

Considerations when Starting a Property Tax Work off Program

1. The Town Departments may have a certain amount of ageist assumptions about the applicants, making them unenthusiastic about finding positions. Education about the level of skills, experience, education , etc. could be helpful in getting the town to find positions.
2. It can be a delicate balance to find positions that match what the applicant feels they are qualified to do and what is actually available.
3. It is important to get a feel for the kind of work situation the application prefers, such as working with people or not, office work or outdoor work. Applicants are usually very willing to share what kind of environment they like or dislike.
4. When jobs are hard to find, we have suggested that applicants ask around at Town departments themselves- this has generated several positions for people.
5. While having income guidelines may be required by the Town, it may end up limiting the program to a smaller size than the Town can handle.
6. Establishing a working committee, including Town Administrator/Mayor or designee, financial manager/tax collector, assessor, accountant, COA rep, Social Worker, Disabilities Chair, Veteran's Agent, School Dept.m etc. is useful in helping you make decisions about guidelines & other application requirements, ceiling (# of participants), unusual situations, increasing the program, creative ideas for placements, etc. & takes some pressure off of COA.
7. Whether to allow the same person to continue in a position or in the program the following year may need to be a decision that changes, depending on vacancies, need, etc. Some persons have special skills that are welcomed by certain depts.. Getting your foot in the door with a new program might be starting out with a set of rules that may need to be re-examined in future.