

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?