Proposal
for a
Community
Services
Director & Team
April 11, 2017

Premises – Overall for FY '18

- Save/Improve Services & $s
- Address Issue of
    Part-Time Work
    Getting
    Full-Time Benefits
- Build & Strengthen Teams by
    Function
- Nothing Is Sacred

Background: Gap Closure

- Review CoA Structure & MART Grant changes

- Discussion w/Library Director about hours:

     (Us & Phillipston = her full time job)

  And Background

     (Activities Director w/Nursing Home)

Step 2

•Review Open Hours of Units

Senior Center - Open 40 hrs/wk
  Our 10 Peers
    Low 20 (1) & High 40 (2)
    Avg. w/out Hi/Lo =s 34hrs/wk

Library – Open 25 hrs/wk
  Our 10 Peers
    Low 32 (1) High (54 (2)
    Avg. w/out Hi/Lo =s
38.5hrs/wk

Step 3 Set Objectives

- Save/Improve Services & $s
- Address Issue of

    Part-Time Work

    Getting

    Full-Time Benefits
- Build & Strengthen Teams by Function
- Right Size Pay to Work Function

Step 4 What is the Team?

Community Services:

- Library
- Recreation & Culture
- Senior Services
- Veteran Services

Step 5: Decision 1

Eliminate Position w/out Library Certified

Savings: $67,500+

Reinvest in CS Director $21,000
Open Library +5 Hrs $10,250
Replace Lost Sr. Serv. Hrs $12,750
Misc. $'s Across Units $2,500

Final Savings $20,000+/-
Available to
Reinvest in Other Units

So… The +'s

- Increases Library Hours +5
- Same Sr. Services Staff Hours (+1)
- Units gain flexibility to deal with vaca/sick, etc (4 staffers in each versus 3)
- Builds an Integrated Team better able to coordinate programs to work across all ages
- Work functions better aligned to the pay
- Retains Custodial Staff
- Addresses PT work for FT Benefits issue

So… The -'s

- Loss of Extremely Dedicated Director

So… Q's & A's

- **How can 1 Person know A to Z?**
  We aren't a highly technical level;
  Blessed w/a Candidate who
  has breadth of knowledge and
  community
- **Won't this 1 Person burn-out?**
  Good support staff now and
  we are adding one at each
  location; total program staff
  hours go up

So… Q's & A's

- **What if it doesn't work?**

Find the money needed

Or

Make the cuts funded by the savings

Then; You…

Unwind it

And

Put it back together as it is now

It's Never Easy but…