

The Beacon

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April 2025

Law extends remote, hybrid meetings

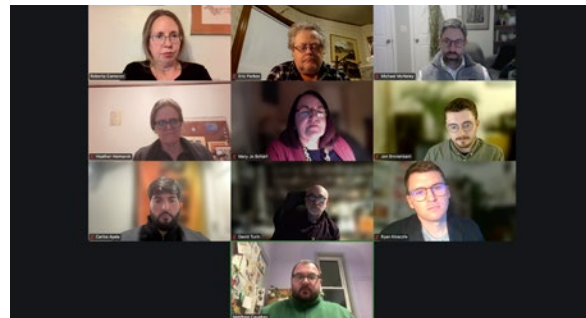
By Ali DiMatteo

On March 28, Gov. Maura Healey signed a bill to extend authorizations for local boards and committees to hold public meetings remotely or in a hybrid format through June of 2027.

The law also extends the remote meeting option for representative town meetings and permits reduced quorums for open town meetings.

The remote and hybrid authorizations under the state’s open meeting law were created as emergency accommodations during the COVID-19 pandemic and had been extended due to their success, but were due to expire on March 31.

“The MMA and local leaders across the state greatly appreciate the House and Senate’s quick action — and the governor’s support — to enact and sign a bill continuing these essential and effective public meeting options,” said MMA Executive Director Adam Chapdelaine. “These allowances are



The Somerville Community Preservation Committee holds a remote meeting on March 26, two days before Gov. Maura Healey signed a bill to extend remote and hybrid meeting options for local boards and committees through June 2027.

critical for conducting the business of municipal government in the 21st century. Over the past five years, they have increased transparency and accountability and boosted public participation and confidence.”

The governor has been supportive of these local options, and included

a provision in her re-introduced [Municipal Empowerment Act](#) to make the provisions permanent in state law, something that has been a priority for the MMA.

The MMA estimates that the state’s 351 cities and towns have a combined total of more than 10,000 boards, committees and commissions, with the overwhelming majority of them filled by volunteers.

“These local boards have worked to conduct their meetings in the way that works best for their community,” Chapdelaine added, “and this flexibility is why this provision has proven so successful.”

In February, the MMA [joined with](#)

■ **REMOTE MEETINGS** *continued on 29*

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MMA outlines municipal budget pressures at local aid hearing

By Jackie Lavender Bird

At a legislative budget hearing on education funding and local aid on March 24, the MMA and local officials called for the Legislature to support an increase of at least 3% for discretionary municipal aid in fiscal 2026 and to increase the Chapter 70 minimum new aid amount to address rising school costs.

MMA Executive Director Adam Chapdelaine was joined on the municipal panel by MMA Vice President and Amesbury Mayor Cassandra Gove and Stow Town Administrator Denise Dembkoski, who’s also president of Small Town Administrators of Massachusetts.

Chapdelaine expressed gratitude to the Legislature for its commitment to local aid.



MMA Executive Director Adam Chapdelaine, left, MMA Vice President and Amesbury Mayor Cassandra Gove, center, and Stow Town Administrator Denise Dembkoski testify at a hearing held by the House and Senate Ways and Means committees on March 24 at UMass Amherst.

“In recent years, the Legislature made the critically important and deliberate

■ **LOCAL AID** *continued on 17*

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
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Mayor, Amesbury

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

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Deputy Town Manager, North Andover

Lisa Feltner, MMCA First Vice President
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Josh Garcia, MMAa First Vice President
Mayor, Holyoke

Jennifer Glass, MSA First Vice President
Select Board, Lincoln

John Mangiaratti, MMMA President
Town Manager, Acton

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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 Demboski, 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
Andrea Llamas, Town Administrator, Northfield

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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

It's budget time on Beacon Hill, and the MMA is working for you

Spring in Massachusetts means many different things — like the opening of the Red Sox season, and temperatures jumping from 30 to 60 and back to 30 again — but most pertinent to all of you as local officials is that it's budget season, at both the municipal and state level.

On March 24, I was able to testify before the Legislature's Joint Committee on Ways and Means to make the case for adequate funding for critical local aid accounts. I was fortunate to be joined by MMA Vice President and Amesbury Mayor Kassandra Gove, and Stow Town Administrator Denise Demboski, president of Small Town Administrators of Massachusetts and a member of the MMA Board of Directors.

Together, we were able to make an effective and forceful argument for local funding — funding that is so critically needed in the face of budget challenges at the local level, combined with continuing uncertainty from the federal government.

Though we are mindful of the state's cautious fiscal outlook for fiscal 2026, we asked for an increase in the state budget of at least 3% for Unrestricted General Government Aid. We also voiced our support for critical funding for Chapter 70 school aid that matches the promise of the Student Opportunity



By Adam
Chapdelaine

Act, and we urged consideration of a minimum aid increase of \$150 per pupil, which would positively impact 245 of 318 school districts statewide (77%). This would represent an additional investment of \$39.5 million over the governor's House 1 proposal, but there's no doubt it would make a meaningful difference for the challenges

we know districts and municipalities are facing.

In both our spoken and [written testimony](#), we were also sure to underscore the importance of funding for other critical municipal accounts, such as school transportation reimbursements, the Special Education Circuit Breaker, rural school aid, and local road and bridge funding. We reminded members of the committee that, with a concerning federal funding landscape, continued and additional support for these accounts in fiscal 2026 is essential.

Lastly, we respectfully requested consideration of an early agreement for key local aid accounts, particularly UGGA and Chapter 70. The MMA's requests on these two accounts would total less than \$50 million above the governor's proposal, and early agreement would provide critical budget

■ DIRECTOR'S REPORT *continued on 32*



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

Tax-exempt municipal bonds a focus of federal advocacy

By Jackie Lavender Bird

An MMA delegation visited Capitol Hill in Washington in March and focused its advocacy efforts on an issue of importance to all cities and towns nationwide: continuation of the tax-exempt status for municipal bonds.

Tax-exempt bonds are the primary mechanism used by state and local governments to raise capital to finance a wide range of important public projects. The interest earned by investors is exempt from federal income taxes, which makes them an appealing investment and serves to constrain the interest rates paid by borrowers — in this case, cities and towns.

Tax-exempt municipal bonds have existed since 1913, but are being eyed by some in Congress as a potential “pay-for” item for the Trump administration’s tax cut agenda. The National League of Cities has identified the issue as a top advocacy

priority for the current Congress.

The cost savings of eliminating the tax exemption for municipal bonds is estimated to be \$250 billion over 10 years, but the cost impact for cities and towns would be an estimated \$820 billion. Since this cost would be passed onto local taxpayers, [the average household could see an increase of \\$6,550 over that same 10-year period](#), according to the Government Finance Officers Association.

The MMA will continue to monitor developments at the federal level related to municipal bonds, and is working with the NLC’s federal advocacy team to highlight the importance of maintaining their tax-exempt status.

The MMA delegation, including MMA President and Franklin Town Administrator Jamie Hellen, visited Washington for the NLC’s Congressional City Conference, held March 10 through 12. ●



MMA President and Franklin Town Administrator Jamie Hellen and members of the MMA staff meet with U.S. Rep. Katherine Clark on March 11 in Washington, D.C., while advocating for the continuation of the tax-exempt status for municipal bonds. Pictured, left to right, are Hellen, MMA Legislative Director Dave Koffman, MMA Legislative Analyst Ali DiMatteo, Clark, MMA Deputy Legislative Director Jackie Lavender Bird, and legislative analysts Josie Ahlberg and Adrienne Núñez.

Stakeholder sessions set on clean energy siting, permitting

By Josie Ahlberg

Four stakeholder sessions will be held this spring regarding siting and permitting reforms prompted by a recent clean energy law.

[Climate legislation signed into law last November](#) made several changes to the state and local [siting and permitting process for clean energy infrastructure](#), including solar, battery energy storage, wind, and transmission and distribution infrastructure projects. A streamlined, consolidated permitting approach was recommended by the Commission on Clean Energy Infrastructure Siting and Permitting and was signed into law by the governor.

The law will require all cities and towns to approve small clean energy infrastructure project applications through a mandated consolidated permitting process within 12 months. Should a municipality not act within that time frame, the permit would be automatically approved, allowing the project to operate under standard conditions. Small clean energy infrastructure is defined as generation projects under 25 megawatts and clean energy infrastructure storage projects under 100 megawatt hours.

Permitting for large clean energy projects will also follow a consolidated process

overseen by a reformed Energy Facilities Siting Board, with approvals due within 15 months of receipt of a complete application.

The law also calls for guidance on community benefit agreements, a site suitability methodology, public health and safety information, and more. The law, also known as the 2024 Grid Equity Act, charged several agencies to promulgate the guidance and regulations necessary to implement the siting and permitting changes by March 1, 2026.

The agencies involved are the Executive Office of Energy and Environmental Affairs, the Office of Environmental Justice and Equity, the Energy Facilities Siting Board, the Department of Public Utilities, and the Department of Energy Resources.

On March 27, the agencies announced that they will be seeking feedback from municipal officials and staff and other interested parties on state and local permitting topics prior to issuing proposed regulations this fall. Each stakeholder session will begin with brief presentations followed by the opportunity for attendees to ask questions and offer comments.

The sessions will be held on the following schedule:

- April 10, 1-4 p.m., DPU office in Boston and virtual

Topic: Standard conditions for consolidated permits and procedural regulations

- April 17, 1-4 p.m., virtual

Topic: New applications

- April 24, 5:30-8:30 p.m., at Roxbury Community College and virtual

Topics: Pre-filing engagement requirements; the DPU and EFSB Intervenor Support Grant Program; and guidance on Community Benefits Plans

- May 5, 5:30-8:30 p.m., at Holyoke Heritage State Park and virtual

Topic: Cumulative impacts analysis and site suitability criteria

More information, including registration and meeting notices translated in several languages, is available on the [2024 Grid Equity Act Stakeholder Sessions website](#). Straw proposals will be available online approximately one week prior to the corresponding session on each topic.

The agencies note that stakeholder sessions are not intended to discuss any pending or future proposals about specific projects.

Questions about stakeholder sessions or forthcoming straw proposals may be directed to sitingboard.filing@mass.gov. ●

Ch. 90 hearing set; supplemental funding available

By **Adrienne Núñez**

The Massachusetts Department of Transportation announced in late March that \$45 million in supplemental funding included in the fiscal 2025 state budget for road and bridge repair and construction is now available to communities.

Apportionments have been distributed to the Chapter 90 balances of each city and town based on the traditional Chapter 90 formula and are available for reimbursement to communities upon project completion. The funding must be spent according to [Chapter 90](#) rules and procedures, with no pending deadline.

The supplemental aid is funded by revenue from the “Fair Share” surtax on incomes over \$1 million.

Chapter 90 for FY26

The Joint Committee on Transportation has scheduled a [hearing](#) on April 10 on a fiscal 2026 [transportation bond bill](#) filed



The Massachusetts Department of Transportation has announced that \$45 million in supplemental funding for road and bridge repair and construction is available to communities.

by Gov. Maura Healey that proposes a \$1.5 billion, five-year authorization for the Chapter 90 program.

The bill would authorize \$300 million per year for the local road and bridge program, with \$200 million distributed based on the traditional Chapter 90 formula and \$100 million distributed based on road miles.

The governor’s proposal would provide a historic investment in the Chapter 90 program, which communities rely on for maintaining 30,000 miles of municipal roads and hundreds of bridges in a state of good repair.

The transportation bond bill also proposes authorizations for MassDOT safety and congestion and asset management initiatives, as well as \$200 million for culverts and small bridges.

The governor’s Chapter 90 proposal is a key part of a [\\$8 billion transportation funding plan](#) that would leverage Fair Share surtax funding to invest in roads, bridges, culverts, regional transit, various state initiatives and the MBTA. The investments would be funded through the transportation bond bill, the fiscal 2026 state budget, and a fiscal 2025 supplemental budget. ●

MMA holds spring Legislative Breakfast Meetings

By **Daniel Yi**

On two Fridays in March, legislators and local officials from across Massachusetts gathered for four MMA Legislative Breakfast Meetings that were held in Dalton, Marlborough, Amesbury and Fall River.

The spring meetings kicked off with an update from MMA Legislative Division staff covering the state revenue picture, the fiscal 2026 state budget, a fiscal 2025 surtax surplus supplemental budget, and key bills in the MMA’s [2025-26 legislative package](#), among other topics.

The update was followed by an open-ended opportunity for legislators and local officials to discuss the many challenges facing municipalities. Discussions covered Chapter 70 education aid and its impact on school districts, remote and hybrid



Framingham City Councillors Leora Mallach, left, and Brandon Ward, right, speak with Rep. Jack Lewis during an MMA Legislative Breakfast Meeting in Marlborough on March 7.

meeting options, the governor’s proposed [Municipal Empowerment Act](#), state environmental regulations, and other issues.

More than 190 municipal officials and legislators registered for the spring meetings,

including 14 state representatives, five senators, and a number of legislative staff members. The meetings were held on March 7 and 14.

The MMA holds its Legislative Breakfast Meetings around the state each spring and fall to provide an opportunity for local officials to engage in informal discussions with legislators, fellow local officials, and MMA staff.

The MMA has hosted 244 breakfast meetings in more than 200 communities since 2007, with a goal of hosting a meeting in each of the state’s 351 cities and towns. Communities that have not hosted an MMA Legislative Breakfast Meeting but would be interested in doing so are asked to contact Daniel Yi at dyi@mma.org or 617-426-7272, ext. 125. ●

Diesel replacement grant applications due April 7

The Massachusetts Department of Environmental Protection has opened a grant opportunity to help replace eligible diesel vehicles and equipment with zero-emission technologies.

All private, public and nonprofit entities are eligible for this funding, totaling \$3.6 million through the federal Diesel Emissions Reduction Act program.

The MassDEP is conducting a

competitive electric-only solicitation with an application deadline of April 7 at 5 p.m. This is an early replacement program designed to accelerate the retirement of less-efficient and more-polluting diesel vehicles and equipment.

Eligible vehicles and equipment include school and transit buses, medium- and heavy-duty trucks, marine engines, locomotives, and nonroad engines,

equipment and vehicles.

Eligible technology available for funding includes vehicle, engine and equipment replacement with zero-tailpipe-emissions power sources, as well as verified idle-reduction technologies.

For more information, including the application and program guidance document, visit the [MassDEP website](#). ●

President's call to end Education Dept. causes outcry

By John Ouellette

State and local officials, along with the state's congressional delegation, are raising concerns about the potential implications of an executive order signed by President Donald Trump on March 20 that aims to dismantle the U.S. Department of Education.

While congressional approval would be needed to formally close a federal department, the [executive order](#) directs the secretary of education to "take all necessary steps to facilitate the closure" of the department "to the maximum extent appropriate and permitted by law."

The executive order comes a week after Education Secretary Linda McMahon slashed the department's workforce, including deep cuts to its Office for Civil Rights and the Institute of Education Sciences, which gathers data on the nation's academic progress.

In a prepared statement on March 20, Gov. Maura Healey said closing the Department of Education would be "bad for students, teachers and schools," and could threaten more than \$2 billion in education funding that flows to Massachusetts each year.

"This will mean bigger class sizes, cancelled afterschool programs and less support for our students, especially those who live in rural communities or have special needs," the governor said.

She said the state would not be able to fully replace the loss of federal funds.

According to the Healey-Dirscoll administration, federal education funding to Massachusetts supports:

- Districts in low-income areas to help pay for teacher salaries and benefits, school counselors, and homeless liaisons
- Low- and middle-income students to help them afford to go to college
- Special education, including paying for assistive technology for students with disabilities; professional development and salaries for special education teachers, paraprofessionals, and reading specialists; and transportation to help students get the services and programming they need
- Student services like physical therapy, speech therapy and social workers

Following the dramatic Department of Education staff cuts, Massachusetts Attorney General Andrea Campbell co-lead a coalition of 21 attorneys general in filing a lawsuit, on March 13 in the U.S. District Court for Massachusetts, against McMahon, the U.S. Department of Education, and President Trump to block their actions. Following the executive order, the coalition filed a motion for a preliminary injunction on March 24 as part of their lawsuit.

The staff cuts and executive order were roundly denounced by local and public school leaders across Massachusetts. Several school districts, including Easthampton and Somerville, have joined educator unions in suing the Trump administration over the actions.

At an MMA meeting on March 21 in Wrentham, Congresswoman Katherine Clark said, "There's no way Massachusetts can face that kind of cut to public schools," on top of other federal



State officials say an executive order seeking to dismantle the U.S. Department of Education would threaten more than \$2 billion in education-related funding to Massachusetts.

budget cuts that have been forecasted. "That impact will not be something that even the best of wringing every penny out of every dollar is going to be able to handle."

The U.S. Department of Education was created by an act of Congress in 1979. The department manages an extensive student loan portfolio and a range of aid programs for colleges and school districts, like school meals and support for homeless students.

Title I, the largest source of federal funding for K-12 schools, aids schools and districts with a high percentage of students from low-income families. The Department of Education also distributes Pell Grants that help students afford a post-secondary education.

While federal dollars make up a fraction of funding for public schools — between 6% and 13%, according to a 2018 report from the U.S. Government Accountability Office — those federal dollars are largely intended to help schools serve the most vulnerable students. ●

Model zoning issued for accessory dwelling units

The Executive Office of Housing and Livable Communities has published a model zoning and guidance document for municipalities to help them with the regulation of accessory dwelling units.

The model zoning, released on March 19, comes on the heels of ADU regulations that took effect on Jan. 31. The regulations were required by last year's [\\$5.16 billion housing bond bill](#), which included provisions to allow ADUs as-of-right in all single-family zones statewide.

The model zoning includes a checklist

for municipal planners to help them evaluate existing local rules, as well as an annotated version of the model zoning.

The Executive Office of Housing and Livable Communities has also released a [webinar and additional information](#) on ADUs, and plans to offer office hours to discuss implementation.

- [Download "Model Zoning for Accessory Dwelling Units" \(PDF\)](#)

- Ali DiMatteo



The Executive Office of Housing and Livable Communities has released model zoning to help municipalities with accessory dwelling unit regulation.

Clark urges WEMO members to make voices heard

By Jennifer Kavanaugh

Municipal officials should be the storytellers who explain the impacts of federal cutbacks that impact local services, U.S. Rep. Katherine Clark told women leaders at an MMA meeting on March 21 in Wrentham.

During the Women Elected Municipal Officials Spring Leadership Conference, Clark, the House minority whip and highest-ranking woman in Congress, shared her insights on ongoing developments in Washington, D.C. Her comments came as local officials have scrambled to respond to an ever-shifting federal landscape involving spending freezes and cuts, court battles, mass firings (and some re-hirings) of federal workers, and executive orders touching everything from increased immigration enforcement to the proposed dismantling of the U.S. Department of Education.

In a fireside chat with WEMO Chair Lisa Kouchakdjian, a Sudbury Select Board member, Clark said her office has been flooded with calls from constituents concerned about recent federal activity. She urged local leaders to transform abstract debates into stories of how federal funding cuts and firings will affect the quality of residents' school districts, the size of their property tax bills, and the value of their homes if local school districts decline.

"We have to be the ones that are telling these stories and making these budgets come alive and what the real impact in your town is," Clark said, adding that she sees much misinformation about the federal cuts online.

In the midst of a series of court decisions calling for the reversal of various federal cuts, Clark asked local officials to report any difficulties people have accessing funds and resources that should have been restored by court orders.

Clark was first elected to Congress in 2013 to represent the 5th Congressional District, which stretches from several north-of-Boston communities into the MetroWest area. After arriving on Capital Hill, she rose quickly through the leadership ranks and was elected in 2022 as the House minority whip.

She got her start in government on the Melrose School Committee, and has served as general counsel for the Massachusetts Office of Child Care Services, as policy chief for the Massachusetts Attorney General, and as a state representative and senator.

In her discussion with Kouchakdjian, a day after President Donald Trump's executive order to dismantle the Department of Education, Clark focused on federal education funding and resources. While state and local officials are very nimble at navigating change, she said, the potential loss of \$2 billion in annual public education funding would be a "devastating blow" to Massachusetts communities.

"There is no way Massachusetts can take that kind of cut to public schools," Clark said, "on top of that cut to Medicaid, which is coming, on top of that cut to our food programs, which is coming on top of a cut to veterans benefits, to Head Start."

Clark also discussed the administration's heightened immigration enforcement and deportations. In Framingham, she said, more than 2,000 students avoided school one recent day over rumors of an immigration raid. She said she is working with immigrant groups to protect their rights, but if the government is allowed to sidestep due process in these situations, "it will erode it for every single one of us."

Clark said she and many of her colleagues are working to protect the rule of law through litigation, legislative action and mobilization efforts such as town hall meetings.

When Natick Select Board Member Kristen Pope asked Clark how she is coping these days, she said she takes comfort in her family and her two energetic bernedoodle dogs. She said it's important to prioritize concerns and focus on the most pressing needs.



U.S. Rep. Katherine Clark, left, speaks with Dartmouth Select Board Member Heidi Brooks after Clark addressed the Women Elected Municipal Officials Leadership Conference on March 21 in Wrentham.

Clark told the women leaders not to underestimate the power of their voices, praising them for "the work you do, the dedication you bring, your intelligence, your integrity and getting it done," and meeting the needs of their communities.

"Women in government are going to meet this moment for our country," she said, "and it is a partnership that I value."

Sponsored by Federated Securities Corp., the meeting also featured roundtable discussions organized by region, and a panel discussion with WEMO leaders and rotating members of the audience to answer various questions. The panelists discussed the unexpected skills that have helped them in their public service, the leadership skills they're still developing, and their proudest achievements, among other topics.

Dartmouth Select Board Member Heidi Brooks discussed the challenges of being her board's only woman, and echoed panelists' calls to recruit more women into public service.

"We have something to say," Brooks said. "We have a different lived experience." ●

Women leaders discuss self-advocacy, AI, feedback

By Meredith Gabrilksa

How to best advocate for oneself and strategies for providing constructive feedback were two key topics of discussion during the fifth annual Women Leading Government conference on March 6 in Wrentham.

During an interactive discussion, panelists shared stories and strategies for how to best advocate for yourself, and how to help colleagues do so.

Lexington Deputy Town Manager Kelly Axtell, a self-described introvert, shared her experiences being asked to serve in interim roles, and how she learned to advocate for herself to make sure she was compensated appropriately for taking on additional responsibilities.

“[Do] whatever you need to do to get yourself there — whether it’s self-talk, whether it’s talking to a friend to make sure that they’re telling you what you need to say, or a trusted colleague,” Axtell said. “We deserve what we deserve, and we need to be able to say out loud, ‘This is what I’ve done. This is why you need me.’”

North Andover Town Manager Melissa Rodrigues discussed times when, in addition to salary, she had to negotiate for needs to provide a better work-life balance for her family, and times when she has managed employees who struggled to recognize their worth.

“If you don’t advocate for yourself, no one but your mother will do it,” she said. “You can’t feel bad about it, and you can’t be sorry.”

Auburn Acting Town Manager Dori Vecchio shared tips for resume-writing. She recommended adjusting resumes to specific roles and communities; spending time familiarizing yourself with the community’s issues and values; and not using templates or AI. She said watching interviews of your peers, as well as your own, can be helpful to learn what you could be doing better.

“Confidence in yourself is so important,” Vecchio said. “Don’t lowball yourself ever.”

Attorney Melissa Murray, a partner at Norris, Murray & Peloquin, advised working to find your voice, making sure you’re at the table, and making sure your name is visible in the projects



Betsy Neptune of Neptune Coaching discusses constructive criticism during the Women Leading Government annual conference on March 6 in Wrentham.

podcasting. She stressed that AI “will always require human oversight.”

“It’s not meant to replace [humans],” she said. “It’s meant to enhance the things that we do.”

Betsy Neptune, executive coach and leadership consultant at Neptune Coaching, led a session about managing emotions and expectations in order to effectively provide constructive feedback.

you’re working on. She said negotiation is a valuable skill, not only to help reach the deserved compensation level, but also to show that you can handle tough situations and conversations well.

During a breakout session, attendees discussed how communities are using generative artificial intelligence.

Brookline Chief Information Officer Feng Yang discussed how her town is training employees to understand and handle the risks associated with AI, and working to make sure guardrails are in place.

“We want people to learn and understand this tool, but we want them to learn and understand security,” Yang said.

Chelsea Deputy City Manager Devon Fields shared examples of using AI tools as a starting point for tasks like developing an office dress code or updating routine interview questions, and then workshopping those results within teams.

“I went to ChatGPT and I said, you know, MUNIS is this software, this is what we’re trying to achieve with this specific module,” Fields said. “Can you give some examples of roles and permissions?” I augmented that to fit exactly what we were looking for.

“I shopped it around with some of our smaller groups, and that was a great way to get buy-in and to help us move forward in this process-oriented challenge.”

Concord Chief Information Officer Amalia McCaffrey discussed the available AI tools and what each can provide, including tools for writing and

“I believe that the better you get at receiving it,” she said, “the better you’re going to be at giving it.”

A number of dynamics affect how feedback is given and received, such as the diverse nature of cultures and communication styles, and the public sector environment. Balancing fear and empathy is a vital part of being able to have difficult conversations — recognizing the fear that a conversation will be difficult and might not go well, but that it comes from a place of caring and wanting to help the employee to do better.

“Our brains are actually hardwired to seek social harmony,” Neptune said. “Your brain is going to do everything possible for you not to have that hard conversation, because your brain wants to preserve you and to have a good relationship.”

Neptune suggested asking staff how they like to receive feedback, both positive and critical, which can have the added benefit of building a sense of safety within a team.

It is difficult but important not to judge your performance based on someone’s reaction, she said, and to take time afterward to review your notes and determine if you had the conversation you set out to have.

Neptune discussed how to receive constructive feedback, and how to hear the value in any feedback, which requires managing the same dynamics and defensive threat response.

“It’s not about my identity, but this is about what I do,” Neptune said. ●

Energy use reports for large buildings due June 30

By Josie Ahlberg

The first reports are due on June 30 under a new energy reporting requirement for buildings larger than 20,000 square feet.

The [Large Building Energy Reporting policy](#) stems from a section of the 2022 [climate and clean energy law](#) that requires each electric, gas and steam distribution company to report on energy usage in large buildings.

Separately, large building owners, including municipalities, will need to report any additional energy usage not required to be submitted by the utility, such as the use of fuel oil, propane, wood, or on-site solar and renewable energy.

The law defines large buildings as those with at least 20,000 square feet of gross floor area. On March 30, the DOER is expected to post online a final list of buildings obligated to report energy usage. [A draft list is now available.](#)

Reporting details

Over the past several months, the Department of Energy Resources has been creating the regulations and tools necessary to facilitate the annual energy usage reporting.

The final regulations, [225 CMR 27.00: Building Energy Reporting](#), provide key definitions and details on the timing, scope and responsibilities for entities responsible for submitting reports.

In February, building owners of record



Large Building Energy Reports are due to the Department of Energy Resources by June 30.

received a Large Building Energy Reporting Letter notifying them of their compliance responsibilities. The DOER has posted information about [how to respond to this letter](#).

Energy usage reports will be due from utility companies as well as large building owners on June 30. Municipal utilities will also be responsible for submitting energy usage reports for covered buildings.

This data will be published by the DOER and used to support comprehensive annual reports on energy efficiency

performance in large buildings across Massachusetts. The DOER's first disclosure report is scheduled to be published on Oct. 31.

The Large Building Energy Reporting requirements do not supersede or replace any existing local performance standard or benchmarking requirements. Large building owners must take notice of whether they might be subject to a local program's energy reporting requirements in addition to the new state reporting requirements.

The DOER has compiled resources for those with questions on [local programs](#), including program applicability tables and

information on local standards in Boston, Cambridge, Chelsea, Lexington and Newton.

Additional resources

For more information, visit the [Large Building Energy Reporting policy website](#), or the new [Helpdesk Knowledgebase](#) on the topic. Questions may be sent to DOER.BER@mass.gov.

A webinar for building owners was held on Jan. 28, and [presentation slides](#) are available, as well as the [recording](#) (passcode: and*e4XL). A second webinar was held on March 18. ●

Applications due April 18 for Housing Choice Communities Designation

The application period has opened for the [2025 Housing Choice Communities Designation](#), with a deadline of April 18 at 5 p.m.

The Housing Choice Initiative rewards municipalities that have produced certain rates or amounts of new housing units in the last five years and that have adopted housing best practices to sustain a 21st century workforce and increase access to opportunity for Massachusetts residents.

Communities that achieve the designation have exclusive access to apply for the [Housing Choice Grant Program](#) and receive bonus points or other considerations to [other participating programs](#).



Applications for the 2025 Housing Choice Communities Designation are due on April 18.

According to the [Housing Choice Initiative](#), Housing Choice Communities

have produced 78% of all housing in the Commonwealth over the last five years.

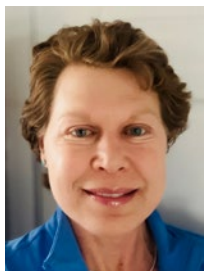
The Housing Choice designation lasts five years, so new designees will remain designated until 2030.

Applicants will need to provide their community's total year-round housing units from the 2020 Census and the cumulative net increase in year-round housing units from Jan. 1, 2020, through Dec. 31, 2024. Applicants must also show the best housing practices and policies their community has implemented.

Questions may be directed to Victoria.J.Healey@mass.gov. ●

Management Association and MMHR to hold meeting

The Massachusetts Municipal 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

NLC covers federal issues during partnership meeting

By Adrienne Núñez

Representatives from the National League of Cities recently gave an update to the Massachusetts Federal Funds Partnership on key federal initiatives with municipal implications.

Dante Moreno, the NLC’s legislative manager for finance, administration and intergovernmental relations, and Carolyn Berndt, legislative director for sustainability, covered issues including:

- Threats to the [tax-exempt status of municipal bonds](#), including a call for advocacy
- The Inflation Reduction Act’s Elective Pay program
- An overview of presidential actions impacting local governments
- An introduction to the Streamlining



Representatives from the National League of Cities discussed numerous federal initiatives with municipal officials, including tax-exempt status for municipal bonds and presidential actions impacting local government, during a February update given to the Massachusetts Federal Funds Partnership.

Federal Grants Act

A recording of the February meeting and associated slides are available [online](#).

The Massachusetts Federal Funds Partnership is a monthly online convening led by the state’s [Office of Federal Funds and Infrastructure](#). The calls provide information and are an open forum for questions related to federal funding opportunities.

Local officials may register for upcoming monthly partnership meetings [here](#).

The Office of Federal Funds and Infrastructure team is holding a series of 12 in-person events across Massachusetts to share information about the office’s mission, federal programs, and new resources resulting from a [2024 law](#) that authorized funding to support the state’s pursuit of federal funding and to provide matching and technical support funds for municipalities. ●

State raises drought status due to ongoing dry period

Following nearly seven months of below-normal precipitation, Energy and Environmental Affairs Secretary Rebecca Tepper on March 7 announced an increase in drought level for the Connecticut River Valley and Western regions of the state, meaning that the entire state now faces either critical or significant drought levels.

Since last August, most of the state has seen a precipitation deficit of 8 to 13 inches, with the Cape and Islands experiencing a deficit of 5 to 8 inches, according to Tepper. Precipitation for the most recent month, February, was also below normal.

Persistent drought has raised wildfire concerns as temperatures increase and fuels

dry out; similar conditions late last fall led to a series of wildfires around the state.

Despite temporary surges in streamflow from recent precipitation events, streamflow and groundwater have worsened in nearly all regions, Tepper said, and recharge that typically occurs at this time of year to reservoirs and groundwater is diminished.

The Connecticut River Valley region is now at a Level 3: Critical Drought, and the Western Region is now at a Level 2: Significant Drought. The Central and Northeast regions remain at Level 3, and the Southeast, Cape Cod and Islands regions remain at Level 2. The state’s

[drought status and resources are available online](#).

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

The state has also developed [drought management](#) and [water conservation](#) resources for individuals and municipalities to reduce strains on the water supply. Some immediate steps that communities can take include water restriction enforcement, establishing water-use reduction targets, and providing drought and water conservation information to residents and businesses. ●

On podcast, Chapdelaine discusses MMA's work

By John Ouellette

In a guest appearance on the podcast “unPlanned,” MMA Executive Director Adam Chapdelaine discussed the fundamental importance of local government to quality of life as well as the potential impacts of new federal policies.

Podcast host Sam Seidel, a local activist and urban planner, invited Chapdelaine to talk about the challenges leading an organization representing all 351 cities and towns in Massachusetts, particularly in light of changes coming from the new Trump administration.

Chapdelaine said the MMA has been working with the National League of Cities to learn the details about concrete federal policies — as opposed to verbal statements — and their potential implications, but added that Massachusetts has a strong foundation of local governments.

“A lot of the things that we think about as driving quality of life are managed by local government,” he said, citing local roads, public schools, public safety, public health, libraries, recreation programs and more.



MMA Executive Director Adam Chapdelaine appears on the podcast “unPlanned,” hosted by Sam Seidel, to discuss the fundamental importance of local government to quality of life and the potential impacts of new federal policies.

“Your life is often viewed through the lens of what local government is providing to you,” he said. “In Massachusetts, we have a great base of being able to provide a pretty high quality of life to the residents across the whole Commonwealth that is already built in.”

As for federal changes, he expressed concerns about potential funding cuts to Medicaid, which could have a significant impact on the Commonwealth’s ability

to balance its own budget, and funding cuts that would lead to the elimination of a significant number of jobs, which would adversely affect the state’s economy and, among other impacts, local revenues.

Chapdelaine also discussed how the MMA works and develops its policy positions.

“We try really hard to work for policies and for funding formulas that lift all boats,” he said. “We try to find formulas and approaches that benefit all.”

Chapdelaine listed state-level MMA priorities, particularly adequate funding for discretionary local aid, education aid, and road maintenance aid. Regarding large challenges, he said the MMA’s role is to protect the local voice and authority in the development of solutions.

The 25-minute interview, [available on YouTube](#), was recorded in late December 2024 and published on March 4.

unPlanned bills itself as “a show about cities and how they work.” ●

Administration launches resources to help laid-off federal workers

By John Ouellette

With thousands of federal workers having lost their jobs recently, the Healey-Driscoll administration has launched a website with employment and job training resources to help them transition to careers in state and local government as well as the private sector in Massachusetts.

The website — mass.gov/fedup — features job search tools including the state’s MassCareers portal and the MMA’s [Municipal Career Opportunities](#) job board. It also offers connections to services and job training resources available at MassHire career centers statewide and the state’s [MassTalent](#) platform to promote careers in high-growth industries.

“The good news is that Massachusetts is home to world class talent and employers who are eager to hire,” Gov. Maura Healey said in a prepared statement on March 10. “And we know members of our federal workforce have the skills to make a difference here.”



The Healey-Driscoll administration has launched an employment resources website to help laid off federal workers, including those who once worked at the John Fitzgerald Kennedy Federal Building in Boston. The U.S. General Services Administration recently listed the Kennedy building as one of 450 federal buildings that could go be sold as part of cost-cutting efforts.

By gathering resources from across the public and private sectors, Lt. Gov. Kim Driscoll said, mass.gov/fedup will serve as “a crucial front door for impacted federal employees who are looking to navigate employment opportunities across the state.”

Massachusetts has more than 46,000 residents who work for the federal government in various sectors, including public administration, education, transportation and warehousing, and for the postal service, according to the administration. The resources highlighted on the new website include more than 160,000 job postings in the private and public sectors.

The website includes veteran-specific employment resources to support those who now face uncertainty due to federal workforce cuts. Veterans make up nearly 30% of the entire federal workforce.

“The MMA is happy to partner with the Healey-Driscoll administration in efforts to connect federal workers who’ve lost their jobs with appropriate public service employment opportunities,” said MMA Executive Director Adam Chapdelaine said. “Municipal government offers meaningful work that makes a positive difference in local communities, and we’d welcome this talent with open arms.” ●

Administration announces ‘Energy Affordability Agenda’

At an event in Lowell on March 10, the Healey-Driscoll administration announced an “Energy Affordability Agenda” to identify and advance actions to lower energy bills for Massachusetts residents.

Gov. Maura Healey said the plan would save electric and gas customers \$220 million in April and a total of \$5.8 billion over five years.

Following recent actions by the Department of Public Utilities to lower gas bills by \$95 million, she said her administration will deliver \$125 million in savings to residential electricity customers served by Eversource, National Grid, and Unitil in April through a \$50 credit on their bills.

Additionally, over the next year, she said the DPU will work to establish a first-in-the-nation moderate-income discount rate and expand tiered-income discount rates for lower-income customers. The DPU is also working to save an average heat pump customer up to \$1,000 during the winter heating season.

The administration convened utilities



Gov. Maura Healey announces her administration’s “Energy Affordability Agenda” during an event in Lowell on March 10. The plan seeks to identify and advance actions to lower energy bills for Massachusetts residents, with a total expected savings of \$5.8 billion over five years. (Photo courtesy Josh Qualls/Governor’s Press Office)

and other stakeholders to launch a coordinated energy affordability outreach and engagement strategy, including in-person support to help sign people up for discount rates, bill management programs, and direct energy assistance. Residents looking to sign up for these programs can visit mass.gov/energysavings.

The governor said the efforts are intended to reduce costs and price volatility.

She said she would file an energy affordability and independence bill in the coming weeks.

Lt. Gov. Kim Driscoll said the [Energy Affordability Agenda](#) will bring immediate relief to residents, “while also expanding programs that can make bills more manageable in the long run.”

Information about the plan’s potential savings is available [online](#).

The administration said it is reviewing every charge to determine if there are alternative ways to finance new electric grid infrastructure and reduce the impact on customer bills. The administration is also taking steps to end programs that have achieved their goals and are no longer necessary, and remove from bills the associated costs, saving some customers on their monthly electricity bills.

The governor said the administration will also explore innovative rate designs to reduce volatility. It will also pursue fixed-price contracts for clean energy that can mitigate future price volatility for customers. ●

Program awards \$500,000 for drought resiliency, water efficiency

By Josie Ahlberg

The Healey-Driscoll administration on March 21 announced the first awards from a new grant program supporting projects that promote climate resiliency by reducing indoor and outdoor water use, as well as improving water loss control programs.

The [Drought Resiliency and Water Efficiency Grant Program](#) awarded a total of \$500,000.

In a prepared statement, Energy and Environmental Affairs Secretary Rebecca Tepper said the drought-resiliency and water-efficiency measures supported by the grants will “empower municipalities and ensure a healthy water supply for future generations, especially as climate change continues to affect our water systems.”

Eligible uses for the grant funds include:

- Water loss control program development and implementation
- Water conservation/efficiency program development and implementation

- Outdoor water use efficiency improvements
- Drought management planning

There was no match requirement for the program’s first round of funding, with a target amount of up to \$50,000 for individual awards.

Funded projects include purchases of leak detection equipment and water meters and various needs assessments and planning efforts. For example, the Cape Cod Commission received \$44,332 to conduct a rate structure study, and the town of Needham received \$13,404 to replace leaking, inefficient rotors with high-efficiency equipment to reduce outdoor water usage at a municipally managed playing field. (See the grant award [press release](#) for the full list of funded projects.)

Resiliency efforts such as these are articulated in the [Massachusetts Drought Management Plan](#) and align with broader efforts by the Executive Office of Energy and Environmental Affairs to support communities, water districts,

and watersheds in their responses to climate change and [current drought conditions](#).

Reducing indoor water use can make a significant difference in conserving resources, while high-efficiency appliances and water-related products can also reduce energy consumption.

Water systems and municipal governments can also conserve resources by limiting nonessential outdoor watering, often to certain hours of the day or days of the week. Measures to address water loss can include systems to better account for water distribution, like improved metering and record-keeping, as well as supporting the infrastructure to prevent loss of water.

The Water Resources Commission offers an online [Massachusetts Water Conservation Toolkit](#) to provide a range of strategies and resources.

State officials have not yet confirmed whether another round of Drought Resiliency and Water Efficiency grant funding will be available in the future. ●

Trump administration targets \$106M in K-12 grants

Healey-Driscoll administration officials and state legislators issued statements on April 1 condemning the Trump administration's move to terminate \$106 million in K-12 education grant funding for Massachusetts.

The funding supported student mental health services, tutoring, school security, and building upgrades. Nationally, it is estimated that this decision terminates more than \$2 billion in grants across 41 states.

On Friday, March 28, at 5:03 p.m., the U.S. Department of Education notified all states about its decision to end the federal Education Stabilization Fund liquidation period, effective three minutes prior, at 5 p.m. This notification came despite the Trump administration's assurance, in February, that Massachusetts had until March 2026 to spend the funds.

"At a time when students are still struggling to recover from the pandemic, we need to be doing everything we can to address learning loss and the youth mental health crisis," Gov. Maura Healey said. "This action is jeopardizing mental health care and math tutoring for our students, as well as projects that are already underway to enhance school security and ensure that the air in our school buildings is clean.

"Massachusetts has been making important progress helping students recover from the pandemic, but President Trump is trying to take us backwards."

Education Secretary Patrick Tutwiler said many students in Massachusetts and across the country are still experiencing pandemic-related learning loss and mental health challenges.

"The federal government had repeatedly reaffirmed these extensions in acknowledgement of continued supply chain issues, labor shortages, and to ensure continuity in learning acceleration efforts," Tutwiler said. "Projects funded by these grants are underway."

He said the Trump administration's "outrageous and cruel decision" featured "a new arbitrary deadline."

The funding was intended to support a multitude of statewide efforts to address pandemic-related learning loss, with a focus on literacy, math and science

— areas where learning was particularly disrupted during the pandemic.

Recent test scores show that Massachusetts students still have not fully recovered from the learning lost during the pandemic, the administration said.

The funding was also supporting building upgrades across 20 school districts to improve air quality through HVAC installations and to build outdoor learning spaces for students. Some projects were enhancing security in schools.

As the federal government had committed to these funds, the projects are all currently underway, though they had been delayed due to continued supply chain issues and labor shortages, the administration said.

The following are the affected school districts and the funding amount at risk:

- Springfield: \$47,357,654
- New Bedford: \$15,603,433
- Fitchburg: \$6,578,468
- Everett: \$4,897,300
- Revere: \$4,613,327
- Boston: \$3,468,659

- Leominster: \$1,868,215
 - Stoughton: \$1,512,470
 - Worcester: \$1,454,350
 - Chelsea: \$1,448,715
 - Lawrence: \$1,307,307
 - Dracut: \$648,702
 - Holyoke: \$395,863
 - West Springfield: \$354,868
 - Lynn: \$339,357
 - Fairhaven: \$250,802
 - Greater Fall River Regional Vocational Technical: \$115,465
 - Ludlow: \$83,334
 - Blue Hills Regional Vocational Technical: \$21,461
 - Mashpee: \$2,481
- Impacted nonpublic schools:
- Mater Dolorosa Catholic School in Holyoke: \$118,894
 - Saint Stanislaus School in Chicopee: \$172,692 ●



Plante, mayors discuss budgeting

TJ Plante, a former chief administrative and financial officer in Springfield, addresses the Massachusetts Mayors' Association on March 26 at Westfield State University. Plante discussed building budgets during uncertain financial times and participated in an interactive discussion with the mayors.

MMA Webinars

Immigration and employment law

Massachusetts Municipal Human Resources' annual spring program webinar on March 13 covered recent updates in immigration and employment law.

Attorney Prasant Desai of Iandoli, Desai & Cronin discussed the history of the employment verification system and gave an overview of the I-9 Employment Eligibility Verification process, including proper completion of the I-9 form, records retention, and audits.

Desai said the most common mistakes employees make on I-9 forms are forgetting to check off their citizenship/immigration status or to sign and date the form.

"That's critical," he said. "Employers need to make sure that the employee does their job, and ... review their work."

Attorney Ryan Jaziri of Morgan, Brown & Joy gave updates on recent changes in Equal Employment Opportunity Commission enforcement priorities under the Trump administration, particularly with regard to gender and national origin.

"It remains to be seen at this point how these changes trickle down into the various EEOC field offices and the individual EEOC investigators that are assigned to cases," said Jaziri, adding that "these priority shifts and clear objectives are not just statements in a vacuum, and they are likely to have practical consequences."

The webinar concluded with a Q&A session facilitated

Public records, open meetings

Attorneys from KP Law led an MMA webinar reviewing the state's public records and open meeting laws on March 19.

Attorney Lauren Goldberg said these "sunshine laws" exist in virtually every state in order "to eliminate the secrecy surrounding deliberations and decisions on which public policy is based, and to ensure government transparency."

She outlined four primary considerations under the open meeting law: advance notice to the public, the nature of the meeting, the conduct of meetings, and meeting minutes.

Goldberg reminded attendees to reserve email for scheduling and distribution of materials, not for sharing comments or opinions.

She also discussed executive sessions, which allow officials to discuss sensitive matters — such as litigation, strategy for negotiations, or applicants for employment — out of public view, as long as they follow certain rules.

The webinar also covered best practices for using social media, with public officials advised to be cautious about using it for public business.

Attorney Janelle Austin reviewed the public records law, offering a definition of what constitutes a public record and some best practices. Common exceptions to the law include personal contact information, information about ongoing



Attorney Ryan Jaziri of Morgan, Brown & Joy, top left, Springfield Assistant Human Resources Director Caitlyn Julius, top right, and attorney Prasant Desai of Iandoli Desai & Cronin discuss immigration and employment law best practices during a Massachusetts Municipal Human Resources spring program webinar.

Date: March 13 **Length:** 75 minutes

[VIEW WEBINAR ↗](#)

by Caitlyn Julius, assistant human resources director in Springfield, with questions addressing advice to municipalities that are conducting I-9 audits, I-9 records retention, and e-Verify.

– *Anneke Craig*



Attorneys Lauren Goldberg, left, and Janelle Austin provide an overview of the state's public records and open meeting laws during a recent MMA webinar.

Date: March 19 **Length:** 75 minutes

[VIEW WEBINAR ↗](#)

investigations, privacy concerns, and exemptions from disclosure by statute.

Goldberg and Austin moderated 30 minutes of questions and answers, addressing inquiries regarding meeting minutes, quorums and social media posts.

– *Kristianna Lapierre*

MMA Webinars

Board recruitment, equity

The Massachusetts Select Board Association's annual spring program webinar on March 12 discussed strategies for empowering town boards and committees and their appointed and elected volunteer members.

Rob Stringer, co-chair of the town of Lincoln's Inclusion, Diversity, Equity, and Anti-Racism Committee (IDEA), reviewed a framework the group developed to foster inclusive recruitment practices for town boards and committees. The framework provides guidance for communication and outreach, the interviewing process, and onboarding and support resources for new volunteers.

"This framework is not just to get residents involved," Stringer said. "It's to get a more and more diverse set of residents involved in our town government, and involved civically in Lincoln."

The framework advocates for communication and outreach strategies that target demographics previously underrepresented in town government. For example, IDEA committee members participated in the town's annual "Trunk or Treat" event in order to connect with younger parents and families in the community.

Lincoln's IDEA committee also met with other towns boards and committees to learn more about their needs, how to better support their volunteer members, and to ask for feedback on the new recruitment framework.

"Just having a little time to have those conversations with board members and committee members has been fun and interesting, and has given them an opportunity to take a step back and look at their work," said Lincoln Select Board Member Jennifer Glass, who's also co-chair of IDEA.

Ashland Select Board Chair Yolanda Greaves, District 2 representative for the MSA, discussed her experience with helping



Managers discuss 'servant leadership'

Ron Holifield, owner of Strategic Resources Group, speaks during the Massachusetts Municipal Management Association's Professional Development Conference on March 20 in Devens. Holifield's keynote presentation at the all-day workshop focused on creating a culture of servant leadership.



Panelists discuss strategies for empowering town boards and committees and their appointed and elected volunteer members during a Massachusetts Select Board Association annual spring program webinar. Speakers included, top row, left to right, attorney Karis North of Murphy, Hesse, Toomey & Lehane, Lincoln Select Board Member Jennifer Glass, and Ashland Select Board Chair Yolanda Greaves; and, bottom row, left to right, Rob Stringer, co-chair of Lincoln's Inclusion, Diversity, Equity, and Anti-Racism Committee, and Sharon Select Board Chair Kiana Pierre-Louis.

Date: March 12 **Length:** 75 minutes

[VIEW WEBINAR ↗](#)

Webinar topic suggestion form available

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

to review her town's board and committee recruitment and onboarding practices.

"We're looking at the process, we're looking at how we appoint people and how we invite them in," she said.

Ashland's review involves updating and digitizing the town's "talent bank," a form where prospective board and committee members can submit their interest in volunteering for a position and share their skills and backgrounds.

Attorney Karis North of Murphy, Hesse, Toomey & Lehane gave a presentation covering the open meeting and public records laws, as well as state ethics law considerations related to town board and committee operations.

Sharon Select Board Chair Kiana Pierre-Louis, District 3 representative for the MSA, facilitated a Q&A session that addressed providing support for prospective volunteers seeking elected board and committee positions, and creating onboarding and educational opportunities to help newcomers feel comfortable in local government settings.

– Anneke Craig

Community One Stop applications open May 5

May 5 is the first day for submitting complete fiscal 2026 funding applications through the state's Community One Stop for Growth portal.

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

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

Grant programs accessible through Community One Stop include the MassWorks Infrastructure Program, the Massachusetts Downtown Initiative,



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

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

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

The application window will remain open through June 4, and One Stop grant awards will be announced in the fall.

The optional Expression of Interest period ended on March 26.

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

Trump administration delays lead pipe replacement funds

By John Ouellette

State officials are strongly objecting to a Trump administration decision to delay \$50 million in federal funding for the replacement of lead service lines in Massachusetts.

The state had been set to receive the money through the Bipartisan Infrastructure Law, and the U.S. Environmental Protection Agency [announced Massachusetts' allocation in May 2024](#).

The White House said it was pausing the funding while it conducts a review "against President Trump's executive orders," and there's no timeline for when the money might be released.

On March 25, Gov. Maura Healey, Attorney General Andrea Campbell, and State Treasurer Deborah Goldberg responded with strong concerns.

"Massachusetts has some of the oldest housing stock and water infrastructure in the nation, and lead service lines remain a threat to public health, particularly for young children," Healey said. "We urge the Trump Administration

to cease this dangerous delay in critical funding."

Campbell said lead pipes "pose serious health risks for Massachusetts residents, especially children and those living in poorer communities," and she "will continue to speak out against policies that put the health and safety of our residents at risk."

Goldberg, who's also chair of the Massachusetts Clean Water Trust, said, "Providing clean, lead-free drinking water should not be controversial."

Last May, the EPA announced a 2024 Lead Grant allocation of \$50.1 million for Massachusetts. The EPA allocates this funding to the Massachusetts Clean Water Trust's Drinking Water State Revolving Fund, and the Massachusetts Department of Environmental Protection implements the program by selecting priority projects and partnering with municipalities and other recipients to ensure that the infrastructure projects are completed as planned.

The Healey-Driscoll administration said

the funds have facilitated the removal of harmful lead from drinking water by supporting public water systems for inventorying lead service lines and creating plans for the replacement of those lines.

In addition to the delay of the 2024 funding allocation, Massachusetts is still awaiting the EPA's revised formula for the funding. Massachusetts officials [have been advocating](#) for an improved formula in line with previous allocations. If the formula changes, it could impact the amount of the 2025 and 2026 grants.

Last October, then-President Joe Biden announced a [10-year deadline](#) for public water systems across the country to replace lead service lines, a requirement aimed at ensuring safe drinking water for all Americans. The former president also announced that the EPA would invest an additional \$2.6 billion nationwide for drinking water upgrades and lead pipe replacements, funded by the Bipartisan Infrastructure Law. ●

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, 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.



Catherine VanBramer



Jen Breaker



Mark Ells

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

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

MMA to host introductory webinar on artificial intelligence

The MMA will host an introductory webinar on artificial intelligence for municipalities on April 17.

The webinar is designed for anyone interested in beginning to use AI in their work.

Serena Sacks-Mandel, field chief technology officer at [MGT](#), will provide an introduction to artificial intelligence and the opportunities it presents for municipalities. Sacks-Mandel will discuss



Serena Sacks-Mandel

both generative and agentic AI, as well as specific municipal applications, with examples and demonstrations.

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

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

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

MSA to hold annual rural, western Mass. conference on May 3

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

Becky McCray, a speaker and facilitator with expertise in rural and small town development topics, will present an interactive session on building "idea friendly" communities. McCray will cover strategies for increasing participation in local governance, overcoming obstacles, and putting ideas into action in their small or rural towns.

McCray is a passionate rural entrepreneur and co-founder of [SaveYour.Town](#), which shares practical advice to help rural communities shape better futures.



Becky McCray

With extensive experience as a retail business owner, city administrator and nonprofit leader, she has given more than 300 presentations to small and rural communities in the United States and Canada.

The agenda will also include a legislative update panel focused on policy issues affecting rural and western Massachusetts.

The conference is co-sponsored by the MSA, the Rural Policy Advisory Commission, the Berkshire Regional Planning Commission, the Pioneer

Valley Planning Commission, the Franklin Regional Council of Governments, Small Town Administrators of Massachusetts, and the Rural Affairs division of the Executive Office of Economic Development.

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

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

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

LOCAL AID

Continued from page 1

decision to increase [Unrestricted General Government Aid] above the percentage increase in forecasted state revenue growth. This reflected an understanding of the many challenges cities and towns faced, while providing an essential investment by the Commonwealth that directly supports each and every community in Massachusetts.

“Being mindful of the state’s cautious fiscal outlook for 2026, we respectfully ask for your consideration of an UGGA increase of at least 3%, at a cost of \$10.4 million above the governor’s House 1 proposal.”

Education funding

Chapdelaine recognized the importance of investments the Legislature has made in K-12 education funding through the state’s Chapter 70 program, but explained that cost pressures continue to strain municipal budgets.

“Many of you may be wondering, how is it possible that the Legislature has made such significant increases to Chapter 70 through the [Student Opportunity Act] in recent years, but you’re still hearing from local officials that they are facing seismic budget challenges,” Chapdelaine said. “In fact, both things are true.

“The SOA is a massively needed and positive investment in K-12 education. The SOA commitment exponentially grew the state’s ‘foundation budget,’ of which the state pays 41% each year and cities and towns are collectively responsible for 59%. So as the ‘foundation budget pie’ grows much, much larger with further SOA investments, so do the required contributions from municipalities.

“Under normal circumstances, this might have caused some strain for municipalities to reach these new spending levels. But this strain has been compounded by multiple pressures on local budgets that are beyond their control: a pandemic that has had long-lasting effects on student learning, prompting the need for additional educators to help students catch up on the basics of reading and math. Special education costs that have increased 37% in the past four years. Inflationary pressures all across spending. School transportation

increases. New demands for employee pay and benefits increases. Charter school tuition. The list goes on.

“Municipalities must now stretch to reach these new levels of education spending, while working within the confines of Proposition 2½. The math just isn’t working. Between fiscal years 2007 and 2021, required local contributions increased by \$1.8 billion [over 14 years]. In the past four fiscal years, that number is \$1.1 billion.

“With Proposition 2½ limiting cities’ and towns’ major source of revenue — property taxes — to a total increase of just 2.5% over the previous year, municipalities are using almost all, or all, of their new revenue each year to meet their school spending requirements. Unfortunately, it means that every other municipal department remains flat or must experience cuts to create a balanced budget.”

“Municipalities must now stretch to reach these new levels of education spending, while working within the confines of Proposition 2 1/2. The math just isn’t working.”
– MMA Executive Director Adam Chapdelaine

Chapdelaine urged the Legislature to continue to make investments in Chapter 70 minimum new aid, which provides some relief to school districts without exacerbating the strain on municipal budgets. The MMA is asking the Legislature to increase Chapter 70 minimum aid for fiscal 2026 to \$150 per pupil, which would cost an additional \$39.5 million over the governor’s budget recommendation.

Local perspective

Mayor Gove addressed the budget pressures she’s facing in her city.

“Under [the governor’s budget] proposal, Amesbury would receive an increase to UGGA of \$57,000, an increase to Chapter 70 aid of \$144,000, for a total increase of \$201,000. But, as an example, the amount we will be

required to pay for students to attend charter schools this year will increase by \$238,000, basically wiping out our increases in those two major state aid accounts.”

Gove stressed the need for early clarity for the two major local aid accounts: UGGA and Chapter 70.

“Early numbers would provide critical certainty to our budget planning at the local level,” she said. “It is our hope that you will strongly consider an early agreement on these two local aid accounts.”

While addressing local budget challenges, Dembkoski highlighted the importance of supplementary local road and bridge funding, as included in the fiscal 2024 and 2025 state budgets, and asked legislators to again leverage Fair Share surtax revenue for this purpose.

“We want to thank you for making local roads and bridges a priority for surtax revenue, and we hope you will continue to build on that this year,” she said. “There are more than 30,000 miles of roads under municipal control, which represents nearly 90% of all road miles statewide. This funding is put to use immediately by cities and towns to repair crumbling local roads, advance critically needed projects, and improve safety on our neighborhood roadways.

“Given the loss of purchasing power of existing sources of funding and other local budget pressures, we respectfully request at least \$125 million of surtax funding for this incredibly important program for fiscal 2026. This provides fundamental support for core municipal infrastructure and will benefit every city and town in the Commonwealth.”

The MMA also submitted [written testimony](#) outlining additional municipal priorities for the fiscal 2026 state budget.

Budget process

The House and Senate Ways and Means committees have been jointly holding a series of hearings in March and early April on various areas of the state budget.

The House is expected to draft and 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. ●

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



Christopher Wilcock

background in assessing.

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 webinar to explore veterans' services on April 30

An MMA webinar on April 30 will introduce municipal leaders to the Office of the Veteran Advocate, an independent state agency established in late 2023.

Led by Bob Notch, a retired U.S. Army colonel, the [OVA](#) is tasked with ensuring that veterans under the care of the Commonwealth receive dignified treatment and access to all available benefits and services.

In the MMA webinar, Notch will discuss how the OVA can be a resource for municipalities, and will provide examples of the office's work in the past year. He will also discuss the office's mission, structure and key milestones.



Anthony Langone



Bob Notch

Anthony Langone, the OVA's communications specialist, will review the different levels of veteran services in Massachusetts, including federal and state services. He will also discuss examples of the office's work with local

veteran service agents and municipal officials.

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

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

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

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. ●



WLG focuses on AI

A panel of women municipal leaders discuss the ways they're using artificial intelligence in their respective communities during the Women Leading Government Conference on March 6 in Wrentham. Pictured, left to right, are Concord Deputy Town Manager Megan Zammuto; Chelsea Deputy City Manager Devon Fields; Brookline Chief Information Officer Feng Yang; and Concord Chief Information Officer Amalia McCaffrey.

Municipal Cybersecurity Summit set for May 8

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.](#) ●

Complete Streets program accepting applications

Applications are now being accepted for the Complete Streets program, which addresses gaps in transportation networks and promotes safe and accessible options for all travel modes.

Tier 1, which assists with training and Complete Streets policy development and implementation, has a rolling application deadline.

Tier 2, through which eligible municipalities may apply for up to \$38,000 for technical assistance in developing a Complete Streets prioritization plan, had a round one application deadline of April 1.

Tier 3, through which eligible municipalities may apply for up to \$500,000 over four fiscal years for construction of a project identified in the community's Complete Streets prioritization plan, has a round one application deadline of May 1.

Municipalities must complete the requirements of each tier before progressing to the next.

[Complete Streets](#) is administered by the Massachusetts Department of Transportation. Information about this program and other MassDOT funding opportunities is available at madothway.my.site.com/GrantCentral/s. ●



Applications are open for the Massachusetts Department of Transportation's Complete Streets program, which provides planning and financial assistance to municipalities to address transportation network gaps and develop safe and accessible travel options for all.

Webinar will explain 30B changes for EV procurements

Two state agencies are hosting a free webinar to help municipal officials navigate new rules governing the procurement of electric vehicles and EV charging infrastructure.

The webinar will explain changes that took effect in February relative to EV procurements, including a change that allows municipalities to procure EVs and charging infrastructure in a single procurement.

“Electric Vehicles/Electric Vehicle Charging Infrastructure: Purchasing Strategies Under 30B and Statewide Contracts,” hosted by the Office of the Inspector General and the Operational Services Division, will be held several times over the next few months.

Municipal officials may [register online](#) for one of the following offerings:



The Office of the Inspector General and the Operational Services Division are hosting a free webinar on the municipal electric vehicle procurement process, to be held once per month in April, May and June.

- April 4, 10-11:30 a.m.
- May 15, 10-11:30 a.m.
- June 17, 10-11:30 a.m.

[One session was held on March 13.]

Presenters will be Susan Scheiner from the OIG Academy, and Kelly Thompson Clark and Kristina Gasson from the OSD.

Officials seeking guidance on the changes to the legislation can call the OIG's Procurement Support Hotline at 617-722-8838 or email 30BHotline@mass.gov, and can find more information on the [OIG website](#). Officials can also reach out to OSD Category Manager Kelly Thompson Clark at 617-720-3184 with contract-related questions about [VEH102](#): Advanced Vehicle Technology Equipment, Supplies, and Services; and [VEH110](#): Light- and Medium-Duty Vehicles. Questions can also be directed to the OSD Help Desk at 888-627-8283. ●

Applications open for Round 2 of MA250 Grant Program

The Executive Office of Economic Development, through the Massachusetts Office of Travel and Tourism, is offering funding through a competitive grant program to support programming around the 250th anniversary of the American Revolution in Massachusetts in 2025 and 2026.

The Massachusetts 250 Grant Program will award funds to support programming and marketing that tell the stories of the American Revolution in Massachusetts and will increase tourism and travel to and within Massachusetts.

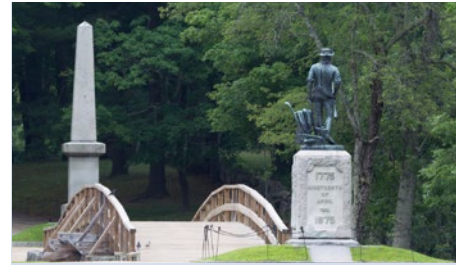
Eligible projects will have a direct connection to the American Revolution in Massachusetts, connect to historic themes of revolution and independence,

and/or celebrate the significant firsts in Massachusetts history that make the state exceptional in our history and innovation. Grant funds can be used for programming and marketing.

The fiscal 2026 grant process opened on March 5, and applications are due by April 11 at 3 p.m.

MOTT anticipates awarding up to \$2 million in this round, subject to funding availability. Grant awards are anticipated to be announced in May, and grant funds must be spent by July 31, 2026.

Grant [guidelines and the application portal](#) are available online. Visit [MA 250](#) for more about 250th anniversary activities. ●



The Massachusetts 250 Grant Program will award funds to support programming and marketing that tell the stories of the American Revolution in Massachusetts. Fiscal 2026 grant applications are due by April 11.

Cyber resilience grant program opens

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

Recipients will receive up to three years of detection and response services, valued at up to \$25,000, for work such as endpoint detection and response,

network discovery, vulnerability assessment, and asset inventory.

Applications will be reviewed and accepted on a rolling basis and must include the scope of work for detection and response services. Applicants should contact CyberTrust at muni@cybertrustmass.org to obtain the scope of work.

MassCyberCenter will host an informational webinar for the program on April 10. [Advance registration](#) is required.

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

MMA webinar to focus on arts-based therapeutic supports

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

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

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



Amy Frigulietti



Jamie Hellen



Michael Bobbitt

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

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

which will begin at noon.

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

Contact: MMA Education and Training Coordinator [Kristianna Lapierre](mailto:Klapierra@mma.org) at klapierra@mma.org

UMass Lowell seeks municipal fellows

UMass Lowell is seeking applicants for its Municipal Fellows program, which supports municipalities with clean energy transition projects in conjunction with the state's Clean Energy and Environment Legacy Transition Initiative.

Projects may include, but are not limited to, sustainability efforts, data processing and reporting, outreach, marketing and communications, grant writing, and



pay rate of \$24 per hour and expected

research. Each fellow is placed with a particular Massachusetts municipality.

The fellowship is a six-month placement beginning in May 2025, with an anticipated

workload of 20 hours per week.

The opportunity is open to all students across Massachusetts, regardless of their college or university, area of study, or location.

The fellowship will remain open until filled.

More information and application details are [available online](#). ●

Annual AltWheels Fleet Day set for Oct. 6 in Norwood



Municipal fleet managers can learn about sustainable transportation options at the 22nd annual [AltWheels Fleet Day](#) on Oct. 6 in Norwood.

The day-long event, co-hosted by the MMA, will feature speakers, ride-and-drive opportunities, exhibitor booths, networking, and educational panels and presentations on the latest alternative fuel and infrastructure options.

The early admission fee of \$90, available through July 31, covers parking, breakfast, lunch, and a cocktail hour, as well as access to panels, exhibits and ride-and-drives from 8 a.m. to 5 p.m.

The nonprofit AltWheels seeks to build a sustainable transportation and energy vision by “showcasing vehicle and fuel technologies, educating passenger and fleet consumers on best practices, promoting real choices that exist in the marketplace, and stimulating the demand for choices that will improve our health, air quality and survival.”

Last year's Fleet Day drew 360 attendees, 30 speakers and representatives from more than 14 states. It included 41 fleets and 36 vehicles in the vehicle showcase.

Visit the [AltWheels website](#) for more information or to register. Additional speaker and vehicle information will be available closer to the date of the event, which will be held at the Four Points by Sheraton in Norwood. ●



All aboard on the South Coast

Gov. Maura Healey and MBTA General Manager Phillip Eng greet passengers on the inaugural [South Coast Rail](#) journey from Fall River to Boston on March 24. The South Coast Rail project 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. To celebrate the opening, [Gov. Maura Healey and the MBTA announced](#) free weekend service through April 27, including April 21 (Patriots' Day), as well as free parking at the six South Coast rail station lots through the end of April. (Photo courtesy Joshua Qualls/Governor's Press Office)



WEMO convenes regional chats

Franklin Town Councillor Melanie Hamblen, left, Millis Select Board Member Erin Underhill, center, and Wellesley Select Board Chair Colette Aufranc participate in a regional networking activity during the Women Elected Municipal Officials Leadership Conference on March 21 in Wrentham. At tables organized for regions of the state, attendees spoke about issues affecting their work and their communities.

Municipal leaders invited to join hydrography group

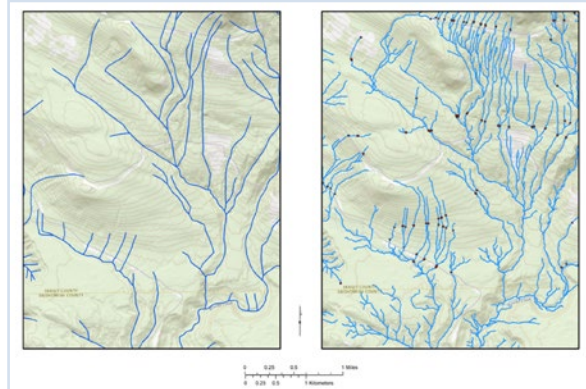
The Massachusetts Hydrography Framework Committee is seeking municipal leaders to participate in its work to create “next generation hydrographic spatial data.”

The committee is responsible for designing and implementing data governance standards, processes, best practices, and data-sharing agreements specific to hydrography geospatial data.

The collaborative is looking to expand municipal representation, and is open to representation from state, regional and local governments, as well as federal agencies, private industry, academia and nonprofits. The group is also open to conservation commissioners.

Last year, Massachusetts partnered with Maine, Vermont, Connecticut and Rhode Island on an application through the U.S. Geological Survey’s [3D National Hydrography Program](#) to develop improved hydrography data. The states are looking to create three-dimensional, networked hydrography datasets for more than 30 watersheds.

The project’s watersheds either partly or completely located in Massachusetts



The Massachusetts Hydrography Framework Committee is seeking municipal representatives to participate in developing in-depth hydrography data to enhance understanding of environmental protection and water management issues.

include the Upper Deerfield River, Middle Deerfield River, North River, Green River, Lower Deerfield River, Mill River/Connecticut River, Scantic River, Upper Blackstone River, and Lower Blackstone River.

The new hydrography data would enhance the group’s understanding of environmental protection issues,

stormwater management, and transportation planning. The group expects to hear about its application this spring.

The new hydrography dataset would have the essential USGS hydrography elements, including rivers, streams, lakes and ponds, but the New England group is also working to add enhancements to allow for a deeper understanding of the Commonwealth’s water and drainage system.

The New England group is also discussing the completion of additional watersheds that cross state boundaries, using the 3DHP standard.

In a pilot project, Massachusetts will evaluate additional enhancements, including wetlands delineation and stormwater drainage in the North Nashua Watershed, to better understand how those enhancements can be used to protect residents and the environment.

The group holds its meetings on Teams (MS365). Officials interested in getting involved can [complete an online form](#).

For more information about the committee, contact Tom Mueller, MassGIS deputy director, at Thomas.R.Mueller@mass.gov.

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.



Markey meets with MMA

A group of MMA and MIIA staff members meet with U.S. Sen. Ed Markey on March 12 while in Washington, D.C., to attend the National League of Cities’ Congressional Cities Conference. The conference was an opportunity for MMA staff to advocate with members of the Massachusetts congressional delegation. Pictured, front row, left to right, are Kawanda Boyd, MIIA’s manager of retiree programs; MMA Chief Equity Officer Jillian Harvey; MMA Legislative Director Dave Koffman; and MMA Executive Director Adam Chapdelaine; and, back row, left to right, MMA Legislative Analyst Josie Ahlberg; MMA Deputy Legislative Director Jackie Lavender Bird; Markey; and MMA legislative analysts Adrienne Núñez and Ali DiMatteo.

MMA to host 'Demystifying DEI' webinar on May 6

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

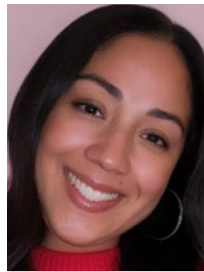
Diversity, equity and inclusion are interconnected values that show up in our daily lives whether we realize it or not, and these values can be intentionally integrated within municipal work.

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

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

Panelists will be:

- Angela Clark, chief of organizational



Faustina Cuevas



Pamela Nolan Young



Bird Guess

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

diversity, equity, and inclusion in the Massachusetts Attorney General's Office

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

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

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

MMA-Suffolk accepting applications for certificate program

By Kate Evarts

Applications are due by April 30 for the Certificate in Local Government Leadership and Management program offered by the MMA and Suffolk University.

The graduate-level academic program provides a solid grounding in municipal management, and covers topics including 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](#). 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 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. ●



Managers explore learning styles

Mike Mowery, president of organizational development at Strategic Resources Group, speaks during the Massachusetts Municipal Management Association's professional development workshop on March 20 in Devens. Mowery presented on the "I OPT" survey, a tool designed to help people measure what their learning style is and how they process information.

Navigating free speech for public employees

By Joyce McMahon

Understanding the First Amendment rights of public employees is crucial to maintaining a legally sound and productive work environment. While municipal employees do not forfeit their free speech rights when they enter public service, their rights are limited in ways that differ from those of private sector workers.

Eric Atstupenas, general counsel of the Massachusetts Chiefs of Police Association, said the challenge for municipal leaders “lies in balancing employees’ speech rights with the municipality’s interests in maintaining efficiency, discipline, and public trust.”

Atstupenas recently conducted a detailed MIIA risk management training session on navigating the free speech rights of public employees in the workplace. Here are key takeaways:



Eric Atstupenas, general counsel for the Massachusetts Chiefs of Police Association, discusses the First Amendment rights of municipal employees during a MIIA risk management training session with the Massachusetts Mayors’ Association last October.

The legal framework

The First Amendment protects public employees’ speech, but not without conditions. The courts have developed a

framework to determine whether speech is protected, typically using a three-step analysis:

1. Is the employee speaking pursuant to official job duties? If so, it is not protected. For example, a fire chief making statements about department funding at a press conference about a fire may be speaking in an official capacity rather than as a private citizen.

2. Does the speech address a matter of public concern? Speech involving political, social or community issues may receive protection, while personal workplace grievances or disputes generally may not.

3. Does the government’s interest in efficient workplace operations outweigh the employee’s speech rights?

Using what’s known as the [Pickering Balancing Test](#), a municipality may have

■ MIIA continued on 25

Why mobility matters for municipal employees

By Christine Chouinard

Whether an employee is out in the field or working behind a desk, maintaining mobility is key to their staying safe and injury-free on the job.

Municipal employees often face unique physical demands: lifting, walking, standing for long hours, or even sitting too much. Encouraging them to move the right way helps prevent injuries, reduces falls and strains, and keeps them feeling strong and productive.

Stay safe, stay strong

Overuse injuries and muscle strain can sneak up over time, especially in physically demanding roles like public works, law enforcement, and park maintenance. Simple mobility exercises — such as stretching before a shift and strengthening key muscles — help to reduce the risk of joint pain, back injuries and fatigue, and improve on-the-job performance.

For those who work at a desk, long periods of sitting can lead to stiffness and poor posture. Encouraging regular movement breaks, ergonomic adjustments, and posture-friendly stretches can help employees improve circulation and reduce joint pain and discomfort.

Mobility can also be improved by broader workplace wellness initiatives that help employees stay hydrated and that promote diets rich in anti-inflammatory foods, like fruits, vegetables, lean proteins, and omega-3-rich fish. Stress management activities such as deep breathing and yoga can also help employees stay mobile and free from pain.

Everyone wins

When employees feel better, they perform better. Employers and employees all win when maintaining mobility is encouraged.

Supporting employee mobility reduces injuries and musculoskeletal issues, improves morale, and increases productivity, no matter the job. Just a few simple habits can make a big difference in helping employees stay safe, strong, and ready for whatever the workday brings.

MIIA continues to support many mobility initiatives for all employees, including onsite mobility training and demonstrations. This onsite training provides the opportunity for targeted and individualized strength and mobility training to support efficient, safe, and pain-free movement on and off the clock. MIIA/Blue Cross Blue Shield subscribers can also take advantage of the Hinge Health app, at no cost, for further muscle and joint support.

Christine Chouinard is a MIIA wellness program analyst.

Municipal decarbonizing workshop is April 9

MMA members are being offered a discounted registration rate for Decarbonizing Communities, a day-long workshop for municipal officials on April 9 at the Rhode Island School of Design in Providence.

The event, hosted by PowerOptions and Northeast Energy Efficiency Partnerships, will discuss strategies to advance community-level energy efficiency and electrification programs that deliver meaningful and measurable benefits to low- and moderate-income

communities.

Discussions and information sessions will cover different aspects of decarbonization, including community engagement, regional and local collaboration, financing, and scaling community solutions.

The sessions will be held on two tracks, with Track One focusing on centering community voices, and Track Two exploring energy efficiency and electrification deployment in communities.

Registration is available online at decarbonizingcommunities.org. MMA members should use the code Muni2025 for a discounted registration fee of \$45. Waivers are also available if the fee is a barrier to attendance; contact lsullivan@poweroptions.org at Power Options for more information.

Visit the [Decarbonizing Communities website](https://decarbonizingcommunities.org) for more information, including the agenda. ●

MIIA

Continued from page 24

grounds for disciplinary action if the speech disrupts workplace operations, erodes public trust, or impacts performance or authority, which outweigh the employee's interest in speaking on a matter of public concern.

Best practices

- **Develop clear policies:** Municipal leaders should establish well-defined policies outlining the extent to which an employee's speech may or may not be protected, particularly on social media. Policies should distinguish between speech in an official capacity and private speech, and they should clarify the consequences of speech that disrupts operations or violates ethics rules.
- **Provide training:** Employees and supervisors should receive regular training on what constitutes protected speech and when disciplinary actions may be taken. This training should include real-life case studies to illustrate the boundaries of free expression in a government setting.
- **Conduct a case-by-case analysis:** Each free speech issue should be assessed individually, considering the content, context and impact of the speech. For example, an employee criticizing department management on a personal social media page may be protected, while posting confidential department information may not be.
- **Avoid overly broad or selective enforcement:** Policies must be enforced consistently. A municipality cannot allow some employees

to express personal views, while disciplining others for similar conduct. Selective enforcement can lead to legal challenges on the grounds of viewpoint discrimination.

- **Consider alternative disciplinary actions:** Not every instance of problematic speech warrants termination or severe disciplinary action. Where possible, consider coaching, reassignment or other corrective measures before resorting to dismissal, especially in cases where speech falls into a gray area.

Pitfalls to avoid

- **Don't misinterpret personal grievances as matters of public concern:** An employee complaining about their supervisor in a way that does not implicate broader public issues may not be engaging in protected speech. Courts distinguish between workplace dissatisfaction and legitimate whistleblowing on issues of public concern.
- **Don't retaliate against whistleblowers:** Employees who report corruption, mismanagement, or violations of law are often protected under both the First Amendment and whistleblower laws. Disciplining or terminating these employees without clear, documented performance issues can lead to costly legal battles.
- **Don't ignore context in social media cases:** Many free speech disputes arise from employee social media posts. Simply because a post is controversial doesn't mean it's unprotected. However, posts that undermine public trust in government

agencies, threaten workplace harmony, or violate professional ethics may be subject to discipline, particularly when these interests outweigh the employee's interest in speaking on a matter of public concern.

- **Document performance issues separately:** If an employee is disciplined shortly after making a controversial statement, they may claim retaliation. To avoid this, municipalities should ensure that all disciplinary actions are well-documented and based on objective performance metrics rather than perceived political or ideological leanings.
- **Don't overstep authority on political speech:** Municipal leaders are advised to be cautious when regulating political speech in the workplace. While employees should not engage in political advocacy while on duty or while using government resources, they retain rights to political expression outside of work.

"Consult with your town counsel, city solicitor, or legal advisor before taking action on employee speech," Atstupenas said. "You want to make sure that you've vetted everything through them to avoid stepping into a constitutional landmine."

Conclusion

By developing clear policies, providing training, ensuring consistent enforcement, and carefully evaluating each case, municipalities can uphold constitutional rights while maintaining effective public service. ●

Around the Commonwealth

Leominster

Award-winning DPW makes work safety gains

For Leominster Mayor Dean Mazzarella and the Public Works Department, the measures of success are the city workers who go home safely every night to their families, the people who don't get hurt on public property, and the reduced number of accident and injury claims that the city receives.

Over the past six years or so, the city has been building a safety culture into its public works operations, particularly through the work of Shawn Comeau, the city's code enforcement officer for Occupational Safety and Health Administration standards.

For many years, Leominster faced significant claims for accidents, injuries and property damage, Mazzarella said, and officials realized there was a need for change.

"The first thing is, we don't want anybody to get hurt, whether it's an employee or a citizen or a visitor," he said.

On Jan. 25, Comeau received a Safety Leadership Award from MIIA, the MMA's insurance nonprofit, for "advancing Leominster beyond safety compliance into safety leadership." The safety-focused work of Comeau and the DPW has resulted in keeping workers and members of the public safer, and reducing claims against the city, Mazzarella recently told the MMA. And that safety mindset has been spreading to other city departments, he said.

"It's creating that environment where everybody's thinking about safety," Mazzarella said.

The Leominster DPW's – and the city's – increased safety efforts have aligned with the strengthening of workplace safety standards statewide for public employees. In 2019, a state law applied OSHA standards to public workers. Three years later, Massachusetts became an OSHA State Plan state, meaning it now has its own workplace safety plan that at least matches, if not exceeds, the federal OSHA standards for roughly 430,000 state and municipal employees.



Leominster officials gather at a City Council meeting on Feb. 10 to recognize MIIA's Safety Leadership Award given to Code Enforcement Officer Shawn Comeau. Pictured, left to right, are Maureen Montanus, MIIA's risk manager serving Leominster, Comeau, Public Works Director Raymond Racine, Mayor Dean Mazzarella, and City Councillor Claire Freda.

Comeau had already been working for the DPW as a stormwater compliance worker when Leominster received its first OSHA-level inspection from the state, in 2019. The intensity of that inspection — and the need to overhaul how the city handled everything from hazardous materials storage to ladder safety — convinced Public Works Director Raymond Racine that the DPW needed a safety officer. The mayor and the City Council agreed, and Comeau, who has private-sector environmental and safety experience, took on the role.

Working with the DPW foremen, Comeau provides material each week for "toolbox talks" covering topics such as ladder safety and work zone safety with the department's roughly 40 employees. The department will also provide site-specific training, detailed down to safe shovel use during a particular task. Comeau said the work also involves job hazard analyses, program review site audits, and virtual trainings.

Leominster also works extensively with MIIA, Comeau said, and makes use of its safety training covering areas including bucket truck use, trench safety and confined space awareness. The department also regularly applies for MIIA grants, which has allowed it to purchase safety equipment, he said.

City officials said the safety focus helped Leominster keep COVID infection rates lower during the pandemic, and prevent

any employee injuries or accidents during historic flooding in September 2023. For its flood recovery efforts, the DPW received the 2024 Outstanding Achievement in Public Works Award from the New England Chapter of the American Public Works Association.

"It's been an adventure, but we're pretty proud of what we've created and what we've done," Racine said.

The city would like to expand the DPW's code enforcement officer to a citywide role. Comeau urged other communities to dedicate themselves to building more robust safety cultures.

"One or two things could happen with these other municipalities," Comeau said. "They're either going to see the light, you know, and realize that this is coming and it's not going away. Or something bad is going to happen, and they'll be forced into it. And I would always choose the first option."

– Jennifer Kavanaugh

Amherst

Town launches 'Liberatory Visioning Project' to promote inclusivity

As part of an ongoing effort to promote diversity, equity and inclusion in Amherst, the town has launched a project to help residents envision a more welcoming community.

The town's Department of Diversity, Equity and Inclusion recently kicked off [Amherst's Liberatory Visioning Project](#), seeking to create a community that is fair, just and equitable for everyone. The effort includes both communitywide and targeted listening sessions, as well as a survey to gather residents' ideas. For the project, Amherst has been working with Barbara Love, a longtime Amherst resident, author, speaker, consultant and professor emerita of social justice education at UMass Amherst.

"What we are hoping will happen through the listening sessions is that people will share what they think that Amherst would look like," said Pamela Nolan Young, Amherst's DEI director.

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“What are their priorities? What things are important to them? And the goal is to hear from as many voices as possible.”

The idea for the sessions grew out of a recommendation from the town’s Community Safety Working Group, which issued a [report](#) following the 2020 murder of George Floyd in Minneapolis, with the goal of making the town more inclusive and equitable by dismantling white supremacy and addressing its harms.

“All voices are vital in shaping a community where everyone feels valued and empowered,” Town Manager Paul Bockelman said in a statement about the project. “Together, we can work toward dismantling barriers and fostering an environment that embodies the principles of equity, justice, and liberation.”

In February and March, Amherst held three, 90-minute hybrid sessions around town to gather residents’ insights. Young said she heard several common themes in the sessions, including a desire for a place in which people can gather, talk and feel a sense of community; concerns about financial constraints facing the local schools and the potential effects on the community; concerns about political divides over the war in Gaza; and housing unaffordability that excludes people from Amherst.

“We want to make sure that everyone at the table has a voice, and that people are respected,” Young said, “even if they’ve voiced an opinion that we may or may not agree with.”

Amherst is also conducting a survey to gather feedback from a wider segment of the community on how to create a community that works better for everyone.

Now that the general visioning sessions have been held and the survey is underway, the town is also holding a few more sessions with specific groups — including high school students, the Jewish community and seniors — to make sure it has heard from a diverse range of voices, Young said.

Working with Young’s department, Love will then analyze the feedback in



Amherst has been holding listening sessions over the past couple months to hear resident suggestions for making the town more inclusive and welcoming. (Photo courtesy town of Amherst)

a report for the town manager, department heads, and the Town Council before the end of the fiscal year in June, Young said.

The visioning project is one of numerous DEI-related initiatives underway in Amherst — efforts that include establishing a \$2 million reparations fund, holding regular meetings and workshops with staff, and planning a multicultural celebration, the Amherst Global Village Festival, for this month.

As federal actions target DEI initiatives in both government and the private sector, municipalities have confronted questions over the future of their programs to promote equity and inclusion. Amherst’s leadership has maintained its strong commitment to DEI work, Young said, although the attacks on DEI do create a chilling effect for programs.

“Overall, folks who might be on the fence about coming to a workshop now probably feel like, ‘Why am I bothering to do this?’” Young said, “which is why I feel like it’s really important in each of our workshops to address what the executive orders mean for the municipality, as well as what they mean more broadly for the country and this area of work.”

— Jennifer Kavanaugh

Salem

City and nonprofit partner to assess flood resilience

In January 2024, a seawall in Salem’s Juniper Point neighborhood failed during a winter storm and king tide, sending icy seawater rushing through

streets and inundating homes. The storm flooded properties around Collins Cove and the Point, areas that had never seen flooding of this scale before.

The unprecedented storm event underscored the reality that coastal communities face in combatting the impacts of climate change. For the city of Salem, experience with damaging storms has created a need for solutions to protect residents in the face of rising climate risks.

Salem has partnered with the QBE North America Foundation and InnSure, a Cambridge-based nonprofit, to participate in a free flood resilience pilot program. The program, expected to launch near the end of 2025, aims to lower flood risk throughout the city by using home resilience audits, expand insurance access, and reduce expenses for the city and its residents.

InnSure looks to build insurance and risk-financing mechanisms for climate-challenged communities and sustainable energy projects that help to manage associated risks.

Salem was selected to participate in the program due to the significant flood risks facing the community from both the ocean and local waterways.

“As a city, we’re taking a pretty aggressive stance around how we can build up public infrastructure ... and all the tools that are at our disposal to think about how we can manage those impacts,” said Salem Mayor Dominick Pangallo. “Where there’s a gap is with our private property — homeowners, business owners. People that own property along the waterfront often lack access to a lot of the same resources that the city has.”

Recent storm events in particularly vulnerable areas of Salem caused city staff to look at existing infrastructure. But, Pangallo said, “Property owners in those areas are really on their own. We wanted to do something about that.”

The path to partnering with QBE and InnSure came out of the Massachusetts Coastal Communities Alliance, a 21-community coalition initiated by Pangallo in 2024.

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Dr. Karen Hamilton, an associate professor of accounting and finance at Bridgewater State University who teaches risk management and assessment, reached out to city staff following the coalition announcement. She discussed the city's ideas, including resiliency audits and insurance solutions, and connected city staff with InnSure.

"We brought up this idea that we'd been talking about internally about having home resiliency audits and having those somehow tied to insurance that people are either eligible for or the cost of the insurance that they're paying for," said Neal Duffy, Salem's director of sustainability and resiliency.

Duffy said Salem's pilot program is inspired in part by the MassSave program, which provides free energy usage audits for homeowners and renters and identifies cost-saving opportunities.

"The idea is, can we reduce costs, reduce expenses in the long term, reduce the financial impact on the city, protect the taxable property value of those properties?" Pangallo said.

Steve Brandt, InnSure's chief development officer, said the audit would target specific interventions that property owners and residents in vulnerable areas can take to protect themselves from flooding events. That information would be used in tandem with existing data to determine measurable benefits from different mitigation efforts.

InnSure would then communicate the audit findings to insurance partners to see what additional measures might be needed to create insurance solutions for areas at risk of flooding. These could include insurance discounts, group or parametric insurance options for neighborhoods, or a self- or mutual-insurance approach for communities.

Brandt said the company aims to develop a method for calculating total cost of risk for vulnerable communities like Salem, which could be used to develop mitigation and resilience measures.

"These [storms] are hyperlocal situations, and the insurance industry is



Following flooding throughout Salem due to a storm in January 2024, the city is partnering with InnSure to develop a flood resilience assessment to better aid residents in flood mitigation and protection. (Photo courtesy Paul Tomchyshyn)

just not geared to operate like that," Brandt said. "We really believe that if we're going to get out of this crisis, it's a community-up approach."

Pangallo stressed the importance of intersecting values in the partnership between Salem and InnSure, as well as the power that coalitions like the Massachusetts Coastal Communities Alliance can have in addressing common issues.

"I'm hopeful that if this pilot works in Salem, that other coastal communities will make use of it," Pangallo said.

— Owen Page

Medford

Comprehensive zoning webpage launched alongside overhaul process

After beginning a comprehensive, citywide zoning review — a process that started in 2022 before picking up steam last year — the city of Medford has launched a new zoning webpage with explanatory information about zoning and the review process, as well as each zoning proposal and timelines.

The [zoning webpage](#), a result of a joint effort between City Council leadership, the city communications office and zoning consultant Innes Associates, will be updated throughout the zoning overhaul process, which will continue through the end of June. Visitors can view maps and overlays, as well as public

Salem Street Corridor District (SSCD)

At a glance: Residential, Mixed, and Commercial Zoning

Incentive Zoning and Site Plan Review

Comparing the new zoning to the old zoning

These first three diagrams illustrate the zoning that previously existed on Salem Street. The last two diagrams illustrate the version of the zoning proposal that was approved.



Medford's new comprehensive zoning webpage contains extensive information about the process and about individual proposals.

meeting documents and meeting recordings, for each proposal.

"This has been a really awesome opportunity for the council and the city to work together to see the type of information that the community was really asking for and to give us an opportunity to say let's respond as best as we can," said City Council Vice President Kit Collins, who's chair of the council's planning and permitting committee.

Collins said the zoning overhaul work began in earnest last year after the city selected a zoning consultant, but the work had started before she joined the council in 2022, with technical updates and modernization of existing zoning ordinances laying the groundwork.

"This is an opportunity to manifest the goals of our comprehensive plan, our housing production plan, our climate action and adaptation plan," Collins said.

The council has approved plans for the Mystic Avenue Corridor District, Salem Street Corridor District and a Green Score rubric that updates and modernizes the waivers, rewards and incentives that the city can extend to building developers to get them to meet climate resiliency and environmental standards that they're making in projects.

Collins said the community's appetite for more information and engagement has grown as the zoning project has moved along, and the council leadership and communications team came together late last year to determine how to make engagement as easy as possible. The communications team worked

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MassCEC launches RFP for Green School Works grants

The Massachusetts Clean Energy Center has released the request for proposals for Green School Works Implementation Grants.

The RFP seeks proposals to fund projects that improve energy efficiency, reduce carbon emissions, and/or mitigate impacts of climate change at public K-12 schools serving a significant percentage of students from low-income families.

The MassCEC said districts can use this opportunity to modernize school buildings while reducing fossil fuel and energy use.

More than \$52 million in grant funding is available through this RFP. Funding proposals can range from \$50,000 to \$5 million.

The RFP deadline is April 30 at 11:59 p.m.

For more information, visit the [program website](#), email questions to green-schools@masscec.com by April 18, or schedule [office hours](#).

The MassCEC is hosting an informational [webinar on April 8 at 4 p.m.](#) The webinar slides and recording, as well as answers to any questions, will be posted on the [RFP website](#). ●

REMOTE MEETINGS

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[other organizations](#) involved with local government to offer strong support for legislation to preserve the current

authorizations to hold remote and hybrid public meetings in Massachusetts. In early March, [a group of business and housing groups also weighed in](#) with the Legislature to urge the continuation of

the current authorizations. ●

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over the first two months of the year to build a framework while the city council leadership and zoning consultant drafted extensive materials to populate the webpage, with the goal of having a resource for the community where it would be hard to miss when the next public meeting is, or FAQs, as well as “five second” and “five minute” explainers for the proposals.

“Zoning is inherently technical and

wonky and confusing,” Collins said. “It makes sense that it’s really hard for people to break into it. ... As we work on this more, people are saying, ‘We’re not scared off by this. We want more and more information about this.’”

Language around zoning can be opaque and daunting, so Collins said it was important to make it as accessible as possible — because what they’re talking about is shared goals for the community.

“It all comes directly from these plans and visions for the community that have

been built out of community feedback and input over the course of years,” she said.

The webpage also provides an opportunity for collaboration for different voices and teams within City Hall, Collins said, and has created a resource that will remain valuable even when the zoning overhaul process is done.

“This whole process, the zoning and the communications, has also driven home the importance of not just funding and resourcing and empowering zoning and the updating process, but also funding and empowering the municipal communications capacity,” Collins said.

— *Meredith Gabriliska*

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.

Send personnel changes to the MMA

Retirements, elections, resignations and hirings bring about frequent changes in a community’s personnel. Keep the MMA up-to-date with your community’s personnel changes by sending an email to database@mma.org. Please include the person’s name, title, and start date. ●



MMA breakfast connects local, state leaders

Amesbury City Councillor Pamela Gilday, right, speaks during an MMA Legislative Breakfast Meeting in Amesbury on March 14. Also pictured are Amesbury Mayor and MMA Vice President Cassandra Gove, left, and Amesbury City Councillor Claudel Frederique. The MMA meetings are held each spring and fall to give local leaders, legislators and MMA staff the opportunity to network in an informal setting and discuss relevant issues at the local and state level.

People



Michael King

After leading the town for three months in an interim capacity, **Michael King** became the town manager in Wrentham on March 6.

King had been serving as the interim town manager since December, when **Kevin Sweet** left to become the city manager in Winter Springs, Florida, after nearly seven years of serving as Wrentham's manager.

Before becoming manager, King had been the finance director and treasurer-collector in Wrentham since June 2021. Previously, he served for more than five years as treasurer-collector in Raynham and for five years as the district and budget director for the 2nd Plymouth and Bristol District in the Senate. He has also served on the Raynham Finance Committee, and in numerous leadership roles in professional associations, including as president of the Norfolk County Finance Officers Association.

King has a bachelor's degree in history from Bryant University, a master's degree in history, with a concentration in archival science, from UMass Boston, and a master's degree in public administration from Suffolk University. He also has certificates from the MMA-Suffolk programs in Local Government Leadership and Management and in Municipal Finance Management.



Hayley Bolton

Hayley Bolton will become the new town administrator in Shutesbury on April 7.

Bolton has been the senior services director in Amherst for the past three years, and was the senior center director in Bernardston

for three-and-a-half years before that.

Previously, she was a food pantry coordinator for the Amherst Survival Center from 2017 to 2019. She has a bachelor's degree in psychology from UMass Amherst, and expects to receive her master's degree in business administration, with a concentration in non-profit management, from Springfield College this spring. In addition, she is in the 2024-25 class of the MMA-Suffolk Certificate in Local Government Leadership and Management program.

In Shutesbury, Bolton is taking the place of **Rebecca Torres**, who left to become the town administrator in Sunderland in November. **Gabriele Voelker** has been serving as the interim town administrator.



Heather Butler

Heather Butler will become the new town administrator in West Boylston on April 14.

Butler has been the town administrator in Buckland for almost six years, after serving two years

as the office manager in Concord and 15 years as the office manager in Athol. She has a bachelor's degree in journalism from Northeastern University. In West Boylston, she is taking over a role left open by the departure of **James Ryan** in February. **Faye Zukowski** has been serving as the interim town administrator.



John Danizio

John Danizio will become the new town administrator in Burlington on May 1.

Danizio has been working for the town since late 2018, first as assistant town administrator/town

accountant, and then as assistant town administrator. Previously, he served for

a year as the chief financial officer for the Arlington Public Schools, eight years as the director of finance and operations for the Winchester Public Schools, two years as the school business administrator for the Salem Public Schools, and three years as the deputy city auditor in Woburn. He also worked for six years for Source Technology Inc. in Waltham, first as the controller and later as the vice president of finance and operations. He has a bachelor's degree in economics and finance from Bentley College.

In Burlington, Danizio will be taking the place of **Paul Sagarino**, who is leaving after two decades of service to the town to become the finance director in Bedford. Sagarino has been the town administrator for the past six years, and before that was the assistant town administrator and the town accountant.



Faustina Cuevas

Faustina Cuevas, chief of diversity, equity and inclusion in Lynn, received the Mayor Theodore Mann Regional Leadership Award from the Metropolitan Area Planning Council on March 5.

The award, named after Newton's longest-serving mayor, recognizes a municipal leader's commitment to regional collaboration in the Greater Boston area. Cuevas became Lynn's first DEI officer in 2021. Last fall, she was named chair of the Massachusetts Municipal DEI Coalition.

After a few years' absence, **Peg Conniff** rejoined the Easthampton City Council on Feb. 26.

The council appointed Conniff to fill the vacancy left by the resignation of **Owen Zaret** in February. Conniff will serve the remainder of the term, which lasts through 2025. She previously served on the council from 2016 to 2022.

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Daniel Rivera

Daniel Rivera, who served for seven years as the mayor of Lawrence, became the executive director of the Coalition for a Better Acre on March 10.

Rivera had served for eight months

as the interim executive director of the membership-based community development corporation, which serves Lowell and the Merrimack Valley. He was mayor of Lawrence from 2014 to 2021, and was the president and CEO of MassDevelopment from 2021 to 2024.



Elanienne Coste

Elanienne “Ella” Coste was promoted to the position of executive assistant at the MMA on March 31.

Coste joined the MMA in September as the receptionist and administrative assistant.

Previously, she worked for more than a year as the access services assistant at the MIT Libraries in Cambridge, helping patrons at the circulation desks and assisting with larger library efforts, including a project to convert a library into a 24/7 study space. She has also worked as a barista at WhereUBean Coffee in Phoenix, as a research assistant for an archeological project in Syracuse, New York, and as a certified trainer at a Chipotle Mexican Grill in Syracuse. She has a bachelor’s degree in anthropology and forensic science, with a minor in Spanish, from Syracuse University.

The MMA’s previous executive assistant, **Courtney Butler**, left on Feb. 28 to become the executive assistant for the town of Brewster.



Robert Zygarowski

Chicopee City Council Vice President **Robert Zygarowski**, known to his community as “Ziggy” and “Officer Bob,” died on March 24 at age 80.

Zygarowski had served on the council for 21 years. He previously served for 28 years as a police officer in Chicopee, where he started the K-9 Unit and served as a canine officer, and was the director for the local D.A.R.E program until 2002. After leaving the police department, he worked for 11 years as a substitute teacher, and served in numerous community organizations, including as vice president for the Chicopee Boys and Girls Club.

A few years ago, Chicopee Mayor **John Vieau** recognized Zygarowski for 45 years of service to the city.



Donald Landers Sr.

Marlborough City Councillor **Donald Landers Sr.** died on March 12 at age 83, after a battle with cancer.

Landers served as the Ward 7 councillor for nearly two decades. He had also been a teacher in the Hudson, Hopkinton and Marlborough school districts. While working for the Marlborough schools, he cofounded the Akiruno, Japan, Cultural Exchange Program, and retired in 2001 as the assistant superintendent for business in Marlborough. He was also a past chair of the Marlborough Regional Chamber of Commerce and a baseball coach.

Nicholas Costello, who served as Amesbury’s first mayor after the town became a city in 1996, died on March 17 at age 89.



Nicholas Costello

A native of Albany, New York, Costello moved to Amesbury in 1969 and served as a School Committee member and as a selectman. Later, he served in the Massachusetts Legislature from 1978 to 1991,

first as a representative and then as a senator. He served as mayor from 1996 to 2001, and later worked for 13 years as executive director for Link House, a residential addiction treatment program. He was also president of the Maudslay Arts Center in Newburyport, and served on the Amesbury Economic Development Committee and the Amesbury Council of Aging.



John Stasik

John Stasik, a former Framingham selectman and state representative, died on March 11 at age 82.

Stasik began his public service career as a Planning Board member in the late 1980s.

He represented Framingham in the House from 1996 to 2000, and served as a selectman from 2005 to 2007, when Framingham was still a town. He also worked for 35 years as a science teacher in the Weston Public Schools.



Robert Parady

Robert Parady, who served Bourne for 40 years in various roles, died on March 9 at age 77.

Parady served as a selectman from 1977 to 1995, followed by 18 years as the town moderator. An attorney, he also served on the town’s

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Planning Board, the Charter Compliance Committee, and on regional transportation committees.

James Carlin, who helped steer the city of Chelsea out of insolvency in the early 1990s, died on March 2 at age 84.

In 1991, then-Gov. William Weld



James Carlin

appointed Carlin as the receiver in Chelsea, where he worked for almost a year to oversee the city's finances and operations. He also served as the state's commerce commissioner, as transportation secretary and MBTA chair,

and as chair of the Massachusetts Board of Higher Education. Carlin established or co-founded more than 20 companies, and served as the director of numerous companies.

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

New select board members elected

The following are new select board members elected in annual town elections from March 3 through March 24.

This listing is meant to highlight first-time select board members, but it's possible that some listed here are returning to their board after an absence. If we are

missing a new member, let us know by emailing newselectboard@mma.org.

Bedford: Terrence Parker

Lexington: Vineeta Ajay Kumar

Ludlow: Anthony Alves

Orange: Michael Bates

Wellesley: Kenneth Largess

Westborough: Mark Silverberg

Winchester: Paras Bhayani

Municipal Digital Equity Planning Program accepting applications

The Massachusetts Broadband Institute is accepting applications through April 25 for 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 are led by a network of consultants overseen and funded by MBI. Program activities 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 can be submitted using an online [application form](#).

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



Applications for the Municipal Digital Equity program are due on April 25.

DIRECTOR'S REPORT

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certainty to all of you as local officials. As we all know, town meetings are scheduled, and city councils will start their budget processes in a matter of weeks. In a time when the federal government is providing the opposite of certainty, we urged the Commonwealth

to be a supportive force for stability on these priority cherry sheet accounts.

As you know, this is just the start of the budget process at the state level, and we will continue to advocate for you at every step. Stay tuned for updates and calls to action from the MMA as the House budget and Senate budget are released over the course of the next

several months. Working together, I remain confident that we can achieve adequate funding in the fiscal 2026 state budget that provides much-needed support for your community. ●

Classified Advertisements

EMPLOYMENT OPPORTUNITIES

Building Inspector

Town of Harwich

Provides general assistance to the building commissioner by receiving applications and issuing permits to construct, improve, move and demolish buildings and structures within the town; reviews plans for conformance with all building and zoning codes. A candidate for this class of position should have an associate degree from an accredited institution in a field related to construction or design of buildings or should have received training in one or more building trade, plus not less than five years of experience in building construction or maintenance, candidate must be able to demonstrate possession of the required knowledge, skills and abilities to perform this work. Must have current Local Building Inspector Certification from the state of Massachusetts, or the ability to obtain said certification within 18 months. Grade 10 (FY25 salary range: 32.43-40.21/hour). Full time 35 hrs/week. Benefitted. Learn more at www.harwich-ma.gov/963/Employment-Opportunities.

Building, Roads and Grounds Foreman Upper Blackstone Clean Water

The Buildings, Roads and Grounds Foreman performs, coordinates, schedules, and oversees the work activities of this division of the maintenance department facilities including a campus of buildings, treatment tankage, and ash landfill. Candidate shall be skilled and committed to the inspection, maintenance, repair, and rebuilding of the buildings and grounds associated with a modern wastewater treatment facility. Performs repair work of a difficult and skilled nature as well as exercising technical supervision over subordinate maintenance staff. Must be a good communicator who provides detailed records of daily work activities, accident reporting, tool, and equipment inventories; and predictive, preventative, and corrective maintenance to the Facilities Maintenance Manager. Foreman must have considerable knowledge of the materials, techniques, and tools used in the maintenance and repair of mechanical equipment used at landfills and in facilities and grounds maintenance at wastewater treatment facilities. Knowledge of basic computer skills, email, internet searches, and Microsoft Office Suite required. Ten years of combined experience in general mechanical, construction, or electrical maintenance work. Must be skilled in reading and interpreting engineering drawings and maintenance materials. Must possess the following licenses: MA Hoisting Engineer HE-2B minimum for operation of front-end loader, backhoe, and forklift and commercial driver's license, minimum Class B with Air Brake Endorsement. Must pursue work with energy and drive with an emphasis on safety. Additional information and application details available at www.ubcleanwater.org/employment.

Facilities Operations Supervisor

Tri-Town School Union

Job Description: The Tri-Town School Union is seeking a dedicated and experienced Facilities Operations Supervisor to oversee the management and maintenance of our school facilities. This leadership role is vital to ensuring our buildings and grounds

provide a safe, clean, and efficient environment that supports quality education and community use. For full job description and to apply: docs.google.com/document/d/1LWAcxeBmEmyfgitA1Lq-x9Wm7pKCxSeLRfV3eHuAU4/edit?usp=sharing.

Finance Technician

Town of Yarmouth

Performs varied and responsible duties in processing financial transactions requiring use of Financial Management Software Systems (FMS) and other software applications. Requires thorough knowledge of accounting principles, town financial procedures and a sophisticated database application. Requires broad knowledge of office operations and judgment in addressing internal and external customers. The division processes a high work volume, requiring speed, accuracy and strict deadlines adherence. Minimum Qualifications: Associate degree in business, accounting, computer science or related field. Five-plus years experience in accounts payable, payroll or related field; experience with financial management software preferred; or equivalent combination of education/experience. Visit www.yarmouth.ma.us/jobs to download an application.

Ombudsman Program Director

Old Colony Planning Council

Old Colony Planning Council's (OCPC) Area Agency on Aging (AAA) is accepting applications for our Long-Term Care (LTC) - Ombudsman Program Director. The LTC Ombudsman Program is mandated by the federal government, through the Older Americans Act, to advocate for the wellbeing and rights of residents of long-term care facilities such as nursing homes and rest homes. Anticipated starting compensation: \$63,000 - \$68,000 annually, based on qualifications and experience. To learn more about the position requirements and how to apply, please visit: oldcolonyplanning.org/ombudsman/.

Water and Sewer Foreman

City of Waltham

The city of Waltham is looking to hire a Foreman in the Water & Sewer division. Comprehensive benefits package. Annual step increases up to step 6 and longevity begins at 10 years, up to 25 years. City pays 89% for HMO and 87.5% for PPO. Please visit: www.city.waltham.ma.us/category/tags/jobs.

IT Manager

Upper Blackstone Clean Water

Are you passionate about technology and making a real impact? At Upper Blackstone, we are dedicated to environmental stewardship and protecting public health — and we need a skilled IT professional to help keep our operations running smoothly. Leading a small department of two, the IT Manager is responsible for overseeing the technology infrastructure and IT operations of the wastewater treatment facility. This role ensures the reliability, security, and efficiency of IT systems, including SCADA (Supervisory Control and Data Acquisition), network infrastructure, cybersecurity, and enterprise software. Comprehensive knowledge and experience managing mission-critical application servers running various operating systems and software packages including Windows Server, SQL Server, Microsoft Office 365, VOIP and VMWare. Prepares budget and scope for systems maintenance, upgrades, and capital investments required for maintaining all network components. Responsible for coordinating and managing all aspects of a variety of computer operating and communication systems at our modern wastewater treatment facility. Upper Blackstone's campus includes approximately 100 acres and 10 building areas which are interconnected via a fiber network. Current networks include Administration, SCADA, Card Access/CCTV, Power Monitoring, and HVAC. The IT Manager will work closely with plant operations, maintenance, lab, engineering, and administrative teams to support the systems that ensure regulatory compliance and

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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.

May Beacon

Deadline: April 25
Publication: May 2

June Beacon

Deadline: May 27
Publication: June 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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operational efficiency. Oversees the work of the IT Support Specialist. Requirements: bachelor's degree from a four-year college or university, five years' experience in computer maintenance, successful supervisory skills, exemplary personnel reviews and work attendance, any equivalent combination of education and experience, must have a valid driver's license. Additional information available at www.ubcleanwater.org/employment/slideshows/current-employment-opportunities.

Water Operator Byfield Water District

Position Summary: The Water Operator is responsible for: accountability for the upkeep of the water system, day-to-day operation and maintenance of the wells, customer service, interaction with the Director and Office Manager. The ideal candidate should have three to five years of experience and education operating a Grade 2 or higher water system. Working independently and self-motivation are key attributes. Communication skills are considered to be mandatory, in order to interact with staff, customers and vendors. The Commission has opened up this position to candidates that are looking for a career change as an apprentice opportunity scenario. This type of candidate must have the passion and ability to learn a new profession. Compensation will be based on experience, education, and drinking water licenses held. The desire to learn will not be overlooked in the absence of holding the proper drinking water licenses. A valid driver's license is mandatory. Hourly range of pay \$24 to \$37. Weekly on-call pay is \$300. Emergency, weekend and holiday pay is a four-hour min at 1.5 times the hourly rate. Position participates in the Essex Regional Pension System. Health and dental insurance offered; employer contributes 75%. Please send resume to tcusick@byfieldwaterdistrict.org. Visit www.byfieldwaterdistrict.org/contact-bwd for more information.

Senior Town Planner Town of Saugus

The town of Saugus is seeking a full-time Senior Town Planner. This position will serve as the town's point of contact and manager for all shorter term, intermediate and longer-range master planning. Responsibilities include: land use planning; energy, housing and open space projects and initiatives; infrastructure needs assessments; and coordination of efforts to attract desired economic development. Duties also include developing sound approaches to development; assessing proposals for growth; making recommendations for land-use development zoning bylaw changes. The Senior Planner will be expected to develop and/or obtain strategic land-use planning tools as well as housing studies; assist in the review and evaluation of development proposals and will provide input for specific planning and development issues. The Senior Planner will also seek and prepare grant applications, and will perform other related planning, community development assignments. This position majorly focuses on zoning, assisting and advising various elected and appointed groups, boards and commissions. Qualifications: The ideal candidate will have the following experience and skills: Education and Training: 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. Compensation Benefits: \$90,000-\$110,000 annually. Salary will be commensurate with experience. The town of Saugus offers a competitive benefits package including health insurance, vision insurance, dental insurance, disability insurance, life insurance, FSA, Employee Assistance Program. Paid holidays, vacation, personal, and sick time. Link to posting: www.saugus-ma.gov/human-resources/pages/town-employment. This position is open until filled, and applications will be reviewed on a rolling basis. Submit your resume and cover letter to the Human Resources Department at smalik@saugus-ma.gov.

Assistant Town Clerk Town of Harwich

Under the general direction and supervision of the Town Clerk, assists the Town Clerk in performing the clerical and administrative duties and responsibilities of the Town Clerk's office including the maintenance of official municipal records, the issuing of various licenses and official documents, the management of the town census, the assistance with election and town meeting activities, and in providing information to other town departments and the general public. Education and experience: Associate degree/high school diploma and three to five years of experience preferred in business, public administration or a closely related field, or an equivalent combination of experience or education may be considered. Applicants must submit a town of Harwich Employment Application along with a cover letter and resume to Human Resources, Angelique McGibbon. Submittals can be submitted electronically to angelique.mcgibbon@harwich-ma.gov or mailed/delivered to 732 Main St., Harwich MA 02645. \$30.92-\$38.33 per hour.

Treasurer City of Easthampton

The city of Easthampton is seeking the right candidate for the position of City Treasurer. This position performs professional, administrative, technical, and supervisory work in managing the city's Treasury department and its staff. It manages the receipt, custody, disbursement, and investment of city funds, as well as the borrowing of money, projections for financial projects, and preparation of financial reporting. Position details: 35 hours per week, Monday - Thursday (Benefitted) Salary: \$70,000 - \$95,000. To see the full position posting and apply, please visit: ma-easthampton.civicplus.com/Jobs.aspx.

Executive Assistant- Building/ Conservation Town of Harwich

Summary: Position performs highly responsible administrative services. 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. A candidate for this position should have an associate degree in business 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. Notary Public preferred. \$28.10-34.84/hour (FY25).

Full-time (35 hours/week, benefitted). 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/home/pages/employment-opportunities. Harwich is an Equal Opportunity Employer.

Assistant DPW Director Town of Saugus

Applications are being accepted for a full-time Assistant DPW Director who will assist in the oversight of daily operations of the department, as well as short-and long-term planning, budgeting and development of those divisions and their associated municipal infrastructure. Minimum qualifications include a bachelor's degree in civil engineering or related field, prior experience in public works operations a plus, and five years of supervisory and management experience or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. Municipal experience preferred. A large part of this position is handling a multitude of tasks simultaneously, effectively dealing with the public and problem solving. This position will be frequently required to work outside of the normal business hours; may be required to work on weekends. Work may be continually performed outdoors, regardless of weather conditions. May be required to be on call for 24 hours during snow and ice emergency situations. This position reports directly to the Director of Public Works. The anticipated salary range is \$90,000 to \$120,000 per year, 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.

GIS Data Systems Manager Town of Saugus

The town of Saugus seeks a hands-on GIS Data Systems Manager to provide administrative and technical management, development and maintenance of the town's geographic information system. Qualifications: Bachelor's degree in computer science, management information systems, engineering, GIS or related; five to seven years' experience in software/technology support; at least three years' technical expertise with GIS; or equivalent combination of education and experience. Utilities and/or public works infrastructure and automation systems experience desirable. Valid driver's license. The anticipated salary range is \$65,000 to \$80,000 per year, with excellent benefits and is part of the municipal pension system. View the full job description on our website at <https://www.saugus-ma.gov/human-resources/pages/town-employment>. Please email applications/resumes to: smalik@saugus-ma.gov. Applications received by March 31 will receive first consideration. Position will remain open until filled.

Part-Time Council on Aging Van Driver Town of Weston

The Weston Council On Aging is seeking applications from responsible individuals to drive the Council On Aging van three days per week, up to 19 hours per

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week. Hourly rate \$26.66. This is a non-benefited position. Come join a great staff serving a vibrant client base. The driver provides safe transportation to medical appointments, day trips, stores, and social engagements for Weston's older adults via a 14-passenger wheelchair accessible van and a 5-passenger wheelchair accessible minivan. The incumbent maintains accurate passenger records and performs daily safety checks and assists clientele with shopping, entering and exiting the vehicle, carrying items and other mobility issues. Email cover letter and resume as a single PDF file (Word documents will not be accepted) titled "COA Driver.Your Surname" to humanresources@westonma.gov. by April 4 or submit an application to the email address by April 4. [Weston MA Job Application](#). Visit www.westonma.gov for a detailed job description. AA/EOE.

Full-Time Operator/Driver/Laborer Town of West Brookfield

The town of West Brookfield Highway Department is seeking two Full-Time Operator/Driver/Laborers. This position performs manual labor, operates/maintains equipment for construction, operation and maintenance of town roads. Must have Massachusetts Class B CDL with airbrake endorsement, motor vehicle carrier medical examiners cert. (DOT card). Full-time, 40 hr/wk position, overtime for snow/ice removal or emergencies. Pay commensurate w/experience. Applications and a more detailed job description are available on the town website: www.wbrookfield.com. Please contact: Jim Daley at 508-867-1417 or email jdaley@wbrookfield.com. The town of West Brookfield is an Equal Opportunity Employer and values diversity at all levels of the workforce. EOE.

Director of Administrative Services Town of Billerica

Serving on multiple building committees, union negotiations; budget book preparation; Municipal Aggregate Energy program, the creation of a new website, help facilitating the Capital Facilities Study, Green Communities, creating the town newsletter, and many other important municipal projects. Serve as the Town Manager's Office primary point of contact and liaison for the intake and completion of any constituent service request. Responsible for the creation and preparation of Town Meeting booklets, the annual budget book documents, and the annual report. Help oversee and create content for the town of Billerica's digital presence including Facebook, Website, X (formerly Twitter), Nextdoor, etc. Create and distribute monthly newsletter from the Town Manager's office. Take part in the preparations and creation of materials for all Select Board meetings. Work closely with the Department of Community Planning and Development on current and future projects. The qualified candidate will have a bachelor's degree in finance, public administration, communications or similar disciplines. Master's degree in public administration and prior municipal experience preferred. Three to five years in an office setting with increasing responsibility. Superior skills in all Microsoft Office applications to include Excel and PowerPoint. Salary Range: \$92,849-126,936 depending upon qualifications and experience.. How to apply: Complete application at www.town.billerica.ma.us. Please attach cover letter and resume.

Finance Director

Town of Hudson, NH

The successful candidate reports to the Board of Selectmen through the Town Administrator and supervises the Town Accountant, one full-time and one part-time accounting clerk, and two full-time Water Utility Clerks. The Finance Director is a critical member of the town's leadership team, managing an operating budget of approximately \$42 million, including water and sewer utilities. The current finance software platform is MuniSmart. A bachelor's degree in accounting or a related field and five to 10 years of progressively responsible experience in municipal accounting/finance or an equivalent combination of education and experience that demonstrates likely success in the position is required. Learn more: www.hudsonnh.gov/jobs.

Stormwater Manager

Town of Dedham

The town of Dedham seeks highly qualified candidates for the position of Stormwater Manager to be responsible for complex administrative, technical, supervisory, professional and analytical work directing daily operations of the Stormwater division. Responsible for policy development and implementation, as well as the oversight, management, and supervision of the town's Stormwater Rules and Regulations and bylaws. Assists other down departments with various duties related to the town's Municipal Separate Storm Sewer System (MS4). Learn more at www.dedham-ma.gov/town-departments/human-resources/job-opportunities. To apply please email resume to recruiting@dedham-ma.gov.

Revenue Collector

City of Keene, NH

The city of Keene is seeking a highly motivated and detailed-oriented professional to serve as our Revenue Collector. The successful candidate will be responsible for the operation and administration of the city's Revenue Collection division which bills and collects property taxes, water and sewer utility charges, motor vehicle registration-related transactions, and collects miscellaneous receivables invoiced and receipt of department-based receivables. This full-time position offers a competitive salary range of \$73,198-\$91,218 annually and will also receive an attractive benefits package. This position will be open until filled, and the first review of applications will be on March 31. EOE. To apply: KeeneNH.gov/jobs.

Transportation Data Analyst

Merrimack Valley Planning Commission

The Merrimack Valley Planning Commission seeks an enthusiastic and self-motivated Transportation Data Analyst to advance transportation planning across 15 diverse member communities located within the northern bounds of Boston's Urbanized Area. Job Type: Full-time (35 hours per week). Program: Transportation. Location: Haverhill (three in-office days, two telework days per week). Salary: Commensurate with experience. MVPC is an equal opportunity employer and encourages all qualified persons to apply. Please send a cover letter, resume, and three references to transportation@mvpc.org. Applicants without the requisite education may submit a compelling portfolio of work samples to demonstrate their capacity to meet the key responsibilities of the position. mvpc.org/about/careers/.

Interim Town Administrator

Town of Barre

The town of Barre is seeking to immediately hire a qualified professional to serve as the Interim Town Administrator until a permanent Town Administrator is chosen by the Select Board. Responsible for day-to-day operations of town government; administration of town policies and procedures set by the Select Board; assists town officials with legal issues; preparation of capital planning; grant administration; contract administration; preparation of annual and special Town Meeting warrants and motions; budget preparation for accounts under the Select Board's authority and administration of property and liability insurance policies. Also serves as Chief Procurement Officer, Parking Clerk, Right to Know Coordinator and ADA Coordinator. Applicants should have a bachelor's degree in public or business administration and three years of related municipal experience or equivalent combination of education/experience. The interim salary is to be determined. The position is available May 6 and is expected to last for up to three months while a permanent hire is sought. The interim may apply for the permanent position. A full job description is available upon request. Interested applicants should submit a letter of interest and resume to Sandy Hood, Administrative Assistant, shood@townofbarre.com. Position is open until filled. For further information, please contact the Select Board's Office at 978-355-2504. E.O.E.

Senior Civil Engineer

Town of Shrewsbury

The town of Shrewsbury, a full-service local government driven by high performance and creativity, is seeking a Senior Civil Engineer! Oversee and manage complex municipal projects, ensuring high-quality infrastructure improvements. As a leader in the division, you will provide professional, supervisory, administrative, and technical leadership in design, permitting, estimating, contracting, and construction of public works projects, including water, sewer, stormwater, roadway, and other infrastructure initiatives. Join us in shaping the future of our town's infrastructure while leading a team of skilled professionals in a collaborative and supportive environment. For more information please visit the Shrewsbury Job Postings page [here](#).

DPW Mechanic

Town of Groton

Department of Public Works Mechanic. The town of Groton, Department of Public Works is looking for qualified candidates for a 40-hour DPW Mechanic position. Responsibilities include repairing and maintaining a fleet of town trucks, numerous pieces of heavy equipment and small machines. Candidate must be self-directed, organized and a problem solver. Requires a Class A CDL and hydraulic license. Pre-employment physical, drug/alcohol screening pre-hire, driver history checked upon hire. To apply, candidates should complete an employment application which can be found on the town's website, www.grotonma.gov/. Resumes can be forwarded to Town of Groton, Human Resources Office, 173 Main St., Groton, MA 01450 or by email to humanresources@grotonma.gov. Any inquiries can be made to the Human Resources Office at 978-448-1145. Hourly rate ranges from \$29.79 to \$39.66 based on experience. Deadline for applications is April 11. The town of Groton is an Equal

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Opportunity Employer.

DPW Truck Driver/Laborer

Town of Groton

Department of Public Works, Truck Driver/Laborer Position. The town of Groton Department of Public Works is seeking qualified applicants for a 40 hour/week Truck Driver/Laborer. The position pays \$21.29 - \$28.34, based on experience. Operates a variety of motor driven vehicles and equipment including trucks, light tractors, etc. in the provision of public works services. Assists in the snow and ice removal operations. Required to perform duties during off-duty hours including when called from standby status for emergencies. All other related work as required. High school diploma or equivalent; plus at least two years prior experience with trucks in construction and maintenance work; or any equivalent combination of education and experience that provides the required knowledge, skills or ability required. Must possess a valid Class B (CDL) license, with good driving record. Ability to interact in a positive and effective manner with employees and the general public. Pre-employment physical, drug/alcohol screening both pre-hire and randomly, CORI check, driver history checked upon hire. To apply, please complete a job application (available at www.grotonma.gov/) and submit to: Human Resources Director, Town Hall, 173 Main St., Groton, MA 01450 or by email to mdoig@grotonma.gov. For questions please call 978-448-1145. Job description is available by request. This email address is being protected from spam bots, you need Javascript enabled to view it. Deadline for applications April 11. The town of Groton is an Equal Opportunity Employer.

Director of Public Works

City of Westfield

The city of Westfield is seeking a Director of Public Works. This is a supervisory, administrative and overall management position responsible for all aspects relating to the operations and maintenance of several Public Works divisions including highway, refuse and recycling, parks and recreation (including land and natural resources) water and wastewater (including sewer and storm water) systems and staff. In general, the director oversees the physical facilities of the community and any services that enable it to function. Please visit www.cityofwestfield.org for more information.

Director of Development and Inspectional Services/Town Planner

Town of Spencer

The town of Spencer seeks candidates for the position of Director/Planner. Reports to the Town Administrator and supervises staff in the coordination of the Board of Health, Planning Board, Conservation Commission, Zoning Board of Appeals, Building Inspection and Economic Development services. This is a full-time position with a salary range of up to \$88,000 DOQ. Visit spencerma.gov for complete job description and application instructions. AA/EOE.

Coastal Resilience Director

Town of Chatham

The town of Chatham is seeking a Coastal Resilience Director. The position will oversee the management of the town's shoreline, waterways, and coastal

infrastructure with a focus on sustainability and resilience. Bachelor's degree in environmental science, coastal engineering, or a related field, with five years of progressively responsible experience. Master's degree preferred. Benefits and pension-eligible. Starting salary of \$92,518.40 - \$96,241.60; 40 hours per week with the expectation of evening meetings and requirements outside of standard hours of business. [View the full job description \(PDF\)](#). Send cover letter and resume to jobs@chatham-ma.gov. First review deadline: April 10. Position open until filled. ADA/EO/AAE.

Part-Time Clerk of Works

Pioneer Valley Transit Authority

Position: Clerk of Works. Job Location: Springfield, Project Sites. Status: Temporary (up to 12 months), part-time, non-exempt level. Work Hours: Varied schedule (M-F), up to 25 hrs./week. Hourly Rate: \$50-\$60. The Pioneer Valley Transit Authority provides public transportation services to its 24 member communities. The Clerk of Works will provide construction monitoring and inspection services for a variety of relatively small facility construction projects; monitor project progress and coordinate and share information with appropriate constituents; and perform a variety of duties customarily performed by the Clerk of Works on construction projects in Massachusetts. Qualification Requirements: A brief summary of qualifications is provided herein. Please review the detailed job description at www.pvta.com. Must have at least 10 years of experience on commercial construction projects, preferably on industrial-use facility renovation projects and relevant degree; ability to read and interpret architectural and engineering drawings, specifications, codes, and other material pertinent to construction; knowledge of applicable state and federal building codes, OSHA, NFPA, Life Safety and hazardous materials; knowledge of the building trades, inspection practices, and techniques; or equivalent combination of education and experience. To Apply: Please visit our Careers page at www.pvta.com. Click the Submit Your Resume tab to upload your resume and cover letter. EEO/Drug-free Workplace.

Highway Department Operator II

Town of Brookfield

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

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 MIIIA simulator is a state-of-the-art driving simulator available to MIIIA 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.

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 the

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

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to manage electricity costs for the long term. Constellation is also on the forefront of sustainability programs and provides financial support to the MMA for its promotional and marketing efforts. To learn more, visit www.mma.org/munenergy. To be notified about MunEnergy events, send contact information for the person on your team who handles energy for your city or town to energy@mma.org.

Navigating Employment Law

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

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.

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@mrigrv.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.

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; mmacginc@gmail.com.

Tax Title Legal Services

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

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

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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.

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.

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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.

■ CLASSIFIEDS continued on 38

Classified Advertisements

CLASSIFIEDS

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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.

Human Resources Consulting

Human Resources Services Inc. provides a full range of human resource management consulting services to Massachusetts local governments and other public

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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.

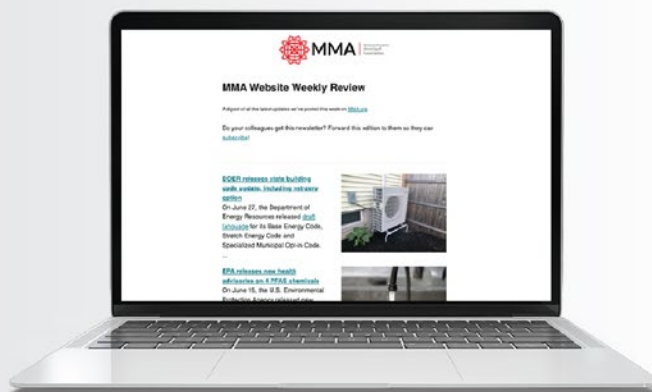
For more than 30 years, we have devoted ourselves to municipal law and have become experts in the defense of all areas of municipal trial matters. We have specialists in all areas of municipal law and maintain an environmental and land use law department that is on the cutting edge of planning, zoning 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. ●

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Calendar



The Beacon

Massachusetts Municipal Association

3 Center Plaza, Suite 610, Boston, MA 02108

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

- 17** **MMA webinar**, artificial intelligence, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre
- 30** **MMA webinar**, Office of the Veteran Advocate, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre

MAY

- 3** **Massachusetts Select Board Association**, western and rural Massachusetts conference, 8:30 a.m.-1 p.m., Delaney House, Holyoke. Contact: MMA Member Program Coordinator Anneke Craig
- 6** **MMA webinar**, demystifying DEI, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre
- 8** **Massachusetts Municipal Human Resources**, boot camp, 8:30 a.m.-3 p.m., Cyprian Keyes Golf Club, Boylston. Contact: MMA Member Program Coordinator Anneke Craig
- 12** **MMA webinar**, social prescribing, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre
- 13** **Massachusetts Municipal Councillors' Association**, hybrid board meeting, 8:45-9:45 a.m., MMA office, Boston. Contact: MMA Senior Member Program Coordinator Denise Baker

- 13** **MMA Board of Directors**, hybrid meeting, 10-11:45 a.m., MMA office, Boston. Contact: 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

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

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

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

- 28-30** **Massachusetts Municipal Management Association**, spring conference, Oceans Edge Resort & Golf Club, Brewster. Contact: MMA Senior Member Program Coordinator Denise Baker

JUNE

- 3** **MMA webinar**, financial policies, 12-1:15 p.m. Contact: MMA Education and Training Coordinator Kristianna Lapierre
- 5** **Massachusetts Municipal Human Resources**, annual meeting, 8:30 a.m.-1 p.m., Danversport, Danvers. Contact: MMA Member Program Coordinator Anneke Craig

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.