examples: When several western Massachusetts towns were inundated with heavy rain during the summer of 2023, one small town faced [more than \\$2.5 million in damage repairs](#), according to a report from public radio station WCAI. On Sept. 11, 2023, more than 9 inches of rain fell in the central Massachusetts city of Leominster, where the mayor said the [city suffered at least \\$30 million in public property damage from the storm](#). A nor'easter in 2018



Municipalities can take a number of steps to help lessen the likelihood of costly damage resulting from floods.

pushed seawater under a middle school in Quincy, forcing [\\$3.5 million in emergency repairs](#).

Severe weather events like these are on the rise. In June 2023, [First Street Technology's precipitation model found](#)

that, for Boston, what was previously considered a one-in-100-year event is now more accurately characterized as a one-in-37 year event, representing a 170% increase in risk. Over the next 30 years, this risk is projected to increase further, to a one-in-33-year event.

Stephen Batchelder, MIIA's vice president for Claims Operations and Risk Management, said he's impressed with several municipalities that, when examining their flooding risk, are looking beyond buildings in designated flood zones. For example, he said, tabletop exercises are looking at pre-positioning critical equipment — such as emergency and public works vehicles — to higher ground before a storm hits.

“Just this one step can help ensure that

■ MIIA continued on 22

Adequate sleep boosts health and productivity

By Joyce McMahon

Singer/songwriter Warren Zevon's proclamation — “I'll sleep when I'm dead” — became a mantra to many who believed that sleep was a waste of time. But now, even former presidents and technology entrepreneurs who once believed that sleep was for the lazy and “[unnecessary](#)” adhere to the body of science that shows that sleep is vital to one's health, well-being and productivity.

The National Safety Council estimates that more than [43% of workers are sleep-deprived](#), and, since fatigued employees are less productive, this results in an estimated \$1,200 to \$3,100 in losses per employee every year. A recent [scientific report published by nature.com](#) concludes that sleep deprivation poses a significant challenge across various sectors, particularly in the construction industry. This issue not only affects the health and safety

of workers, but also their overall job efficiency.

According to the [U.S. Centers for Disease Control and Prevention](#), getting enough sleep can help individuals:

- Get sick less often
- Maintain a healthy weight
- Reduce stress and improve mood
- Improve heart health and metabolism
- Lower the risk of chronic conditions such as Type 2 diabetes, heart disease, high blood pressure and stroke
- Reduce the risk of motor vehicle crashes and related injury or death
- Improve attention and memory to better perform daily activities

For adults, the CDC recommends sleeping seven or more hours a night.

To help make a good night's sleep happen, the National Heart, Lung and

Blood Institute recommends a three-step process:

1. Practice healthy habits including going to bed and waking up at the same time each day, getting at least 30 minutes of sunlight daily, exercising regularly, and avoiding caffeine, nicotine, alcoholic drinks and large meals before bed.
2. Create a good sleeping environment, with a comfortable mattress and pillow, cool room temperature, and a lack of distractions such as noise and bright lights.
3. Take time to relax before going to bed, such as with a hot bath, book or music, and be sure to turn off electronic devices.

Encouraging your employees to be well-rested is a win-win. Sleep improves overall health, increases productivity, and reduces risks.

Around the Commonwealth

Worcester

City launches DEI curriculum at police academy

As part of the city's effort to make its police force more responsive to the community's needs, Worcester's municipal police academy is adding a new curriculum on community policing and diversity, equity and inclusion.

Worcester — one of only a few Massachusetts municipalities to run their own police academies — has added 12 sessions of community policing and DEI education to its six-month training for student officers. The academy class of 18 that started in mid-January is the first to receive the curriculum, taught by the city's chief equity officer, Kevin Lovaincy.

"For some of these officers, it may be the first time that they're in a highly diverse community, and in a city that is also a sanctuary city," Lovaincy said. "We have some of the highest [numbers of] refugees, immigrants, people that are ... coming to Worcester because of our political climate. So we're just trying to really prepare them for what patrolling looks like in 2025 with a really diverse community."

The DEI-focused training for student officers comes as the city is seeking to transform its policing after a year of challenges. Last March, an audit of the Police Department made dozens of recommendations to address racial equity concerns, including increased training. And in December, the U.S. Department of Justice released a report alleging the use of excessive force, discriminatory behavior and sexual misconduct among some officers.

City Manager Eric Batista called on the police and Lovaincy's department, the Executive Office of Diversity, Equity and Inclusion, to develop a "comprehensive set of initiatives," including the DEI training for student officers, to address the findings of both the racial equity audit and the Justice Department report.

"It is one of several initiatives we are undertaking to ensure that the Police Department continues to equitably serve its residents, and that the department is constantly adapting as community needs



Kevin Lovaincy, Worcester's chief equity officer, teaches a session on community policing and diversity, equity and inclusion at the Worcester Police Academy. (Photo courtesy city of Worcester)

change," Batista said in a statement. "I commend both departments for their collaborative work and I look forward to seeing the results."

Lovaincy worked with Police Chief Paul Saucier and his department to build the curriculum. After joining the city in October, Lovaincy spent a few months getting familiar with the department, building trust and relationships with its personnel, and understanding the real-life challenges involved with police work, in order to build a curriculum that focuses on how to use community policing through a DEI lens.

In Massachusetts, the Municipal Police Training Committee requires the police academies to provide more than 800 hours of the MPTC-approved course curriculum. An MPTC spokesperson said individual academies can provide additional instruction reflecting the communities they serve, as long as it doesn't conflict with or detract from the MPTC training curriculum. The spokesperson confirmed that the Worcester academy is complying with the state's core curriculum requirements.

Lovaincy said Worcester's new curriculum focuses on the history and evolution of policing and its impact on marginalized communities, the socialization of individuals, microaggressions, understanding and mitigating bias, and the importance of community engagement in policing. The program will include about 15 community speakers, representing the Jewish community, the LGBTQIA+ community, the Black community, the Latino community, people with disabilities, and human

rights advocates.

"I want these new officers — prior to patrolling, prior to hitting the streets — to have a good understanding of why there is mistrust in certain populations, or certain communities, because of the history of policing," Lovaincy said.

Students have to create a personal action plan that will form part of their police performance assessments. Once they graduate, Lovaincy plans to follow their progress through the department, and measure performance indicators such as the number of excessive force incidents and complaints. The new officers will receive follow-up resources and support, he said, adding that, "It's not just a one and done class, and that's it."

The rest of the Police Department, which numbers 352 officers, is also getting in-service training, with a separate workshop and training materials. Lovaincy said he is working with the department to make sure that its policies are updated and equitable, and he will "look at strategic, long-term plans on how to make the culture more welcoming."

Lovaincy is looking to expand this work through other Worcester departments. He is developing a DEI curriculum for the Worcester Fire Department Training Academy, which he said will reflect the specific challenges that firefighters face on the job.

— Jennifer Kavanaugh

Boston

New program helps residents go green with home upgrades

A new loan program offered by the city of Boston helps residents to make energy-efficient and sustainable upgrades to their homes, bringing the city's clean energy and climate efforts to people's doorsteps.

In early January, Boston announced the launch of the HomeWorks Green Loan Program, which offers financial assistance to Boston homeowners undertaking energy-efficient and carbon-reducing home improvements. The Boston Home Center, a division of the Mayor's Office of Housing, is overseeing the program — an

■ COMMONWEALTH *continued on 19*

Around the Commonwealth

COMMONWEALTH

Continued from page 18

effort to bolster the city's sustainability and resiliency efforts and improve residents' overall quality of life.

"This program is an investment in Boston's homeowners and in the future of our neighborhoods," Mayor Michelle Wu said in a statement. "The HomeWorks Green Loan Program will help residents make critical repairs that improve energy efficiency, safety, and comfort, which will help reduce monthly energy costs long-term while supporting our broader efforts to create a more sustainable and resilient Boston."

The program is one of many city initiatives to support the city's climate and clean-energy goals. As Boston seeks to reduce its greenhouse gas emissions and become carbon neutral by 2050, the city is paying particular attention to its buildings, which account for almost 71% of the city's carbon emissions, according to a city estimate.

Through the HomeWorks Green Loan Program, residents can apply for interest-free deferred loans payable only when owners refinance, transfer or sell their homes. At least one-third of the renovation or repair work must qualify as eligible "green" repairs to be considered for funding.

The loans can cover both interior and exterior work, and focus on green updates that aren't typically supported by existing incentive programs. Eligible green repairs can include, but aren't limited to, basement moisture proofing; removal of asbestos, vermiculite, and knob and tube wiring; oil tank removal; electrical upgrades; advanced air sealing and pipe wrap; and installation of energy-efficient windows, doors, ceiling fans, heat pump water heaters, water fixtures and light fixtures.

The program is open to Boston residents who own and occupy homes of one to four units or condos, fall below certain asset limitations, and make no more than 135% of area median income, which would be less than \$154,170 for one person and less than \$220,320 for a four-person household.

Loan amounts will depend on household



Boston's HomeWorks Green Loan Program offers interest-free loans to homeowners for energy-efficient and carbon-reducing improvements.

income and type of home, according to the city, so owners can receive up to \$25,000 for condos, \$40,000 for single-family homes, \$55,000 for two-family homes, and \$70,000 for three-family homes.

Applicants making between 120% and 135% of area median income must provide an equivalent loan match, while applicants making less than 120% have no match requirements. After 10 years, the city will forgive up to one-third of the loan amount associated with the green repairs.

For fiscal 2025, the city has allocated \$650,000 for the program, which "is a critical part of our ongoing efforts to help residents improve the energy efficiency and sustainability of their homes," said Alexander Sturke, communications director for the Mayor's Office of Housing. The program is fully covered by city funding and doesn't rely on federal money, he said.

The city expects it will fund about 39 applications for fiscal 2025, though the number could vary depending on the additional incentives available to homeowners, the types of properties, and the scope of work needed.

Sturke said the city views the HomeWorks program as an ongoing initiative and plans to maintain the program in future years as a consistent resource for residents. The city's long-term goal, he said, is to leverage the program in combination with other incentive programs for residents, to maximize the impact on energy savings and environmental benefits.

- Jennifer Kavanaugh

Woburn

City opens Community Resource Center

When Woburn Mayor Mike Concannon took office at the start of 2024, one of his goals was to explore the city's role in meeting the needs of residents and find creative solutions to engage the community.

A year later, the city opened the [Woburn Community Resource Center](#), a "community outreach hub" where residents can meet with staff, learn about local volunteer opportunities, and get to know their city and neighbors.

The center is located in a 1,700 square-foot office suite in Cummings Park that was donated by Cummings Properties for a two-year period. The space, which can be [seen in this welcome video](#), has a training room, office, digital workstations, common room, and a small meeting space. The center is open for residents to meet with staff outside of City Hall hours, and can be reserved for group meetings and trainings.

"I always knew that there were people in Woburn who needed help," Concannon said. "I also knew that there were a whole lot of entities operating in the Woburn area who provide help. What I felt was lacking was some sort of connectivity, a better way of putting those pieces together."

Concannon brought in Samantha Stone to serve as assistant to the mayor for community outreach and communications. She has an extensive background in marketing and hosts a Woburn local access television show. She also serves as director of the Community Resource Center, managing the space, recruiting partners and connecting residents to training and/or services.

"The first thing I needed to do was really understand what we needed," Stone said. "I spent my first nine months meeting with hundreds of individual residents, running job fairs and volunteer expos, and meeting regularly with all of our service providers."

One of her biggest takeaways was that

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Around the Commonwealth

COMMONWEALTH

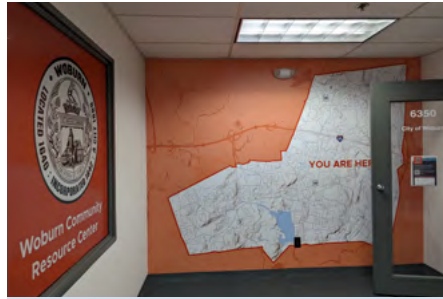
Continued from page 19

City Hall doesn't have the space or hours for group meetings and one-on-one conversations with stakeholders. Concannon and Stone organized the feedback into a wishlist and discussed those needs with Cummings Properties CEO Dennis Clarke and other Cummings staff, who offered the space in West Cummings Park.

"They delivered a blank slate to us that was perfect," Stone said.

The city was able to furnish and equip the space at no cost to taxpayers by circulating an Amazon wishlist and recruiting volunteers to build donated furniture and decorate the space. Woburn's IT department installed unused city desktops and other technology.

"We're treating this like a pilot program," Stone said. "Can we run this and prove its value for a couple of years without spending any taxpayer dollars?"



A map of Woburn and the city seal greet visitors in the entrance to Woburn's Community Resource Center. The center provides a space for residents to meet with city staff, get access to services, and connect with local volunteer opportunities.

Concannon and Stone said the community-backed effort played a large role in how quickly the resource center came together.

"That was possible because we engaged a lot of people in the process of making the space a reality," Concannon said.

While other municipalities may not have the resources to quickly start up a new service, he said engaging partners could offer a solution.

Some of the center's scheduled programming includes a grief support group organized by Tufts Health Care, a workforce development program for entry-level manufacturing positions, and a free grantwriting workshop.

Concannon said that building partnerships and achieving public-private success means identifying community members who are deeply familiar with the existing service and community landscape.

— Owen Page

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

LEGISLATIVE BREAKFASTS

Continued from page 1

current session, and more.

Municipal officials from every community are encouraged to take advantage of this opportunity to discuss issues of importance with MMA staff and legislators. Attendees are also urged to contact their local legislators and invite them to attend.

At these free meetings, a light breakfast

and coffee will be provided at 8:30 a.m. Introductions will begin shortly thereafter, followed by presentations and a Q&A session. The meetings will end by 10:15 a.m.

Meetings will be held on the following Fridays and locations:

March 7

- Dalton: Council on Aging, 40 Field St. Ext.
- Marlborough: Public Library, Grice

Community Room, 35 W. Main St.

March 14

- Amesbury: City Hall Auditorium, 62 Friend St.
- Fall River: Government Center Atrium, 1 Government Center

MMA members are asked to [register online](#). For questions, contact Daniel Yi at 617-426-7272, ext. 125, or dyi@mma.org. ●

DIRECTOR'S REPORT

Continued from page 2

applaud the Healey-Driscoll administration for proposing that the allowances be made permanent as part of their Municipal Empowerment Act. We also thank Rep. Danielle Gregoire and Sen. Jake Oliveira for filing stand-alone bills that would accomplish the same. We look forward to working with the Legislature to encourage them to act in time for the March 31 deadline. ●



LGAC lauds Chapter 90 proposal

During the virtual Local Government Advisory Commission meeting on Feb. 11, Gardner Mayor Michael Nicholson thanks the Healey-Driscoll administration for filing a five-year Chapter 90 bond bill at \$300 million per year. Chapter 90 funding goes to every municipality to help maintain local roads and bridges. "Each of us relies heavily on the Chapter 90 program," he said, adding that "each and every city and town is being uplifted by this proposal."

People



Jennifer Warren-Dymment

Jennifer Warren-Dymment became the new town manager in Lunenburg on Feb. 4.

Warren-Dymment previously served for two-and-a-half years as the town administrator in West Boylston. Before that, she

was the assistant town manager in Oxford for a year, after serving as the town's executive assistant for nearly three years. She also served for more than three years as a hearing and compliance officer for the Worcester Housing Authority, and worked as a legal aide for the Boston Housing Authority, and as a senior legislative aide. She has a law degree from Suffolk University and a bachelor's degree in environmental science from Rensselaer Polytechnic Institute.

In Lunenburg, Warren-Dymment takes the place of **Heather Lemieux**, who left last August after more than seven years in the role. Lemieux is now a senior project manager at Capital Strategic Solutions. **Carter Terenzini** served as the interim administrator.



Joseph LaCivita

After spending vacations on Martha's Vineyard with his family for the past 35 years, **Joseph LaCivita** began working there on March 3, when he became the new town administrator in Tisbury.

LaCivita had been the general manager in Watervliet, New York, for the past five years. He previously served as the planning and economic director in Colonie, New York, from 2008 to 2020, and as the deputy commissioner and chief administrative officer of the Empire State Development Corporation, New York's primary economic development organization. He has a bachelor's degree in business administration from

SUNY Empire State College in Albany, and is expected to receive his master's degree in public administration this fall from Marist College.

In Tisbury, LaCivita follows **John "Jay" Grande**, who served as town administrator for a dozen years before leaving at the end of 2024. **Pam Bennett** served as the interim town administrator.

Robert Collins joined the Dalton Select Board after winning a special election on Feb. 3. Collins fills a seat left vacant by the departure of **Joseph Diver** in October, and his term will run until the next annual election on May 12.



Andrea Cannata-Vinciarelli

Andrea Cannata-Vinciarelli was promoted to the position of Health Benefits Trust assistant trainer at MIIA on Feb. 3.

For the past three years, Cannata-Vinciarelli has worked for MIIA as an enrollment and

eligibility representative. Previously, she worked for two years as an employee service representative for Fresenius Medical Care North America, and for seven years at Blue Cross Blue Shield of Massachusetts, first as a member service associate and later as an account service consultant. She has a bachelor's degree in communications from Bridgewater State University.



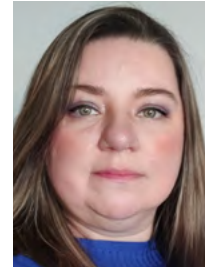
Joe Santeusanio

Joe Santeusanio was promoted to the position of system support specialist at MIIA on Feb. 3.

Santeusanio had worked as an enrollment representative at MIIA since early 2020. He previously

had a decade of experience in sales and customer support in the automotive

and home security industries, as well as nonprofit experience in clerical and administrative support, at organizations including North Shore Elder Services. He has a bachelor's degree in philosophy and English from Merrimack College.



Magdalena Piascik

Magdalena Piascik joined the MIIA Health Benefits Trust as an enrollment representative on Feb. 24.

Piascik previously worked for four years as an administrative assistant

in the Ludlow Treasurer/Collector's Office. She also spent a decade working as a bookkeeper and office assistant at A&D Tool Company in Springfield, and three years working as an accounting assistant at ABLE Machine Tool Sales in Agawam. She has an associate degree in business and accounting from Springfield Technical Community College, and a bachelor's degree in business and accounting from Elms College.



Michael Rosenberg

Michael Rosenberg, a former four-term Select Board member and three-term School Committee member in Bedford, died on Feb. 24 at age 75.

Rosenberg served on the Select Board from 2008 to 2020, and had worked for a number of local newspapers as a reporter and editor. He was also a youth sports coach and an active member of Temple Emunah in Lexington for almost a half century. He died after losing consciousness during a high school basketball game in Bedford, while covering the game for the Bedford Citizen newspaper.

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People

PEOPLE

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Rep. **Carol Doherty** of Taunton died on Feb. 15 at age 82, after battling pancreatic cancer.

Doherty was first elected to the House in 2020. Previously, she had a career in education, as a teacher, guidance counselor, two-term president of the



Carol Doherty

Massachusetts Teachers Association, and a Taunton School Committee member. She also spent 18 years at Northeastern University, where she was director of professional development at the

School of Education. She had just started her third term in the House a month before her death.

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.

MIIA

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vital equipment is unharmed and available when needed, reducing risk and the cost of replacements,” he said.

Mitigating flood risks

Several state and federal agencies, as well as insurance industry organizations, offer best practices to help lessen the likelihood of costly damage resulting from floods. The following are some recommendations:

- **Conduct comprehensive risk assessments:** Evaluate all public buildings to identify vulnerabilities to flooding. This process includes analyzing proximity to floodplains, assessing building elevations, reviewing historical flood data, and considering the impact of groundwater surges. Conducting hydrological and infrastructure assessments can also provide valuable insights into high-risk areas and potential mitigation strategies.
- **Implement flood-resistant building practices:** Upgrading municipal buildings with flood-resistant materials and designs can significantly reduce damage. This may involve elevating electrical and mechanical systems above potential flood levels, installing backflow prevention valves to stop sewer backups, and using water-resistant building materials such as reinforced concrete and pressure-treated

wood. Dry floodproofing measures, such as sealing walls and using waterproof coatings, can also help keep floodwater out.

- **Create or refine floodplain management strategies:** [The Massachusetts Flood Hazard Management Program](#) offers guidance on best practices, including zoning regulations, land-use policies, and building code requirements, to reduce flood risks. Implementing stricter building codes in flood-prone areas and encouraging green infrastructure, such as rain gardens and permeable pavements, can improve resilience.
- **Invest in stormwater management systems:** With the increase in heavy rainfall events, stormwater management is a crucial component of flood preparedness. It's a best practice to ensure that storm drains, culverts, and retention basins are adequately maintained and upgraded to handle increased water flow. Green stormwater infrastructure, such as bioswales and constructed wetlands, can enhance absorption and reduce surface runoff. Additionally, integrating smart water management technology, such as real-time flood monitoring systems, can improve emergency response capabilities.
- **Secure appropriate flood insurance**

coverage: Ensure that all public buildings and critical infrastructure are adequately insured against flood damage. Some insurance policies exclude coverage for flood damage and/or damage from floods within certain floodplain zones. Municipalities should also explore additional coverage options, such as business interruption insurance, to mitigate financial losses from facility closures. Regular policy reviews and updates are necessary to ensure adequate coverage due to changing flood risks.

- **Engage in community education and collaboration:** Flood preparedness extends beyond municipal buildings. It is recommended to engage with residents, businesses, and local organizations on flood risk awareness programs. Conducting public workshops, developing emergency response plans, and fostering regional cooperation with neighboring municipalities can strengthen overall resilience.

These measures can help municipal leaders significantly reduce the risk of flood damage to public facilities, thereby minimizing insurance claims and preserving public funds. Prioritizing flood preparedness is not just a matter of infrastructure protection, but also a critical component of fiscal responsibility and public safety. ●

REMOTE MEETINGS

Continued from page 1

Metropolitan Area Planning Council, Massachusetts Association of Regional Planning Agencies, Massachusetts

Association of School Committees, and Massachusetts Association of Conservation Commissions.

Without legislative action, the pandemic-era meeting allowances will expire

at the end of this month, and the open meeting law will return to its status as of five years ago. ●

LOCAL AID

Continued from page 3

each district with an increase of at least \$104 per pupil.

The MMA will strongly advocate for an increased minimum aid figure to ensure that all districts can at least keep pace with inflation and maintain their school services.

Special education circuit breaker

House 1 would fund the Special Education Circuit Breaker program at \$682 million, with \$532 million provided in the state budget and \$150 million provided in a fiscal 2025 supplemental budget proposal. According to the administration, this represents full funding of out-of-district transportation cost reimbursements, which are provided for in the Student Opportunity Act. The MMA will advocate for fully funding the Special Education Circuit Breaker.

Charter schools

House 1 would fully fund the state's obligation for charter school mitigation payments at \$179 million. The MMA argues, however, that charter schools continue to divert a high percentage of Chapter 70 funds away from many municipally operated school districts, and place increasing strain on the districts that serve the vast majority of public schoolchildren. The MMA will reiterate its call for comprehensive charter school finance reform.

Rural school aid

House 1 would level-fund Rural School Aid at \$16 million for eligible towns and regional school districts. The grant program helps districts facing the challenge of declining enrollment to identify ways to form regional school districts or regionalize certain school services to create efficiencies. The MMA will continue to advocate to bring this account closer to the \$60 million recommended by the Commission on the Fiscal Health of Rural School Districts in its 2022

Local photos sought

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

report, "A Sustainable Future for Rural Schools.")

School transportation

By leveraging fiscal 2026 surtax funds, House 1 would increase funding for regional transportation reimbursements from \$99.4 million in the current fiscal year to \$116 million. The administration says its proposal would reimburse districts for approximately 95% of local costs.

Reimbursements for the transportation of out-of-district vocational students would be fully funded at \$6.2 million, marking a significant change to this chronically underfunded account.

While House 1 would level-fund reimbursements for the transportation of homeless students under the federal McKinney-Vento Act, at \$28.6 million for fiscal 2026, the administration noted that this account could see additional funding through a recently passed [Emergency Assistance supplemental budget](#). The impact of this funding level would vary from community to community, depending on the number of homeless families that are sheltered in local hotels and motels.

The MMA will advocate for fully funding school transportation accounts.

PILOT

House 1 would fund payments-in-lieu-of-taxes at \$54.5 million, an increase of \$1.5 million. This amount is intended to ensure that no municipality sees a decrease in its overall PILOT payments due to recent valuation changes.

The MMA will continue to advocate for increasing PILOT payments and for the state to conduct a comprehensive review of the ways in which PILOT payments for state-owned land impact municipalities differently.

Road and bridge funding

House 1 reflects the governor's recent announcement of major investments in

transportation statewide. To that end, House 1 would dedicate \$765 million of fiscal 2026 Fair Share surtax funding toward the state's Commonwealth Transportation Fund, to increase bonding capacity by \$5 billion.

Using this new bonding capacity, the governor announced that she will seek a five-year, \$1.5 billion investment in the Chapter 90 program for local road and bridge maintenance — an annual increase of \$100 million. The formula for the additional \$100 million would be inclusive of all municipalities, but based on road miles.

The fiscal 2025 supplemental budget bill also includes \$25 million for the Winter Resilience Assistance Program.

The MMA will continue to prioritize increased and supplemental local road and bridge funding through various legislative pathways, including the annual and supplemental budgets. In just the past two fiscal years, the Legislature has appropriated \$145 million in supplemental road and bridge funding. This funding has immediately been put to use by cities and towns to repair crumbling local roads and improve safety on neighborhood roadways.

Budget process

The MMA will urge legislators to announce an agreement as soon as possible on the two main local aid accounts — UGGA and Chapter 70 — which would be tremendously helpful to the municipal budget-planning process.

The Joint Ways and Means Committee is planning to conclude budget hearings in March. The House is expected to debate its budget bill in April, with the Senate deliberating its own bill in May. The Legislature will work to get a final budget bill to the governor by the beginning of the fiscal year on July 1. ●

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

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

HOUSING REPORT

Continued from page 5

when it comes to bringing down the cost of housing for Massachusetts residents,” said Housing and Livable Communities Secretary Ed Augustus. “The crisis we find ourselves in today was decades in the making, but with the right strategies in place, we can change that trajectory.”

Among the commission’s recommendations are the statewide preemption of single-family-only zoning — allowing two-unit buildings on any residential lot in the state and up to four units in areas served by municipal water and sewer — and the elimination of minimum parking requirements for new housing projects.

The 16-member commission, chaired by Augustus and primarily composed of housing advocates, included one local official, Easthampton Mayor Nicole LaChapelle, though others engaged during a number of stakeholder sessions.

The commission’s report is not in the form of legislation, and it remains to be seen what recommendations the administration will pursue. The MMA would have significant concerns about many of the proposals, and looks forward to working with the administration on this issue.

The Commission on Unlocking Housing Production’s report follows the Feb. 6 release of the state’s first [comprehensive statewide housing plan](#), “A Home for Everyone,” which identifies the

need for an additional 222,000 housing units in order to end the housing crisis in Massachusetts, discusses challenges contributing to the housing crisis on both a statewide and regional level, and offers strategies to make housing affordable for everyone. The administration plans to launch an online version of the state housing report, with additional tools for communities, this spring.

Among efforts to address housing costs, the state housing plan and the housing production report join recent initiatives such as the [Affordable Homes Act](#), which authorized \$5 billion in spending and nearly 50 policy initiatives, the [MBTA Communities Law](#), and increases to [tax credit programs that produce housing](#). ●

Form-of-government resources available

The Massachusetts Municipal Management Association offers free resources to help communities that are considering a change in their form of government.

The Management Association, a member group of the MMA comprising town managers, administrators and assistants, has compiled answers to frequently asked questions as well as descriptions of the different

forms of government with a professional administrator.

Also available are reports on towns that have gone through changes in their forms of government.

A management chart shows the progression of management authority in a decentralized vs. centralized form of government.

These and other related resources can be found in the MMA website Resource Library.

Members of the Massachusetts Municipal Management Association are also available to meet with charter commissions, government study committees, and select boards to discuss options and answer questions.

Contact: MMA Senior Member Program Coordinator Denise Baker

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

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

- State budget & local aid
- State & federal grant opportunities
- Member group meetings & webinars
- Connect 351 announcements
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EMPLOYMENT OPPORTUNITIES

Assessor

City of Somersworth, NH

The city of Somersworth, NH is seeking an Assessor to perform a variety of routine and complex technical, field and office work in the appraisal of commercial, residential, and industrial property. Administers and maintains records of the city's assessing functions and issuance of warrants for the collection of taxes, exemption from taxes, and abatement of taxes. The city offers a competitive benefit package including medical, dental, life and disability insurance, New Hampshire Retirement System, and optional 457 retirement plans. Salary range of \$72,019-\$91,795/\$94,549 – effective July 1, DOE. To view full listing and apply, visit www.somersworthnh.gov/human-resources/pages/employment-opportunities.

Pool Manager

City of Leominster

Recreation Department, \$26 - \$28/hr. The city of Leominster is seeking qualified candidates for the position of Pool Manager in the Recreation department. Responsibilities include: Responsible for being the liaison between DCR, the Recreation Department, and staff. Assess and oversee the overall operation of the pool and report to the Assistant Recreation Director. Recommend staffing levels and adjustments to work schedules to assure visitors and patrons the safest possible aquatic recreation; and implement recreational programming for the Leominster community. Directly supervises seasonal pool as assigned. The Pool Manager ensures that all applicable Department of Public Health regulations and DCR waterfront and swimming pool operation standards are being met and/or exceeded as they relate to aquatic programs safety, and customer service. For complete job description, and instructions on applying, please go to: www.leominster-ma.gov. EOE.

Principal Clerk - Treasurer/Collector

Town of Saugus

Applications are being accepted for a full-time Principal Clerk to support the Treasurer/Collector's Office within the town of Saugus. The individual must possess a thorough knowledge of the office-related computer software including, but not limited, to Microsoft applications; must possess knowledge of general accounting principles; must possess the ability to analyze data; must be able to work independently and with others; must be able to work well with the public and appropriately resolve consumer concerns; must be able to take direction from superiors. Minimum qualifications include an associate or bachelor's degree in accounting, finance or related field preferred or at least two to five years of financial municipal experience in an office setting. Prior experience working with MUNIS is a plus. The anticipated salary range is \$25.83 to \$29.77 per hour, with excellent benefits and is part of the municipal pension system. View the full job description on our website at www.saugus-ma.gov/human-resources/pages/town-employment. Application will be reviewed as submitted and accepted until the position is filled. Please email applications/resumes to: smalik@saugus-ma.gov.

Assistant to Chief of Police

Town of Harwich

The town of Harwich is seeking an Assistant to the Chief of Police. This position is highly responsible and provides confidential administrative services to the Chief of Police. Work includes overall administration of the department and related resources including personnel, finances, and equipment; preparing for and attending department meetings, taking and transcribing minutes, maintaining records, preparing reports and correspondence, coordinating activities, and scheduling meetings and appointments. Education and Experience: A candidate for this position should have an associate degree in business administration, communication, criminal justice, public administration, or a related field, and three to five years of experience in a professional office setting; supervisory experience preferred; or an equivalent combination of education and experience. Ability to secure SEGUS CJS Certification is required. Pay range: \$30.92-\$38.33. 35 hour work week.

Elections Coordinator

Town of Saugus

Applications are being accepted for a full-time Elections Coordinator to support our Town Clerk's Office. The anticipated hiring range is \$31.01 to \$34.95 per hour, with excellent benefits and is part of the municipal pension system. This individual will assist the Town Clerk in the responsibilities of the administration of fair and accurate elections, and census. Duties include coordinating and administering federal, state and local elections with the Town Clerk; collaborating with the Town Clerk to oversee, direct and manage all election functions; establishing methods and best practices for the maintenance and safeguarding of election records, and more. The qualified candidate will be willing to learn municipal election processes and demonstrate ability to work independently; have knowledge of and experience with Massachusetts General Laws pertaining to municipal elections and have experience in project planning and office administration. View the

full job description on our website at www.saugus-ma.gov/human-resources/pages/town-employment. Applications will be reviewed as submitted and accepted until the position is filled. Please email resumes and a cover letter to: smalik@saugus-ma.gov.

Senior Town Planner

Town of Saugus

The town of Saugus is seeking a full-time Senior Town Planner. The Senior Town Planner provides professional management, oversight, and administration of town planning and community development functions, including supervision of infrastructure, capital, and transportation projects, grant writing and implementation, and professional advice and administration to the Planning Board, Zoning Board of Appeals, and related boards/commissions. Bachelor's degree in planning or a related field required, along with five years relevant municipal experience or a master's degree in planning, public administration, natural resource management, or related field and a minimum of two years of relevant municipal experience. AICP certification preferred. Candidate must be familiar with and have knowledge of local zoning bylaws, regulations, and be able to read plans (plot plans, subdivision plans, site plans, etc.). Position requires strong written and verbal skills, including superior customer service with residents, applicants, attorneys, engineers, surveyors, co-workers, etc., on complex issues. Must have outstanding organizational and problem-solving skills, experience in project management, and experience with MS Office (GIS experience a plus) is required. \$90,000-\$110,000 annually. Salary commensurate with experience. Link to posting: www.saugus-ma.gov/human-resources/pages/town-employment. Submit your resume and cover letter to the Human Resources Department at smalik@saugus-ma.gov.

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Classified advertising rates and information

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

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

Classified advertising rates

Classified ad rates include publication in The

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

Member rates

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

Nonmember rates

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

Beacon deadlines and publication dates

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

April Beacon

Deadline: March 26
Publication: April 1

May Beacon

Deadline: April 25
Publication: May 2

Placing an ad

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

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

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

See www.mma.org for details.

Classified Advertisements

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Building Commissioner

Town of Harwich

Enforces all provisions of the Massachusetts Building Code, other state statutes, rules and regulations, and town bylaws; issues stop work orders when required for work in violation of codes. Receives applications and issues permits for the construction, reconstruction, alteration, repair, demolition, removal or change in use or occupancy of buildings and structures; inspects premises for which permits are issued and enforces compliance with the provisions of the building code and other statutes and regulations. Periodically inspects and verifies buildings and structures, or sections of buildings and issues certificates of inspection. Provides the assessors written notice of the granting of permits for the construction of buildings and structures, or for the removal or demolition, or for any substantial alteration or addition; notifies the postmaster of buildings constructed containing 10 or more residential units. Interprets building and zoning codes for builders, developers, contractors, architects and others and provides advice on proper procedures; responds to inquiries related to building and zoning codes, flood plain questions and coastal zone management issues. Reviews and inspects site plans and applications for special permits for structures such as swimming pools, signs, etc. Responsible for the supervision and training of department personnel, including quality control; coordinates inspectional services; schedules work assignments for inspectors. Attends Board of Appeals meetings, as required; attends meetings of town departments, commissions and boards; attends professional meetings of the Southeastern Massachusetts Building Officials Association and others. Education and Experience: High school diploma and advanced technical training; five years of experience in the supervision of building construction or design; or a bachelor's degree in a related field desired; certified Building Commissioner designation from International Code Council; or an equivalent combination of education and experience. Additional Requirements: Construction Supervisor's license, state certification as a Building Inspector, valid Massachusetts motor vehicle operator's license.

Patrol Officer

Town of Wilton, ME

The Wilton Police Department is seeking candidates for the position of Patrol Officer. Situated amongst the mountains and lakes of the state of Maine, and located on Wilson Lake, within an hour of multiple ski resorts, Wilton boasts a vibrant downtown of restaurants and shops. The town offers competitive pay and will train and send a qualified candidate to the Maine Criminal Justice Academy. [The town of Wilton](#) offers a full benefit package including a 25-year two-thirds retirement plan with MainePERS. Come live, work and play with us! To apply, please send resume and cover letter to Human Resources Director, Katie Johnston at treas@wiltonmaine.org or for more information.

City Solicitor

City of Methuen

Acting under the direction of the City Council, the City Solicitor is the legal adviser and attorney for all officials, officers, and departments of the city and represents the city in all litigation and other proceedings, including the prosecution of cases before the Lawrence District Court. Work involves drafting and reviewing

ordinances, resolutions, policies and procedures, and contracts prior to consideration by the City Council to ensure compliance with state, federal, and local laws. Emphasis is placed on municipal law, civil code enforcement, land use, zoning, labor relations, and legislative interpretation. Duties include directing the city Solicitor's office, preparing the departmental budget, coordinating with outside counsel regarding litigation on behalf of the city, researching/preparing oral and written legal opinions for City Council, Mayor, Department Heads, staff, committees, commissions and boards, and preparing city ordinances, resolutions, contracts and other legal documents involving the city. Must have knowledge of labor relations, civil litigation, collective bargaining and municipal, state, federal, and constitutional law affecting municipal government. Must be skillful in managing situations requiring diplomacy, fairness, firmness, and sound judgment, managing staff by delegating tasks and authority, providing coaching to improve staff performance and understanding/applying city policies and procedures. Juris doctor degree is required and five years' experience as a municipal lawyer is preferred. Must be licensed by the Massachusetts Board of Bar Overseers. Salary: \$143,325 - \$158,016 annually. Submit application to: Email resume to: Gina LaGreca, Director of Human Resources HumanResources@ci.methuen.ma.us. Application deadline: March 7 or thereafter until filled. A full job description may be viewed at www.methuen.gov/jobs.

Water/Sewer Department Office Assistant

Town of Douglas

The town of Douglas seeks to fill the 30 hour/week position of Office Assistant for the Water/Wastewater Department. Duties include, but are not limited to, preparation of weekly expense warrants, management of internal reporting, and office organization. The employee should be proficient in Microsoft Office 365 programs, and have knowledge of municipal accounting software (MUNIS). The hourly pay range for this position is \$24.71 to \$29.52 per hour DQE. Candidates with existing or prior employment with the town of Douglas might start at a higher rate of pay. Applications can be obtained at the Douglas Municipal Center/Selectmen's Office and online at douglas-ma.gov and must be submitted with a resume and cover letter to Rsullivan@Douglas-ma.gov or Douglas Water and Sewer Dept. PO Box 624, Douglas, MA 01516. The position will remain open until filled. AA/EOE.

Assistant Chief Wastewater Operator

Town of Douglas

The town of Douglas Water/Wastewater Department is now accepting applications for the full-time (40 hours) position of Assistant Chief Wastewater Operator. Applicants must possess a valid Massachusetts Class D driver's license and have a 5C or higher Massachusetts Wastewater Operator certification. Must have knowledge of maintenance operations and be able to perform routine maintenance on wastewater related equipment. Must be willing to be on call, work overtime, nights, weekends, and holidays as necessary. Starting pay range is \$28.66 to \$41.19 per hour with full benefits. Applications can be obtained at the Douglas Municipal Center/Selectmen's Office and online at douglas-ma.gov and must be submitted with a resume and cover to Rsullivan@Douglas-ma.gov or Robert Sullivan, Douglas Water and Sewer Dept., PO Box 624, Douglas, MA 01516. The position will remain open until filled. AA/EOE.

Secondary Water Operator

Town of Douglas

The town of Douglas Water/Wastewater Department is now accepting applications for the full-time (40 hours) position of Secondary Water Operator. Applicants must possess a valid Massachusetts Class D driver's license and have a Massachusetts 1T and 2D drinking water operator certification. Must have knowledge of construction and maintenance operations and be willing to be on call, work overtime, nights, weekends, and holidays. Starting pay range is \$27.23 to \$39.13 per hour with full benefits. Applications can be obtained at the Douglas Municipal Center/Selectmen's Office and online at douglas-ma.gov/ and must be submitted with a resume and cover letter to Rsullivan@Douglas-ma.gov or Robert Sullivan, Douglas Water and Sewer Dept., P.O. Box 624, Douglas, MA 01516. The position will remain open until filled. AA/EOE.

Sewer Superintendent

Town of Rockland

The town of Rockland is seeking experienced and motivated applicants interested in becoming Rockland's next Sewer Superintendent. The position, which reports to the town's recently reorganized Board of Sewer Commissioners, works collaboratively and in partnership with the Town Administrator, town departments and applicable community stakeholders. Key Responsibilities: Leadership and Operational Management: Provide vision and strategic direction for wastewater operations while managing and mentoring a team of employees and contractors. Ensure department goals are met with a focus on efficiency and effectiveness. Infrastructure and Utility Management: Oversee the operation and maintenance of municipal wastewater infrastructure, including treatment plants and collection systems, ensuring compliance with all permits and performance standards. Safety and Regulatory Compliance: Develop, implement, and maintain comprehensive safety programs. Ensure compliance with federal, state, and local regulatory requirements, including NPDES permits, inspections, and reporting. Budgeting and Financial Oversight: Prepare and administer the department's operating and capital budgets, monitor expenditures, and plan for future infrastructure improvements. Collaborate on public sector budgeting and financial planning to ensure proper allocation of funds. Public and Interdepartmental Relations: Act as a liaison to residents, town officials, and regulatory agencies. Respond to inquiries, complaints, and emergencies in a professional and timely manner. Emergency Preparedness: Be available 24/7 for emergency response related to wastewater operations. Qualifications: Education: bachelor's degree in engineering, environmental science, public administration, or a related field is preferred. Equivalent experience will be considered. Experience: At least five years of progressive experience in wastewater operations, with a minimum of three years in a supervisory or leadership role. Strong background in utility or infrastructure management is highly desirable. Licensing: Possess or have the ability to obtain a Grade 7 Massachusetts Wastewater Operator's License within a designated time frame, as determined by the Sewer Commissioners. A valid Class D Massachusetts Motor Vehicle license is required. Skills: proficiency in managing safety programs, understanding regulatory compliance, public sector financial planning, and using technology to enhance

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operations. Strong communication, organizational, and decision-making skills are essential. Why join us? This is a full-time, benefit-eligible position with a comprehensive benefits package, including Blue Cross Blue Shield health insurance (79% town-paid) and participation in the Town's retirement plan. The role offers a unique opportunity to lead and improve critical municipal operations that directly impact the community. How to Apply: Interested candidates should submit a letter of interest, resume, and application to the town of Rockland Human Resources Department, hr@rockland-ma.gov. This position will remain open until filled. Visit rockland-ma.gov/184/Employment-Opportunities for the full job description and application details.

District Accountant

Hamilton-Wenham Regional School District

Hamilton-Wenham Regional School District is hiring a District Accountant. [Full job description on SchoolSpring](#). Expected salary: \$70,000 – \$110,000 based on experience, open to negotiation. Please apply on SchoolSpring or send resumes and cover letters to s.barrett@hwschools.net.

Chief Financial Officer - Comptroller

Town of Greenwich, CT

The town of Greenwich, Connecticut, a prestigious community along the state's "Gold Coast," blends historic charm with modern vibrancy. Just 30 miles from New York City, Greenwich offers scenic beauty, cultural richness, and a high quality of life. The town operates under a unique governance model, with the Board of Estimate and Taxation (BET) overseeing financial policies and appointing the CFO. Greenwich seeks a skilled CFO-Comptroller to lead its \$650 million budget. Salary: \$200,000-\$260,000. Application deadline: March 16. Apply online: www.governmentresource.com/recruitment-employers/open-recruitments/greenwich-ct-comptroller. For more information on this position contact: Clay Pearson, Senior Vice President, ClayPearson@governmentresource.com, 713-816-8639.

Planning and Land Use Administrator

Town of Freetown

Seeking a Planning and Land Use Administrator. This is a full-time position (36 hours); hourly pay rate according to union contract (Step One: \$28.50/hour). Candidate performs administrative tasks assisting the Planning Board, and Zoning Board of Appeals. Manages day-to-day management of planning/zoning, development proposals and applications, administration, interpretation of zoning ordinances and policies, assist property owners, developers, contractors, and the public to coordinate and expedite the approval and permitting processes. Minimum of an associate degree in a field of study related to community planning and land use, environmental science, or general studies. For more details visit www.freetownma.gov send resume to lsouza@freetownma.gov.

Town Planner

Town of Freetown

Full-time Town Planner provides professional management, oversight, and administration of town planning and community development functions, including supervision of infrastructure, capital,

and transportation projects, grant writing and implementation, and professional advice to various departments, boards and committees. Bachelor's degree in planning, community development or public administration or a related field required; master's degree preferred; minimum of three to five years' experience in land use or municipal planning required. Certification as a Planner by the American Institute for Certified Planners (AICP) is preferred. Salary range between \$65,000-\$90,000 based on experience. Full job description/apply for this position, visit www.freetownma.gov, send resume to lsouza@freetownma.gov.

Assistant to the Finance Director Town of Harwich

Position provides highly responsible clerical and financial services to the finance department, maintains confidential departmental information, receives telephone calls and visitors, develops office procedures, maintains filing systems, audits and processes vendor invoices and payroll timecards, prepares a variety of correspondence, sets up meetings, schedules and coordinates appointments, and gathers, duplicates and distributes information as necessary. This is a benefited position with dental, health, PTO and retirement. Full-time, 35 hours per week. The hourly wage is \$29.55-\$36.60/hour. Qualifications and Education: A candidate for this position should have an associate's degree or equivalent and three to five years' experience in an office setting processing payroll and vendor payments, managing filing systems and other financial documentation. An equivalent and relevant combination of education and experience may be considered in lieu of the years of experience. How to Apply: Submit Town Employment Application, resume and cover letter to the Assistant Town Administrator, 732 Main St., Harwich, MA 02645 or angelique.mcgibbon@harwich-ma.gov. Applications are available on the Town of Harwich website at www.harwich-ma.gov/963/Employment-Opportunities. Harwich is an Equal Opportunity Employer.

Senior Health Agent

Town of Harwich

Acts for and in the absence of the Health Director in delegated areas of responsibility. Enforces state sanitary codes; performs site inspections of swimming pools for conformance to regulations; witnesses soil tests and percolation tests to determine suitability for sewage disposal systems; inspects installation and repair of septic systems; reviews design specifications for Health Director approval; files Inspection results for Health Director's approval. Enforces state and local public health laws, rules and regulations, investigates and reports cases of disease dangerous to public health; informs the Health Director of results. Investigates alleged nuisances; investigates and initiates corrective measures to eliminate unsanitary living conditions; assists with preparation for legal cases. Maintains accurate records of inspections; prepares reports; reviews data with Health Director. Acts for and in the absence of the Health Director in delegated areas of responsibility. Must hold a bachelor's degree from an accredited college or university in environmental or public health, or related field, plus not less than two years of progressively responsible work in environmental or public health field, or the equivalent of experience. Must be in good physical health and be able to demonstrate possession of the required knowledge, skills and abilities to perform the required work. How to Apply: Submit Town Employment

Application, resume and cover letter to the Assistant Town Administrator, 732 Main St., Harwich, MA 02645 or angelique.mcgibbon@harwich-ma.gov. Applications are available on the Town of Harwich website at www.harwich-ma.gov/963/Employment-Opportunities. Harwich is an Equal Opportunity Employer.

Human Resources Division Chief Massachusetts Gaming Commission

The Massachusetts Gaming Commission (MGC) seeks to hire a Human Resources Division Chief. Under the direction of the Executive Director, the Human Resources Division Chief, is responsible for promoting a positive and inclusive work culture within the agency. The position is responsible for providing executive-level leadership and guidance to the organization's Human Resources department and implementing and managing legally compliant human resource policies, procedures, and best practices. The position is also responsible for providing executive-level leadership on the Commission's initiatives related to diversity, equity, and inclusion (DEI) for agency staff. The position is responsible for supervision of the Human Resources department team. For a full description and to apply please use the following link: massanf.taleo.net/careersection/ex/jobdetail.ft!?job=250001FX&tz=GMT-05%3A00&tzname=America%2FNew_York.

Municipal Software Analyst Admins, Inc.

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

Health Director Town of Yarmouth

Working under the supervision of Director of Inspectional Services/Building Commissioner, the Health Director directs and administers all health, inspection and enforcement programs with the authority to issue orders on behalf of the Board of Health; plans, organizes, schedules and directs the operations of the Health division, in compliance with federal, state, and local laws and regulations. Works with the Board of Health in the implementation and enforcement of the Board's policies and rulings. Works closely with the Board of Health to develop new bylaws and regulations dealing with environmental and public health concerns. Please visit www.yarmouth.ma.us/jobs for full posting and application.

Library Technical Services/IT Supervisor Town of Yarmouth

As a member of the management team and in conjunction with the Library Director, plans, develops, and implements library programs and services, identifies community needs and requests and

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performs related public relations work. Responsible for collection development: materials selection, ordering, processing, maintenance in all platforms. Assists with planning, tracking, and managing department budget expenditures. Maintains department statistical records and prepares reports. Trains and supervises subordinate library staff; coordinates Technical Services and IT volunteers. Represents library at local and regional meetings, conferences and workshops. Performs other duties as needed for efficient library operations. Please visit www.yarmouth.ma.us/jobs for full posting and application.

Principal Assessor

Town of Paxton

The town of Paxton is seeking a Principal Assessor (salaried, exempt) to manage real estate and personal property assessments. This role assists the Board of Assessors in determining the tax rate and completing state forms for revenue generation. Requires an associate degree, two years of relevant experience, and knowledge of property valuation. Skills in CAMA (Vision), GIS, Vadar, Microsoft Excel, and Word needed. Must pass a background check and Massachusetts Department of Revenue Course 101 within six months. Hours: 27 hours per week. Salary: \$41,839-\$48,508. Benefits: Paid time off, health insurance. Position remains open until filled. Send resumes to hr@townofpaxton.net.

Police Chief

Town of Provincetown

The town of Provincetown, Massachusetts, is seeking an experienced and community-focused leader to serve as its next Police Chief. Provincetown is a vibrant coastal community at the tip of Cape Cod, known for its Portuguese heritage and rich history as a fishing village, thriving arts scene, and dynamic seasonal population that swells from about 3,800 year-round residents to more than 60,000 in the summer. As one of the nation's most prominent LGBTQ+ communities, and one of the world's most celebrated queer destinations, Provincetown requires a Police Chief who is not only a skilled law enforcement professional but also an inclusive, responsive leader attuned to the unique needs of this diverse and progressive community. The ideal candidate will embrace Provincetown's deep commitment to equity, public safety, and community-driven solutions while fostering trust, collaboration, and innovative policing strategies that reflect the town's distinct character. Provincetown offers an exceptional benefits package with a base salary range of \$150,000 to \$170,000, commensurate with qualifications. Interested applicants should email a cover letter and résumé as a single PDF file to Human Resource Manager, Katie Buckley at kbuckley@provincetown-ma.gov. Cover letters and resumes should be received by 10 a.m. on March 7. Job description and additional benefits can be found here: www.provincetown-ma.gov/DocumentCenter/View/19249.

Business Manager

City of Waltham

Job responsibilities: The purpose of this position is to perform a variety of very responsible administrative and technical duties on behalf of the Auditor's department including, but not limited to, budget management, and financial reporting. The Business

Manager-Auditor is responsible for maintaining and improving upon the efficiency and effectiveness of all areas under his/her direction and control. Assists in both the development and the ongoing monitoring of the citywide operating budget. This includes the compilation of budget figures, analysis of budget proposals and budget variance, identification of priority issues and development of proposed solutions for consideration by the City Auditor and/or Assistant City Auditor. Serves as internal consultant by analyzing and developing solutions to financial operating problems in other city departments. This involves additional project assignments outside the department requiring substantial knowledge and experience of city operating systems and departments. Manages automated and manual accounting systems to ensure that accurate financial information is recorded and reported, uses the information to prepare a variety of financial reports, provides financial analysis, approves and monitors transactions. Prepares and manages operating budgets for the department. Responsible for receipt, deposit and reporting on all cash received through the Auditor's department. Prepares periodic analysis of department payroll accounts. Monitors and projects overtime costs. Assures that financial status reports and progress reports are expedited to obtain and retain funding of grants and forfeiture accounts. Responds to unannounced audits of all federal and state grant accounting procedures at the local, state and federal level. Assists with the fiscal year end closing process including annual reporting to state and federal agencies. Participates in the annual independent audit, including responding to oral and/or written information requests for financial records. Performs similar or related work as required, directed or as situation dictates. Qualifications: Bachelor's degree in accounting; more than five years' experience in municipal finance and budgeting; demonstrated progression in a similar work environment; knowledge of UMAS and Mass General Laws governing municipalities; knowledge of MUNIS payroll system and SoftRight financial system preferred; and supervisory experience preferred. Must successfully pass a Criminal Offenders Record Information (CORI) and a pre-employment physical with drug and alcohol screening. Starting Salary: \$96,615 a year. Range up to \$117,014 a year. Excellent benefits. Hours: Monday-Friday 8:30 a.m.-4:30 p.m. Deadline to apply: Open until filled. Qualified applicants should submit a completed City of Waltham application, resume and cover letter to: Human Resources/City of Waltham, 119 School St., Waltham, MA 02451. Req. # 2025-18 Mail to jobs@city.waltham.ma.us. Applicant selected must submit three letters of recommendation within one week of accepting any conditional offer. Letters may not be dated any older than two years and may not be from relatives. Emails are acceptable providing they come directly for the author's email.

Health Director

Town of Dedham

The town of Dedham seeks highly qualified candidates for the position of Health Director to perform administrative, technical, inspection, managerial and supervisory work related to enforcement and inspection of public health and sanitation laws and regulations. The Health Director performs highly responsible duties of a technical nature requiring the exercise of professional judgment, initiative and discretion in the interpretation and application of state laws and local regulations to frequently changing conditions and problems, and in ensuring compliance

with these proper standards. The full job posting can be found by following [this link](#). To inquire or apply, please email Recruiting@dedham-ma.gov. The town of Dedham seeks highly qualified candidates for the position of Program Director to provide professional administrative and technical duties for the Town of Dedham's community coalition to prevent youth substance use, Dedham Organization for Substance Awareness (DOSA). This is a grant funded, non-union position. For additional information or to apply, please follow [this link](#) or email recruiting@dedham-ma.gov. Thank you for your interest!

Multipurpose Facility Technician

Masconomet Regional School District

12-month full time hourly position; 6 a.m. to 2 p.m.; Monday to Friday. \$26.98 per hour. Masconomet Regional School District seeks a highly qualified candidate to serve as one of the district's Multipurpose Facility Technicians (MPFT). The ideal candidate will hold a High School Diploma or equivalent; have a minimum of five years of experience in a specific licensed trade (plumbing, electrical, mechanical, etc.) and demonstrated experience in emergency and routine repairs and preventive maintenance. Candidate must have a valid Class D Massachusetts driver's license. Applicants should send letter of interest to: Keri Reddington, Masconomet Regional School District, 20 Endicott Road, Boxford, MA 01921 or kreddington@masconomet.org.

Administrative Assistant - Public Works

Town of Barre

The town of Barre is seeking a qualified candidate for the position of Administrative Assistant for the Department of Public Works. This is a full-time, benefit-eligible position requiring up to 32 hours per week including some evening hours. Previous municipal government experience preferred. The pay rate is between \$21.91-\$28.60/hr. The position description can be obtained from the Town Administrator's Office, 40 West St., 2nd floor, Barre, MA 01005 or requested by email to administrator@townofbarre.com. Please send a letter of interest, and resume to: Tammy Martin, Town Administrator, Town of Barre, 40 West St. Box 697, Barre, MA 01005. Please submit application package by March 7. The town will continue to accept applications until the position is filled. AA/EEO.

Purchasing Agent

City of Springfield

Position Purpose/Summary: Responsible for procuring all supplies and services for assigned city and school departments. Ensures departments are in conformance with all state statutes and city ordinances for bid and contract processes. Work is performed under the supervision of the Chief Procurement Officer. No supervision is exercised over other employees. Full Time - \$65,364.00 Annually. Category: Accounting and Finance/Miscellaneous. Department: Procurement. Employer: City of Springfield. Address: 36 Court St., Springfield, Massachusetts, 01103. Phone: 413-787-6018. Website: www.springfield-ma.gov.

City Manager

City of Biddeford, ME

The city of Biddeford, Maine, is seeking a City Manager who is an exceptional communicator, a servant leader, and a forward-thinking administrator dedicated to operational excellence. The right fit for this role will be

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deeply engaged in the day-to-day responsibilities of city management, bringing a hands-on approach to leadership while fostering a culture of transparency, respect, and empowerment. Biddeford is offering a salary range of \$160,000 to \$200,000 for this position and a comprehensive benefits package. Applications are being accepted until March 23. To view the full details and apply online, please visit: www.governmentresource.com/recruitment-employers/open-recruitments/biddeford-me-city-manager.

CAREERS AT MMA/MIIA

Driver Training Instructor - EVOC and Simulator MMA/MIIA

The Massachusetts Municipal Association and the Massachusetts Interlocal Insurance Association are seeking a full-time Driver Training Instructor (Simulator and EVOC) to oversee the driver simulator training program across the Commonwealth. The individual will also be a Certified Emergency Vehicle Operator Course (EVOC) Instructor to train police officers in emergency driving scenarios. About MMA: The nonpartisan Massachusetts Municipal Association provides an array of services to its member cities and towns statewide, including advocacy, education and training, research and analysis, and publications and information programs. As the voice of local government in Massachusetts, the MMA works to advance the interests of all cities and towns. About MIIA: The Massachusetts Interlocal Insurance Association provides property, liability, workers compensation, and group health insurance to cities and towns in Massachusetts. MIIIA is a nonprofit organization and a subsidiary of Massachusetts Municipal Association. About the position: The MIIA simulator is a state-of-the-art driving simulator available to MIIA member communities which offers a safe environment for driver operators to experience a variety of scenarios and conditions typical to emergency response situations. Simulator duties: The Driving Instructor will have knowledge of or ability to be trained in the use of the Doran simulator computer system, including police, fire, DPW and general municipal driving scenarios. They will be responsible for the curriculum development which includes vehicle and scenario updates. They will work with Doran to ensure a 24 hour customer support onsite visit with followup. They schedule and confirm training while also maintaining the truck, trailer and simulator. They will track and communicate participant performance to their Police Chief/Fire Chief or Training Officer. EVOC Instructor duties: the Driving Instructor will train participants on vehicle pre-trip inspections, defensive driving, backing emergency response pursuit and vehicle limitations. They will also discuss the importance of attitude, skill, capability and driving conditions. They will be responsible for course development including setup and breakdown of courses. They will handle the onsite training logistics and facilitate driving instruction while supervising a team of EVOC instructors. Qualifications: The candidate must have knowledge and fluency of Police/Fire response policies, a valid driver license and the ability to drive the truck while towing the simulator

trailer. They must have an understanding of the interaction between dispatchers and officers. EVOC Certification or the ability to obtain certification is required. Knowledge of EVOC course design, statement of program objectives and understanding of vehicle dynamics are necessary. Knowledge of commercial vehicles, federal highway regulations and CDL licensing is important. They must possess a DOT medical card. Five years of public safety employment, training and supervisory experience is preferred. Simulator experience is a plus. How to Apply: Please send a PDF of your cover letter and resume to: hr@mma.org.

Executive Assistant MMA/MIIA

The Massachusetts Municipal Association (MMA) and the Massachusetts Interlocal Insurance Association (MIIA) are seeking to hire an Executive Assistant to support the Executive Team at the MMA and MIIA with scheduling support, management of special projects, and overall flow of work between teams. About MMA: The nonpartisan Massachusetts Municipal Association provides an array of services to its member cities and towns statewide, including advocacy, education and training, research and analysis, and publications and information programs. As the voice of local government in Massachusetts, the MMA works to advance the interests of all cities and towns. About MIIA: The Massachusetts Interlocal Insurance Association provides property, liability, workers compensation, and group health insurance to cities and towns in Massachusetts. MIIIA is a nonprofit organization and a subsidiary of Massachusetts Municipal Association. About the position: Under the direction of the Deputy Executive Director, the Executive Assistant provides administrative support, including scheduling, maintaining calendars, creating and preparing meeting agendas and materials, meeting notes and debriefings, and special reports; manages the workflow from staff to senior management and follows-up with staff on deliverables; and assists with special projects and reports. This position prepares materials for the various boards of the organizations, as well as prepares minutes and provides board follow-up. This position will be asked to liaise between multiple departments across the organization as well as with external stakeholders. Qualifications: Bachelor's degree and/or a minimum of five to seven years of professional experience in an office environment. Must be comfortable working across and with multiple senior executives and stakeholders. Experience working with a diverse group of people. The ability to handle sensitive, confidential information. Strong ability to work with a team as well as work independently. Superior communication, organizational, project management, strategic planning and leadership skills. Work environment: Our offices are located in Boston's Government Center neighborhood. The position offers a highly competitive salary, terrific benefits, and a great collaborative work culture. Our office utilizes a hybrid-work schedule. If you are ready to devote yourself to work on behalf of our member cities and towns, then this position may be for you. How to apply: Please email a PDF of your cover letter and resume to: hr@mma.org.

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.

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.

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.

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

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

■ CLASSIFIEDS continued on 30

Classified Advertisements

CLASSIFIEDS

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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.

Organizational Development and Conflict Resolution

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

Labor Counsel Services/Municipal Human Resources Specialists

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

Municipal Accounting and Consulting Services

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

General Consultant, Recruiting and Special Studies

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

Executive Recruitment and Municipal Management

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

Special Counsel, Public Construction and Infrastructure Services

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

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; mmacgin@gmail.com.

Human Resources Consulting

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

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Executive Recruiting, Management and Governance Consulting Services

Community Paradigm Associates provides comprehensive professional services to public sector, private sector, and not-for-profit clients, including organizational and management studies, executive recruiting, operational analyses, personnel studies, compensation and classification plans, charter development, strategic planning, leadership training, and facilitation services. Community Paradigm Associates has a team of seasoned associates with expertise in all aspects of municipal government. For more information, contact Principal Bernard Lynch at 978-621-6733 or BLynch@CommunityParadigm.com; www.communityparadigm.com.

Municipal Support Services

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

Human Capital Solutions

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

Tax Title Legal Services

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

Calendar



The Beacon

Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

MARCH

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

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

13 Massachusetts Municipal Human Resources, spring program webinar, 12-1 p.m. Contact: MMA Member Program Coordinator Anneke Craig

19 MMA webinar, public records and open meeting laws, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

20 Massachusetts Municipal Management Association, professional development conference, 9 a.m.-3 p.m., Devens Common Center, Devens. Contact: MMA Senior Member Program Coordinator Denise Baker

21 Women Elected Municipal Officials, leadership conference, 9 a.m.-1 p.m., Lake Pearl, Wrentham. Contact: MMA Member Program Coordinator Anneke Craig

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

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

27 Association of Town Finance Committees, regional meeting, 5-7 p.m., Hadley Council on Aging, Hadley. Contact: MMA Senior Member Program Coordinator Denise Baker

27 Association of Town Finance Committees, regional meeting, 5-7 p.m., Reading Public Library, Reading. Contact: MMA Senior Member Program Coordinator Denise Baker

APRIL

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

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

8 MMA Board of Directors, hybrid meeting, 10-11:45 a.m., Franklin Municipal Building, Franklin. Contact: MMA Conference and Meeting Manager Timmery Kuck

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

8 Local Government Advisory Commission, hybrid meeting, 1-2 p.m., Franklin Municipal Building, Franklin. Contact: MMA Conference and Meeting Manager Timmery Kuck

9 MMA webinar, citizen academies, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

10 Massachusetts Municipal Management Association and Massachusetts Municipal Human Resources, joint meeting, 9 a.m.-1 p.m., Lake Pearl, Wrentham. Contact: MMA Senior Member Program Coordinator Denise Baker and MMA Member Program Coordinator Anneke Craig

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

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

MAY

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

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

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

13 MMA Board of Directors, hybrid meeting, 10-11:45 a.m., MMA office, Boston. Contact: MMA Conference and Meeting Manager Timmery Kuck

13 Local Government Advisory Commission, hybrid meeting, 1-2 p.m., State House, Boston. Contact: MMA Conference and Meeting Manager Timmery Kuck

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

MMA contacts

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For more information, visit www.mma.org.