

**Comparative Overview HR Organizations by District August 2017--comparable districts to Shrewsbury**

Organization	Students in District (based on data at DESE site, which lags real time)	HR Director	HR Assistant Director	HR Assistant	Administrative Assistant	Payroll	Total	Comments
Wachusett	7298	1			3		4	Includes benefits, but not EPIMS or Payroll; department is stretched for resources
Shrewsbury	6191	1			1		2	Benefits (town-1) and Payroll (business office-2) are handled external to the HR office. EPIMS, new hire paperwork, CORI, fingerprints are handled within HR; HR Director member of senior team, interaction with school committee, leadership team
Arlington	5524	1			1		2	Payroll, Benefits and EPIMS are handled external to the HR office; All offer paperwork is handled external to the HR office
Natick	5472	1			1.5		2.5	Payroll, Benefits and EPIMS are handled external to the HR office. Has instituted systems to streamline offer/new hire onboarding process.
Franklin	5412	1.5	1				2.5	Town HR Director gives half time to school department to assist school department HR Director; EPIMS is handled external to HR; Work is focused on operational needs.
Needham	5400	1	1	1	2	2	7	Has same HR scope as Shrewsbury, except 2 payroll staff are rolled under HR, not business office. (Benefits handled external to HR department. EPIMS is handled within HR department)
Westford	5120	0.5	1		1		2.5	HR Director is shared with town. Focus on benefits and recruiting functions.
Chelmsford	4974	1			2.7		3.7	Has same HR scope as Shrewsbury, except structure excludes EPIMS and includes benefits
Burlington	3521	0.5	1		0.5		2	Payroll, Benefits and EPIMS are handled external to the HR office; CORI, Fingerprints, and new hire paperwork are external to the HR office.