

EMPOWERING AUTONOMY

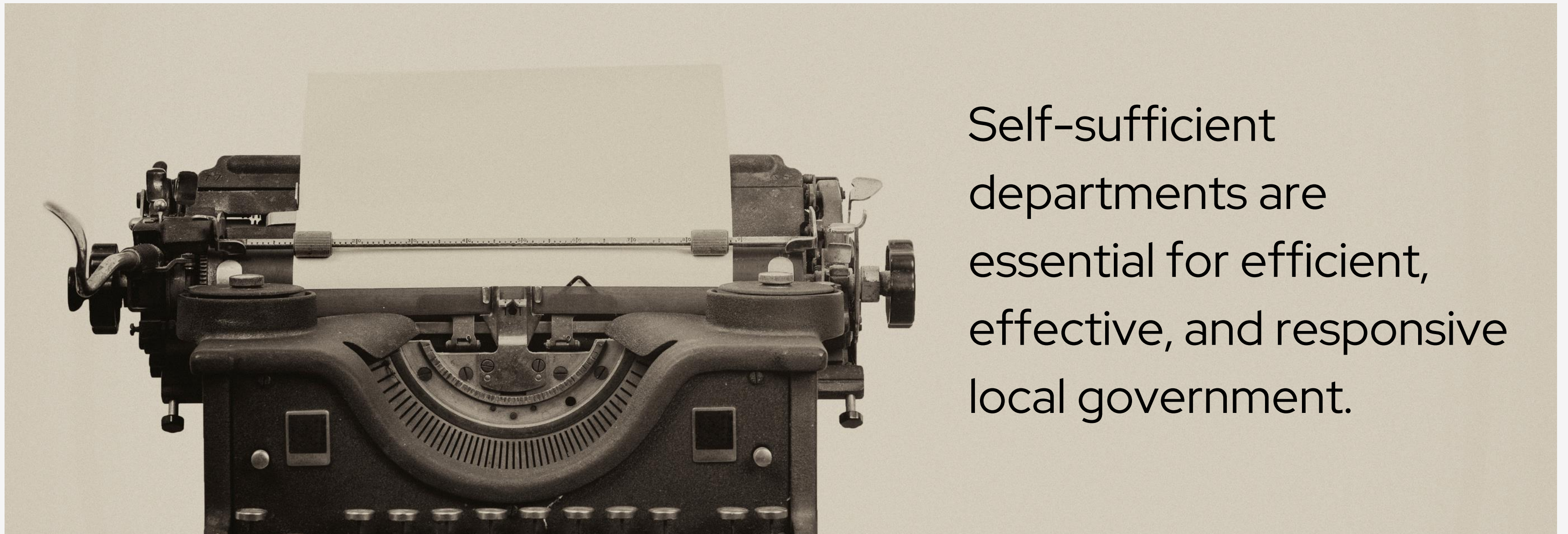
Tools for Building Self-Sufficient Departments







THESIS



Self-sufficient departments are essential for efficient, effective, and responsive local government.



TALKING POINTS

- **UNDERSTANDING DEPARTMENTAL AUTONOMY**
- **ESSENTIAL TOOLS FOR BUILDING SELF-SUFFICIENT DEPARTMENTS**
- **CASE STUDIES**
- **CONCLUSION**





2024

UNDERSTANDING DEPARTMENTAL AUTONOMY

DEFINITION

Refers to the degree of independence and self-governance a department has in managing its financial affairs.





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UNDERSTANDING DEPARTMENTAL AUTONOMY

BENEFITS

- Improved efficiency & effectiveness
- Enhanced decision-making
- Improved service delivery
- Stronger governance





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UNDERSTANDING DEPARTMENTAL AUTONOMY

CHALLENGES

- Potential for misalignment
- Increased risk of financial mismanagement
- Difficulty achieving economies of scale
- Measuring performance
- Potential for political interference





THE COSTS OF CENTRALIZED FINANCIAL CONTROL



20%

**INCREASED
ADMINISTRATIVE
COSTS**

Source: GFOA



20%

**REDUCED
INNOVATION &
FLEXIBILITY**

NCSL



10%

**DECREASED
EFFICIENCY &
PRODUCTIVITY**

GAO



15%

**INCREASED RISK
OF FRAUD &
WASTE**

ACFE



25%

**DECREASED
RESPONSIVENESS
TO LOCAL NEEDS**

NLC



TOOLS FOR BUILDING SELF-SUFFICIENT DEPARTMENTS

- Clear performance metrics
- Empower decision-making
- Robust financial management
- Effective communication
- Continuous improvement



TOOLS FOR BUILDING SELF-SUFFICIENT DEPARTMENTS

→ **Budgeting
software**

→ **Performance
metrics/review**

→ **Data analytics**

→ **Process
automation**

→ **Project
management**

→ **Collaboration**

→ **Training &
development**

→ **Knowledge
management**

→ **Employee self-
service portal**

→ **Other:**

Resource
allocation

Scheduling tools

Support solutions

Cybersecurity &
data protection

Data privacy
compliance

Document
management

Survey tools



BEST PRACTICES FOR BUILDING SELF-SUFFICIENT DEPARTMENTS

- Promoting financial literacy
- Building sustainable processes
- Harnessing data for informed decision-making
- Cultivating a culture of collaboration



CASE STUDY: BARTHOLOMEW COUNTY, IN

**How an Indiana
county Auditor's
Office left behind
paper processes.**





2024

CASE STUDY: BATH TOWNSHIP

**When strong
partnerships last
through software
changes.**





CASE STUDY: CITY OF EUCLID

**How one office
changed the
reconciliation
process to enable
city growth.**





CASE STUDY: MIDPOINTE LIBRARY SYSTEM

**How slower
budgeting
processes were
solved with
modern solutions.**





CASE STUDY: MUSKINGUM WATERSHED (CD)

**How an outdated
system was
replaced with user-
friendly software to
improve
operations.**





CASE STUDY: CITY OF TALLMADGE

**How small changes
can make
balancing tasks
easier.**





KEY POINTS

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- **CONCLUSION**





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