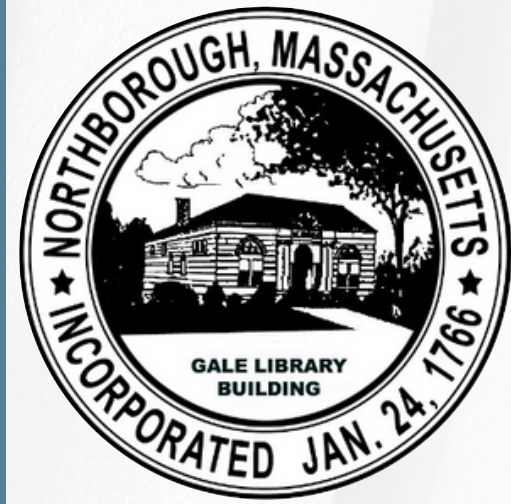


ESTABLISHING NORTHBOROUGH'S HEALTH AND HUMAN SERVICES DEPARTMENT

Public Hearing March 18, 2024 at 7pm

<https://www.town.northborough.ma.us/select-board/events/204491>



PURPOSE

Responding to recent staff vacancies and evolving community needs, the proposed integration of the Health and Family Youth Services Departments into a unified Health and Human Services (HHS) is designed to enhance the Town's ability to provide comprehensive care and support. Our objective is to improve public health, facilitate access to essential resources and services, and cultivate a community that is well-equipped to navigate future challenges.

PROPOSAL

This strategic consolidation is designed to address and adapt to the changing needs of our community through:

- **Enhanced Coordination:** By bringing these departments under one umbrella, we aim to eliminate redundancy and fill critical service gaps, ensuring a more seamless and efficient delivery of health and human services.
- **Fiscal Efficiency:** The integration is planned with a meticulous approach to budgeting, projecting an increase of less than 1% to the existing budgets of the Health Department and Family and Youth Services.
- **Grant Management and Staffing:** Leveraging recent success with grant acquisition and management, this unified department represents an expansion of its workforce. This strategy not only enhances our service capabilities but also increases capacity for new programs and initiatives.

BENEFITS

Comprehensive Support

Merges expertise and resources from both departments to provide a centralized approach to care, addressing a wider range of health and social needs.

Resilient Department Infrastructure

Fosters a more adaptable and responsive public health and social services infrastructure, capable of effectively managing current challenges and anticipating future community needs.

Efficient Use of Resources

The unified department optimizes local and grant funding as well as staffing resources, enhancing our ability to deliver high-quality services efficiently.

PROPOSED STAFFING

The proposal does not reduce or eliminate any existing positions, only expanding capacity with the following roles:

- Director of Health and Human Services
- Social Worker
- Community Outreach Worker
- Public Health Nurse
- Health Agent (Regional)
- Sanitarian (Part-time)
- Administrative Assistant
- Epidemiologist (Shared, Part-time)
- Shared Services Coordinator (Shared, Part-time)
- Drug-Free Communities Coordinator (Shared)



REPORT LINK



PROCESS

CMRPC conducted 22 internal interviews with Town department heads and local organizations, held 8 meetings with model communities and statewide associations, and collected 184 responses to a public survey for this assessment.