

### **What are we trying to accomplish?(Goal)**

Insure that Berkshire County municipalities are able to provide required and desired services to their residents

### **What is limiting this from happening now (Challenges)**

- ✚ An elderly municipal workforce and a large number of retirees
- ✚ Limited labor pool within the region to fill positions (an even more limited pool of qualified candidates in the face of more challenging and technical requirements)
- ✚ Inability or unwillingness of municipalities to pay wages to attract candidates from outside the region

### **Approaches that could achieve what we are trying to accomplish (Options)**

- ✚ Recruit, develop and train more candidates within the region
- ✚ Raise municipal wages to retain in region personnel or attract applicants from outside the region
- ✚ Share services between communities to achieve high quality candidates at relatively affordable costs to individual municipalities

---

#### **Analysis of Options**

##### RECRUIT, DEVELOP, TRAIN AND ADVANCE MORE CANDIDATES WITHIN THE REGION

##### **Why this is a good option.**

- ❖ It could provide a steady supply of candidates over time
- ❖ It could provide a pool of candidates with a long term investment in and commitment to the region
- ❖ It could be a contributor to stemming the population decline

##### **Why this option is hard to accomplish.**

- ❖ Uncertainty in the interest of potential candidates
- ❖ Limited existing educational training options within the region
- ❖ Uncertainty of municipal interest or ability to “invest” in inexperienced entry level candidates

##### **What’s needed next to test this option?**

---

##### RAISE MUNICIPAL WAGES TO RETAIN IN-REGION PERSONNEL OR ATTRACT APPLICANTS FROM OUTSIDE THE REGION

##### **Why this is a good option.**

- ❖ It could provide applicants with an overall higher skill set from inside or outside the region
- ❖ It could serve as an incentive for employees to remain in their jobs longer.
- ❖ It could make is possible for part-time employees to afford to remain in part-time positions
- ❖ It could be a contributor to stemming the population decline or attract people to the region

##### **Why this option is hard to accomplish.**

- ❖ Many towns cannot afford to raise the needed revenue to pay higher wages

##### **What’s needed next to test this option?**

---

##### SHARE SERVICES BETWEEN COMMUNITIES TO ACHIEVE HIGH QUALITY CANDIDATES AT RELATIVELY AFFORDABLE COSTS TO INDIVIDUAL MUNICIPALITIES

##### **Why this is a good option.**

- ❖ It could provide applicants with an overall higher skill set from inside or outside the region
- ❖ It could remove competition between municipalities for a limited number of applicants
- ❖ It removes the unfairness that occurs when one municipality provides benefits to an employee who then works part-time at a lower rate in another municipality

##### **Why this option is hard to accomplish.**

- ❖ Many town officials and residents are not willing to give up direct and total control over an employee
- ❖ Of the several options to share services, all require some type of investment (staff time, consultant time) to establish and then manage

##### **What’s needed next to test this option?**