

# TOWN OF BARNSTABLE

## Consolidation of Finance and Personnel Operations

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### Will It Work For Your Community?



# What Motivates the Discussion in Your Community?

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➤ **Opportunity for cost savings?**

- **Elimination of redundant procedures**
- **Efficiencies in processes**
- **Equal pay for equal work**



# What Motivates the Discussion in Your Community?

- **Improved financial reporting for the Municipality and School District?**
- **Greater transparency and accountability for the public?**

## TOWN OF BARNSTABLE, MASSACHUSETTS COMPREHENSIVE ANNUAL FINANCIAL REPORT



For the fiscal year ended June 30, 2006



Prepared by:  
Finance Department

# What Motivates the Discussion in Your Community?

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**Improved team collaboration in managing:**

- **Budget Development**
- **Human Resources**
- **Procurement**
- **Facilities**
- **Payroll**
- **Finance**

# How Did We Get Here?

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- **Failed override**
- **Committee of 150 report**
- **Desire to build credibility with the public**



# How Did We Get Here?

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**New School Committee and Town Council Elected!**

# How Did We Get Here?

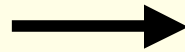
## ➤ New Superintendent

- Site based school management initiative
- Desire for assistance



# How Did We Get Here?

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**Changes to administrative positions lead to vacancies.**

# How Will The Consolidated Organization Be Structured?

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- What operations will be involved?
  - Finance, HR, Facility Management, Procurement
- What are the reporting responsibilities?
  - Town Manager, Superintendent or both
- What services will be provided?
- Where will the consolidated organization be located?

# Investment Considerations

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- Time
- Money
- Training
- Personnel
- Collective bargaining implications

# Process Used

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- Developed consolidation plan for TC and SC approval
- Prepared MOU outlining
  - Services to be provided
  - Funding considerations
  - Training needed
  - Review procedures and evaluation timeframes
  - Changes to personnel
  - Opt out measures
- SC and TC adopted MGL CH71 §37M

# Essential Ingredients

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Unequivocal support from both elected bodies as well as town and school administration



Create a team environment for employees



Mutual trust between municipal and school leadership



Develop progressive professionalism



Formalized revenue sharing agreement

# Preferred Skills For Creating The Team

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- Adaptability
- Communication
- Analytical Capacity
- Independent and Collaborative Effort
- Responsibility
- Accountability
- Leadership
- Positive Intent

# Contact Information

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