

# MACC Newsletter



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Massachusetts Association  
of  
Conservation Commissions

Community Conservation  
since 1961

## INSIDE

EPA Appeals Decision	page 2
Limited Projects Information	page 3
How to review MEPA Projects	page 4
MACC News/Information	page 7
MACC Fall Workshops	page 8

MACC  
10 Juniper Road  
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(617) 489-3930

## MACCWest Update

Over 30 interested people attended MACCWest's Office Warming party on June 28th!

MACCWest now has an operational computer, telephone, and is geared up for of good work!

Commissions in Hampden, Berkshire, Franklin and Hampshire counties can call MACCWest at (413) 584-2724 with questions, concerns and requests for assistance.

## Supreme Court Decides Lucas Case

### New Rule of Law for Taking without Compensation

The U.S. Supreme Court at the end of June decided the long-awaited case about takings without compensation, *Lucas v. South Carolina Coastal Council*. While the case is simple in its final result (a remand to the South Carolina courts for further trial on whether a "taking" occurred of the sort which is compensable), and even though the case could be said to be narrow on its facts (a state law totally prohibiting all development on all the property of the plaintiff), the Court's decision is very complex and the reasoning very convoluted.

No local board or agency should make another decision on a permit or license without reading or getting legal advice based on this decision. No group advocating environmental protection or land use controls should state a position or make a proposal without reading this decision. No landowner, developer, engineer or environmental consultant should stand up in a public forum to present a project without understanding this decision.

The Supreme Court has announced a new rule of law for what is an unconstitutional taking without compensation, of the sort which requires government to pay compensation to the landowner for the period of time the restriction is on the books.

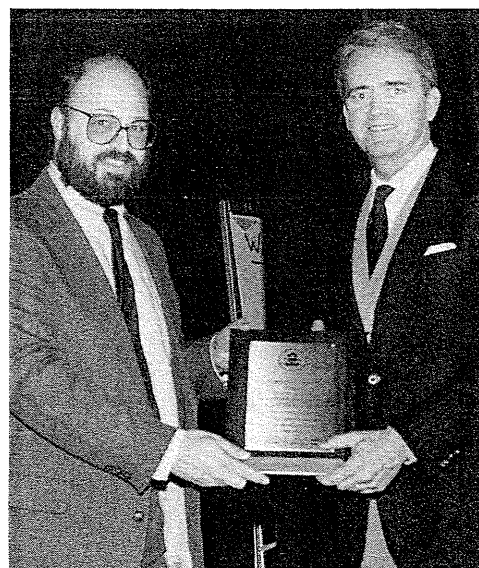
David Lucas bought two residential lots in 1976 on a South Carolina barrier island for \$975,000. At the time, a single-family residence would have been allowed on each lot by local zoning, and no permits would have been required from the agency created by the coastal zone statute, the South Carolina Coastal Council.

In 1988, though, South Carolina enacted

the Beachfront Management Act. This directed the Council to prohibit occupiable improvements seaward of a "baseline" along the shoreline which the council was to establish.

The trial court in South Carolina found that the legislation in fact rendered the Lucas property "valueless." The court ordered that the state pay Lucas more than \$1,200,000, representing damages equal to his initial investment plus interest. The state Supreme Court reversed this trial court decision, resulting in an appeal to the Lucas U.S. Supreme Court because of the federal constitutional question involved.

Continued on page 5



United States Environmental Protection Agency Administrator William Reilly (on the right) presents the 1991 EPA Region I Environmental Merit Award to MACC. Board Member and Development Chair Donald MacIver accepts the Award.

# MACC

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# EPA Appeals Decision on Isolated Wetlands

## Greater Protection through Local Bylaws Needed

The U.S. Environmental Protection Agency (EPA) is appealing an Illinois federal court decision allowing development in an Isolated Wetland. In addition to ruling that the EPA did not have jurisdiction over the wetland in question, the court declared in the case of **Hoffman Homes, Inc. v. U.S. Environmental Protection Agency** that all Isolated Wetlands are exempt from federal regulation and open to development.

**The court declared ... that all Isolated Wetlands are exempt from federal regulation and open to development.**

Dr. Joseph Larson, Director of the Environmental Institute at the University of Massachusetts, Amherst, and one of the world's foremost wetlands experts, says that the decision may seriously harm wildlife and water quality. Larson and others have filed an amicus brief in the case. The brief states that the court did not take available scientific evidence into account in making its decision.

The court concluded that because the Hoffman Homes wetland is isolated it does not contribute to the chemical, physical, or biological integrity of the nation's waters, a requirement for protection under the federal Clean Water Act.

Larson says this assumption is wrong because many 'isolated' wetlands are connected through subsurface aquifers. He feels that if the ruling stands many Isolated Wetlands could be filled or drained leading to problems such as flooding or reduced water quality.

**In the absence of federal protection communities must rely on local bylaws to regulate alteration of most Isolated Wetlands.**

In addition Larson says that wildlife will also suffer if the court decision is not reversed, since Isolated Wetlands support many varieties of migratory waterfowl, amphibians, and plants. The prairie pothole region of the central and western United States, where 80% of American ducks breed, would suddenly be unprotected.

Massachusetts is one of only fourteen states which regulate development in or near freshwater wetlands. The Wetlands Act protects just those Isolated Wetlands which also qualify as Isolated Land Subject to Flooding (hold one quarter acre foot of water each year). In the absence of federal protection Massachusetts communities must rely on local bylaws to regulate alteration of most Isolated Wetlands.

Sally A. Zielinski, Ph.D.  
Executive Director

## Federal Land and Water Conservation Fund

### Letters Supporting Budget Increase Urgently Needed

The Land and Water Conservation Fund (LWCF), which is the major source of Federal money for open space acquisition has been seriously underfunded for several years. The funding level currently proposed by Congress will force Massachusetts communities to compete for only \$450,000 for FY93. This amount is sufficient to fund only one major acquisition, yet it must be divided among projects across the Commonwealth.

MACC members truly understand the importance of this federal assistance. Letters of support indicating the need for increased funding are urgently needed.

Please write to the following Committee Co-chairs and express your community's need for additional funding.

Honorable Sidney R. Yates, Chair,  
Subcommittee on Interior and Related Agencies, B-308 Rayburn Office Building, Washington, DC 20515.

Honorable Robert C. Byrd, Chair,  
Subcommittee on Interior and Related Agencies, 127 Dirksen Senate Office Building, Washington, DC 20510.



# Limited Projects for Driveway and Roadway 'Wetland Crossings

## Reviewing Projects under 310 CMR 10.53 (3) (e)

The Massachusetts Wetlands Protection Act Regulations include a 'Limited Project' for new roadways or driveways (310 CMR 10.53 (3)(e)). Approval of ALL Limited Project filings is at the Conservation Commission's discretion, and the Commission therefore MAY issue an Order of Conditions (OOC). However, legitimate wetland concerns may exist which the applicant cannot or has not overcome - and which would leave the Conservation Commission no alternative but to deny the proposal. The inability of the applicant to adequately address any of the following questions MAY serve as grounds for the Commission to DENY the proposed driveway/roadway crossing. The Commission need not issue an Order of Conditions allowing the project unless it is convinced that to do so is in the best interests of the Wetlands Protection Act and

...legitimate wetland concerns  
ay exist which the applicant  
cannot or has not overcome.

the project design fully complies with 310 CMR 10.53 (3) (e) and Wetlands Program Policy 88-2.

If the answer to any of the questions below is 'yes', the Conservation Commission may have reason to DENY the permit request unless the applicant adequately addresses the issue.

1. Does the driveway/roadway exceed the MINIMUM legal and practical width acceptable to the Planning Board?
2. Is there reasonable alternative access from a public way through an upland area of the same owner without crossing wetland?
3. Can the driveway/roadway layout be reconfigured to eliminate or reduce the wetland impacts?
4. Will the driveway/roadway be constructed in a manner that restricts the flow of water?
5. Are the delineated boundaries of the Wetland Resource Areas incorrect? It is important for the Commission to know if the boundaries were determined by a qualified expert.
6. Is there unsuitable upland area for conversion into wetland as mitigation for

the loss due to filling?

7. Are there unique biological, hydrological or physical characteristics of this wetland that should be considered important to the protection of the Interests listed in the Wetlands Act and which have not been addressed? For example:

- a) Is there a stream?
- b) If so does it have a fisheries interest to protect?
- c) Are the stream water & wetlands classified as Class A Water by the DEP Division of Water Pollution Control?
- d) Is the stream an anadromous/catadromous fish run?
- e) Is the wetland adjacent to, above, or does it contribute to a private or public water supply?
- f) Is the wetland within the boundaries of a state designated Area of Critical Environmental Concern (ACEC)?
- g) Does the wetland contain Rare or Endangered Species Habitat?
- h) Is there any other special environmental attribute such as Vernal Pool Habitat associated with the wetland?

The Commission need not issue an Order of Conditions allowing the project unless it is convinced that to do so is in the best interests of the Wetlands Protection Act

The special conditions listed below are suggested for including in an Order of Conditions (OOC) that approves a driveway/roadway wetland crossing.

1) Since the project involves the filling of a Bordering Vegetated Wetland (BVW), the applicant is served notice that a filing with the United States Army Corps of Engineers relative to securing a Section 404 Permit under the Federal Clean Water Act and the issuance of a Water Quality Certificate from the DEP Division of Water Pollution Control is required BEFORE any FILLING commences.

A permit issued under the Massachusetts Wetlands Protection Act does not relieve the applicant of responsibility to secure these additional permits or certificates or other necessary local permits or licenses.

- 2) Mitigation for the lost wetland should

be planned at a minimum of \_\_\_\_\_ and be in-kind replacement. The BVW replacement must be consistent with the Performance Standards in 310 CMR 10.55 (4) (b) (1-7). Wetland Mitigation Progress Reports shall be filed twice annually on \_\_\_\_\_ and \_\_\_\_\_.

3) All preliminary work on the wetland replacement area (excavation, regrading, etc.) must be completed BEFORE the wetland to be lost is filled or altered. All vegetation proposed for the replacement wetland should either be transplanted from the lost wetland or certified by the nursery as suitable for the purpose of wetland replication/transplant.

Robert M. Gray, MACC President  
Wetland Biologist, Sabatia,  
Paul Lelito, Wetland Scientist,  
President, LEC, Inc.

## Congress Cuts Funding for Council on Competitiveness

The House of Representatives has eliminated all funding for the White House Council on Competitiveness from a current appropriations bill. The Council, headed by Vice President Quayle, is spearheading the effort to rewrite federal wetlands regulations and remove vast stretches of wetlands from federal jurisdiction.

President Bush has threatened to veto the appropriations bill if it reaches his desk with the provision intact.

MACC has been advised that the Bush administration is planning to delay the Council's proposed revisions to the federal delineation manual until after the November presidential election. A record number of comments was received by EPA in opposition to the proposed manual. MACC has vigorously opposed this effort from the beginning and urges members to call Senators Kerry and Kennedy to support elimination of Council funding.

Sally A. Zielinski, Ph.D.  
Executive Director

# Environmental Impact Laws

## PART II: How to Review MEPA Projects

*This is the second of a two part article on federal and state laws providing review of development projects for environmental impacts. Part I provided background and described the statutes. Part II provides specific steps to follow in reviewing projects under the Massachusetts Environmental Policy Act (MEPA).*

The Massachusetts Environmental Policy Act (MEPA, GL Ch. 30, s. 61-62h) provides a review process to describe environmental impacts of development projects utilizing state money or requiring state permits. As indicated in Part I there are many projects requiring an Environmental Notification Form (ENF) for which the Secretary of Environmental Affairs determines the need for an Environmental Impact Report (EIR).

The purpose of MEPA is not to stop projects but to mitigate impacts. A MEPA review provides for a more detailed environmental analysis than the Wetlands Act.

**The scoping session may be held after the deadline for comments. If that is the case, file comments by the deadline and then, if you wish, add to them afterward.**

The following are some suggestions from MACC regarding how to become a part of the MEPA process and what important issues to watch for.

1. Become familiar with the purpose and process of MEPA review as well as the MEPA Law and Regulations (301 CMR 11.00). MACC has a packet available.
2. Subscribe to the Environmental Monitor through a written request to MEPA at the address listed under #10.
3. Read the portions of the ENFs printed in the Monitor as soon as each issue arrives. Note the date comments are due. Deadlines are short. They are listed inside the front cover. Late comments are disregarded. On the pages which follow are brief summaries of each new ENF.

The Monitor also contains the Secretary's decisions regarding: whether EIRs are required and on the Draft and Final EIRs; Requests for Waivers of the MEPA

process; notices of CZM Federal Consistency Reviews and Chapter 91 Hearings; ACEC nominations and other EOEAs actions. Some of these items may also deserve review and comment.

4. Carefully read the ENF summary for the project. Look especially for:

- \* The amount of wetlands affected as listed in Paragraph 1 A 4

- \* Other potential impacts or problems as revealed in 1 B of the narrative, especially impacts to any of the eight interests protected by GL 131, s. 40

- \* Whether the project will impact existing protected areas.

- \* Whether the project will create water quality problems

- \* Whether the project falls within Ch. 91 jurisdiction.

If it is a large project assume that there will be more impacts than revealed in the summary.

5. Request the complete ENF including site plans and any other supporting information. The contact person and phone number are listed on the ENF title page.

6. When the complete ENF is received review it for:

- \* Adequacy of information, including wetlands delineation, drainage data, endangered species information, etc.

- \* Potential impacts on wetlands, wildlife habitat (especially endangered species), open space and all interests protected under the Wetlands Act

- \* Proposed mitigation measures and/or alternatives; compliance with no net loss procedures as endorsed by MACC.

Pay special attention to requests for limited project status and, if possible, suggest alternatives.

7. For every ENF submitted the MEPA staff holds a "scoping session" at the project site. The purpose of these site visits is to elicit additional information on environmental impacts in order to help the Secretary determine whether an EIR will be required and what issues the proponent will have to address.

For complex projects it may be helpful to your evaluation to attend the scoping session. A site visit may reveal facts about the impacts of the project not evident in the ENF or plans. The concerns of other local officials and interested citizens may also be brought up.

To determine the date and exact location of the scoping session call MEPA at (617) 727-5830, giving the EOEAs number of the project and its title to the receptionist or person in charge of the project. The scoping session may be held after the deadline for comments. If that is the case, file comments by the deadline and then, if you wish, add to them afterward. If you delay comments beyond the deadline they will not be considered.

8. Before writing your comments it may be useful to contact appropriate local or state officials regarding their concerns about the project.

9. Determine whether the project exceeds thresholds which categorically require a full EIR. A full EIR should be required based on:

- \* Severity of impacts

- \* Adequacy of information presented in the ENF

- \* Size of project

- \* Adequacy of mitigation and/or alternatives presented and extent of compliance with no net loss procedures.

10. Before the 20 day deadline expires file your comments. Be sure to include the EOEAs number and project title. Send to: Secretary

Executive Office of Environmental Affairs  
Commonwealth of Massachusetts  
100 Cambridge Street, 20th Floor  
Boston, MA 02202  
Attn: MEPA Unit

11. Send copies of your comments (as appropriate) to: MACC; Conservation Commission; Board of Health and Planning Board; Mayor or Selectmen; Natural Heritage and Endangered Species Program; MA Office of Coastal Zone Management; appropriate agencies in DEP; EPA; Army Corps of Engineers; US Fisheries and Wildlife.

12. If an EIR is required for a project on which you have filed comments, the Draft and Final EIRs will be sent to you. Read the Draft EIR to determine whether the concerns you raised have been addressed. There is a similar comment period for Draft EIRs.

Judith Skinner  
MACC Director

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# Lucas Case

Continued from page 1

The Supreme Court decision announces what appear to be several new rules of law.

For instance, prior to *Lucas* it was commonly thought that a state (and, through the state, a municipality) could regulate land use in a manner which resulted in a total deprivation of real estate value, so long as the prohibited uses are regarded as "harmful or noxious" to neighbors or the public in general.

Traditionally emphasis of the State Legislature or Town Meeting or City Council have included "preambles" or "introductions" in their laws identifying the problem activities as a threat to public health or safety.

In *Lucas*, the Supreme Court indicated that legislative pronouncements of threats to public health or safety are not enough; this "nuisance exception" does not leave government free and clear of a taking challenge. The Court ruled that a fact-specific inquiry is necessary. In a case where all economically beneficial use of property is denied, the state may avoid paying compensation only if "inquiry into the nature of the owner's estate shows that the proscribed use interests were not part of his title to begin with." This is where the decision becomes "Byzantine." The challenged government agency must find a rationale for prohibiting the activity "in the restrictions that background principles of the state's law of property and nuisance already place upon land ownership." In other words, if the proposed activity will result in a nuisance or in unreasonable interference with the property rights of neighbors or the public in general, it may be prohibited without constituting a taking.

Thus, if the government can show that the prohibited property use was unlawful under state nuisance and property law, then the state (or municipality) may promulgate regulations and enact legislation that denies all economically beneficial use, without paying compensation. In the *Lucas* case, the Supreme Court remanded the case to the courts in South Carolina to determine whether the nuisance and property law of South Carolina would prohibit the *Lucas* development scheme. The Supreme Court suggests that he would prevail because the state had allowed so much development along the coast in that location, and other residences are constructed nearby.

Thus, the Supreme Court has made very

important and relevant decisions in a "takings" challenge to government restriction, the reasonableness of investment-backed expectations of a landowner to develop land in the face of existing state nuisance and property law principles.

**The Lucas decision does not make land use control illegal. It does not require that government pay money in order to impose any restrictions. It does not change the basic concept that a landowner must first prove that he has been deprived of all practical economic uses....**

There are several lessons from the decisions.

1) Legislative bodies such as the State Legislature, Town Meeting and City Council no longer may safely rely on invoking general conclusions of public health and safety as a reason for enacting prohibitions on development. These legislative invocations may save the legislation from successful attack as being unreasonable, but the result in a particular "taking" case will depend on the specific facts. There is no automatic "nuisance exception" to the takings doctrine.

2) Trials of these cases will become more important. Since the relevant inquiry is largely factual, involving the reasonableness of the investment-backed expectations of the landowner in the face of state nuisance and property law principles, the parties will need to prove what those expectations (such as the same land uses allowed nearby) are and what those traditional restrictions (such as existing zoning) are.

3) The nature of this inquiry at trial makes it vital for the defending agency and its counsel to research and document nuisance and property laws which would make the prohibited use a nuisance. They should also attack the reasonableness of the landowner's expectations. This can be done by identifying prohibitions in other laws, difficult permit restrictions, legal difficulties or engineering limitations.

4) Landowners and their counsel, on the other hand, should not casually claim that there has been an unconstitutional taking

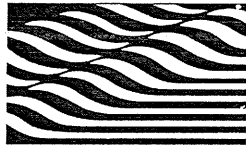
requiring compensation. Among other things, the Supreme Court in *Lucas* was faced with a total prohibition of all economic uses on all of the property owned by *Lucas*. The Supreme Court noted in the decision that the regular "takings" analysis may apply to less than total takings. This involves a complicated comparison of the public health and safety reasons for a prohibition, balanced against the impacts on the landowner. It is tempting for landowners merely to waive the headlines they clipped from newspapers about the *Lucas* decision. These simple headlines are not the law. The burden on landowners remains heavy.

5) Environmental organizations, land trusts, and other advocates for state and local legislative reform, seeking tighter environmental protections and land use controls, must face the reality of constitutional constraints. The *Lucas* decision does not make land use control illegal. It does not require that government pay money in order to impose any restrictions. It does not change the basic concept that a landowner must first prove that he has been deprived of all practical economic uses, but it does mean that concerns about unconstitutional restrictions will be voiced by the public and by opponents of reforms, and they must be anticipated and answered.

6) The law of "takings" is still evolving. We do not know yet what the Supreme Court may do to change the traditional "takings" analysis when a restriction is less than total, leaving the landowner with some value. We do not know, also, what is the full extent of "property" interests, which might suffer a taking (what about a total taking of a partial interest like an easement?; what about a total taking prohibiting the use of only a portion of a piece of land?). Because the new *Lucas* rule for total takings is so beneficial to the plaintiff-landowner, the court cases may focus first on whether there has been a total deprivation.

The Supreme Court decision in *Lucas v. South Carolina Coastal Council* does not make easy reading, but it does make very important reading.

Gregor I. McGregor, Esq.  
McGregor & Shea  
Chair, Government Affairs Committee



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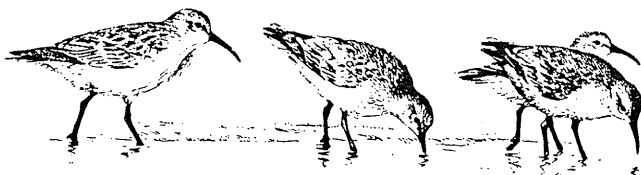
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## Call for Nominations

### I. 1993-1994 Board of Directors

MACC is seeking nominations for the Board of Directors for 3 year terms commencing February 27, 1993. MACC has a working Board of 21 Directors which participates in all programs and operations. A broad range of public advocacy, financial, scientific, planning and other skills and experience is needed to help MACC serve Conservation Commissions and promote strong environmental protection.

The Board convenes six times each year - on the first Tuesday of alternate months at the MACC offices in Belmont. Most members serve on several committees such as Program, Development, Publications or Government Affairs. Committees sometimes meet prior to Board meetings. Interested persons are welcome to attend the October 6 meeting.

MACC's bylaws require that Board members be present or past members of Massachusetts Conservation Commissions.

### 2. 1993 Environmental Service Awards

MACC is seeking nominations for our 1993 Environmental Service Awards. MACC awards honor those who have made outstanding contributions toward environmental awareness and resource protection in Massachusetts. Nominees may be Conservation Commissioners, citizen activists, career environmentalists, government officials, teachers, or others who have contributed a great deal of time and energy toward environmental protection. Awards will be presented at the MACC Annual Meeting on February 27, 1993 in Worcester.

#### DEADLINE AND FORMAT

Nominations for the Board of Directors and Environmental Service Awards, with letters of support included, must be received by November 1, 1992. Send to: MACC, 10 Juniper Rd., Belmont, MA 02178.

Nominations must include:

- \* name, address, and daytime telephone number of nominee
- \* background information, affiliations, and pertinent achievements of nominee
- \* name, affiliation, and daytime phone number of person/organization submitting nomination
- \* letters of support from at least two persons/ organizations.

## Information Needed

### I. Land Subject to Coastal Storm Flowage

MACC is in the process of developing a 'model' provision for Land Subject to Coastal Storm Flowage (LSCSF) to incorporate in local wetlands bylaw regulations. LSCSF is underprotected in the Massachusetts Wetlands Protection Act regulations. There are no performance standards which must be met other than conforming with the State Building Code.

Local Wetlands Bylaws can remedy this deficiency and also be tailored to meet local conditions. MACC Board member Bob Sherman has written an LSCSF provision for the bylaw regulations in Mashpee, where he serves as Conservation Agent. The Mashpee version focuses on mitigating wildlife habitat loss.

Sherman is spearheading the MACC effort to develop a model. He is seeking comments or ideas from Conservation Commissions which have or are in the process of developing LSCSF regulations.

If your Commission has information on this subject please contact: Bob Sherman c/o Mashpee Conservation Commission, Box 208, Mashpee, MA 02649, (508) 539-1414.

Robert Sherman  
MACC Director

### II. Golf Course Maintenance

MACC is gathering information regarding golf course management under the Wetlands Protection Act. We would like to hear from Conservation Commissions with golf courses in their communities regarding approaches to golf course management, areas of concern and, particularly, any special conditions which have been used in Orders of Conditions. Some communities are developing approaches to golf course management. MACC is in the process of developing a set of special conditions for routine golf course maintenance.

Please send copies of any special conditions your CC has used to: MACC, 10 Juniper Road, Belmont, MA 02178.

## MACC News

### Member Generosity Helps MACC End Year with Surplus!

Following two years of deficits, MACC ended Fiscal Year 1992 on June 30 with a small net surplus. The generosity of our members, along with careful planning, and tailoring expenses to income, have enabled us to regain a solid financial footing.

Thank you to all who responded to our recent Emergency Appeal. We couldn't have done it without your commitment to conservation as well as your direct help!

### MACC Establishes Fax Fund

MACC thanks the Georgetown Conservation Commission for a \$50 contribution toward the purchase of a fax machine for our Belmont Office.

Commissions frequently need to send or receive materials on a short time frame for an upcoming meeting or ongoing enforcement case. A fax machine would enable us to rapidly communicate not only with Commissions, but also with state agencies and other environmental organizations.

We must presently travel into Belmont Center to send or receive fax transmissions. This is expensive and takes valuable time.

Thus, at the urging of Georgetown and other Commissions, we have established a Fax Acquisition Fund. Donations may be made by sending a check payable to MACC with a notation 'MACC Fax Fund' to MACC, 10 Juniper Road, Belmont, MA 02178.

### Executive Director Wins Conservationist Award

MACC Executive Director Sally Zielinski has been named 'Conservationist of the Year' by the the Carlisle Conservation Commission. A long time resident of Carlisle, Zielinski was recognized for long standing efforts to protect Carlisle's open space, over eight years service on the Carlisle Commission, her research on Massachusetts rare plants, the wetlands ecology course she teaches at UMass Lowell, and her important efforts with MACC.

# MACC FALL WORKSHOPS

## WETLANDS DELINEATION WITHOUT VEGETATION An Introduction to Hydric Soils

Designed to assist Conservation Commissioners in identifying wetlands boundaries when vegetation is absent or a broad transition area exists.

- \* Taught by experienced Soil Scientists
- \* Workshops in each DEP region
- \* Handouts provided
- \* Class discussion

- \* All workshops 10am-2pm
- \* \$20 members; \$30 non-members
- \* Additional speakers, locations and directions announced in next Newsletter

**October 3:**

**Western Region: Amherst**  
Speaker/location to be announced

**Southeast Region: Mashpee Town Hall**  
Speaker to be announced

**October 17:**

**Central Region: Barre** -(Note location change)  
Speaker/location to be announced

**Northeast Region: Manchester High School**  
Mark Jacobs, Wetlands Preservation Inc.

### REGISTRATION FORM

Name \_\_\_\_\_ Commission/Organization \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_ Total Enclosed \$ \_\_\_\_\_ Workshop date/region \_\_\_\_\_ / \_\_\_\_\_

Make check payable to MACC.

Return to MACC: 10 Juniper Road, Belmont, MA 02178 (617) 489-3930

### Position Available

#### Conservation Agent Town of Hanover

P/T (20 hrs/week), plus evening meetings. Car essential. Provide technical/administrative support to Conservation Commission. Involvement in wetlands protection (including local wetlands bylaw) and conservation/land management. Requires Bachelor's degree, organizational ability, attention to detail, and good communication skills.

Salary and benefits commensurate with qualifications and experience. Send letter, resume, and two professional references by 9/4/92 to Conservation Commission, Town Hall, Hanover, MA 02339.

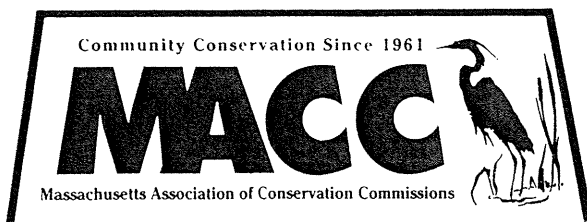
### SAVE THE DATE!

## MACC ANNUAL MEETING 1993

**SATURDAY - FEBRUARY 27**  
**HOLY CROSS COLLEGE WORCESTER**

MASSACHUSETTS ASSOCIATION OF  
CONSERVATION COMMISSIONS, INC.  
10 JUNIPER ROAD  
BELMONT, MA 02178  
(617) 489-3930

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