



Borough of Chambersburg

*A full service municipality in Franklin County
celebrating over 65 years of consumer owned natural gas service
over 120 years of community electric and a
regional wastewater, water, and municipal solid waste utility*

FOR IMMEDIATE RELEASE

CHAMBERSBURG COUNCIL APPROVES “NEXT GEN” EMPLOYEE RECRUITMENT

Chambersburg – Chambersburg Borough Manager Jeffrey Stonehill originally proposed the hiring of a new employee during his 2017 Administrative Services Department budget presentation and Council approved the position for 2019. The new employee, as described by Mr. Stonehill, would be a member of the Personnel & Payroll Department and be specifically hired to encourage and attract the next generation of municipal worker to Chambersburg. As explained by Mr. Stonehill, Chambersburg has a large and highly skilled workforce. He used examples of employees including electric linemen, traffic signal technicians, plumbing inspectors, firefighters, IT professionals, and digital map experts as examples of the types of employees that Chambersburg will need in the future. “Someday every employee of the Borough will no longer work here” explained Mr. Stonehill. “Hopefully, they will all retire and enjoy their retirements. But, the Borough will need to replace every single one of the 200+ full time employees in the next ten to twenty-five years. Training that next generation to become the future workforce of the Borough is our goal.” Mr. Stonehill went on to point out that “it is not a strategy to hope that there will be skilled and ready workers to take over the reins of this Borough in the future.”

- A “Next Gen” strategy develops the next generation of municipal workers
- A “Next Gen” strategy encourages young people to consider careers in local government
- A “Next Gen” strategy reaches out into the community to open up the minds of our young people to the path needed to enter government as a career
- A “Next Gen” strategy creates home grown talent from today’s youth that reflects the gender and ethnic makeup of the community

The challenges to future employee recruitment are significant:

- The Millennial generation is not as informed about municipal careers as previous generations
- In general, many are not trained in municipal skills (less do-it-yourselfers & less science, technology, engineering and math students (STEM) coming out of school¹)
- Women and ethnic groups are often discouraged by society from considering municipal government as a career path (“fighting perceptions about working in government”)
- Civics is rarely taught in schools or at home
- The need to make “good choices” at a young age in life leads to employment with the Borough
- Chambersburg needs outreach to inform the youth now that they have things to do today to get future jobs in government

The Borough Manager asked Town Council to consider adding the employee to the Personnel & Payroll Office in 2019 to focus on an audit of the existing workforce to determine what future needs are upcoming; and, to develop plans and activities to promote, through dissemination of information and running of programs, as a way to encourage youth to someday be Chambersburg’s future workforce.

The name of the job is a DOER, and they will do a lot. These are examples of new programs to encourage the “Next Gen”:

- Encouraging Young Men and Women to Join a Junior Firefighter Program
- Continuing the Successful Civilian Police Academy
- A Youth Map Makers Club by the Engineering Department
- More Summer Recreation Maintenance Interns
- Encouraging a Diverse Workforce
- Targeted Mentorship through School Programming
- Police Athletic League Participation
- Events like a Heavy Motorized Equipment Rodeo (no horses involved)

Obviously, these are just examples and Council wants the new employee to know social media, conventional media, and public relations as well. Approved with the 2019 Budget, this new employee will be hired after what Stonehill describes as “an exhaustive search to find the most qualified and best candidate for this challenging and diverse assignment.”

The deadline for applications is February 1, 2019, and applications are available at the receptionist in the Borough’s new rear lobby.

Please contact Jeffrey Stonehill, Borough Manager, by email only jstonehill@chambersburgpa.gov with questions.

Chambersburg is a unique community. Chambersburg supplies more services than any other municipality in the Commonwealth of Pennsylvania. In addition to typical town functions, Chambersburg is Pennsylvania’s only municipality supplying electric & gas. Chambersburg is 1 of 35 Boroughs to operate a municipal non-profit electric utility. Chambersburg is the largest municipal electric utility in the State, twice as large as the second largest, Ephrata, Lancaster County; and, the only one to operate generation stations. Chambersburg is 1 of 2 municipalities in PA to operate a natural gas utility. The other is Philadelphia, which does not operate an electric utility. Nationally, Chambersburg is 1 of 2,000 communities to have its own electric system and 1 of 800 communities to have a natural gas system but 1 of only about 50 to operate both. Chambersburg manages a regional water system, a regional sanitary sewer system (not through an independent Authority), and a new storm sewer utility; one of the first storm sewer utilities to form under the new Federal mandate to regulate stormwater. Chambersburg currently has 20,360 residents (2012).

¹ <http://www.construction-today.com/sections/columns/973-getting-it-right-with-millennials>