



CITY OF NEWTON, MASSACHUSETTS

DEPARTMENT OF HUMAN RESOURCES

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Ruthanne Fuller, Mayor
Michelle Pizzi O'Brien, Director

March 17, 2023

Maureen Lemieux, CFO
City of Newton

delivered via email

RE: Request to transfer funds

Dear Maureen,

The purpose of this letter is to provide additional context to the recent request to transfer the sum of \$125,000 from the Human Resources Department's Full Time Salaries account to our Department's Consultant account.

Post pandemic, the nation, the Commonwealth, and our City, is experiencing a significant shortage of workers and interested candidates for vacant positions. COVID-19 led many people to make fundamental changes in the way they approach work. Municipalities face a particular challenge with the need to provide 24/7 services and compete with private industry for talent. While we continue to reimagine the future of our workforce and implement best practices and creative strategies, we must still fill vitally important vacant positions in a challenging competitive market. As of a result, the Human Resources Department has had to increase its hiring activities and recruitment strategies to keep up with the demand to fill vacant positions. This has resulted in unexpected and increased expenses relating to recruitment and pre-employment activities and requirements.

Additionally, as the City goes about the detailed process of reviewing competitive carrier proposals to ensure that we are providing a health plan that balances both cost and value for our employees, retirees, and taxpayers alike, the Human Resources Department has also experienced an increased need for consulting support. Since our Department has also struggled to fill vital positions, such as our Deputy Director and Benefits Administrator (two positions we were recently able to fill with qualified and capable candidates), we have a surplus in our full-time salaries account that can support the increased consulting needs.

We expect that these needs will continue for the remainder of this fiscal year and as of a result have requested this transfer. Thank you for your support in this request and please let me know if you need any additional information.

Sincerely,

Michelle Pizzi O'Brien, M.P.A.
Director of Human Resources

CC: Francoise Charlot
Deputy Director of Human Resources