

Article 9

Appropriate for Temporary Staffing Services

- This program will allow the Town to work directly with temporary staffing agencies to address staffing needs as they occur, when resulting from:
 - short-notice turnover,
 - lengthened recruitment processes for difficult to fill vacancies, or
 - temporary medical leaves of absences.
- The Town of Needham has experienced a high volume of turnover since the onset of the pandemic in 2020 due to a number of factors:
 - The effects of the pandemic caused employees across the world to reconsider the nature of their work and their career goals.
 - The presence of remote work has expanded greatly within the private sector, giving job seekers many options when considering work-life balance in their next employer.
 - Many employees who have been eligible for retirement for a number of years, decided to retire following the pandemic.
 - As hiring and wages have picked-up throughout the Greater Boston economy, the private sector is quickly outpacing local government in wages in comparable jobs.
 - Finally, the cost of living in the Greater Boston area is increasingly out of reach for many would-be candidates for Town jobs.
- This multi-year funding amount will be a tremendous tool in our toolbox in filling staffing holes in urgent needs, and allowing departments to continue to operate efficiently as they work to find a permanent replacement.

- In FY2020, Town Meeting approved funding for similar services and those proved to be instrumental in supporting Town departments impacted by vacancies caused by worker illness, internal promotions, military activation, and other unexpected situations. The funding is expected to support staffing services for two years.
- The staffing agencies are able to get a staff person starting in a role within a few days of notification. Temporary staffing requests will be evaluated based on the operational needs of the department and duration of the assignment.
- The \$40,000 amount requested is based on an estimate of 5 assignments to cover for positions ranging from entry to supervisor level, for either 4 weeks on a full-time basis (37.5hrs) or 8 weeks on a half-time basis (18.75hrs). The funding is expected to support staffing services for two years.

The Select Board unanimously recommends adoption of this article.