

Why Choose SMART?

- ▶ Single point of contact for management challenges that are multi-faceted.
- ▶ Access to working, experienced professionals who offer support on your terms, working within your culture, respecting your community.
- ▶ Access to The League network of municipal professionals facilitated by an experienced municipal lawyer.
- ▶ Streamlined rates.
- ▶ Oversight of project goals.
- ▶ The League's SMART strives to empower your community to find its own solutions with the right kind of support. It realizes the rich history of municipal governance from within the municipality, because who knows better what the community needs. The League's SMART is a helping hand, not privatized management.

Contact Us

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SMART
Statewide Municipal Administrative Resources Team



Pennsylvania Municipal
League

[PML.org/programs-and-services/smart](https://www.pml.org/programs-and-services/smart)



Statewide Municipal Administrative Resources Team

The League’s SMART gives you a single point of contact through which to assess the administrative and management issues on your plate. Neva Stotler, Esquire serves as the SMART program facilitator. Neva has worked with municipalities for over thirty years in a multi-dimensional career spanning federal and state employment litigation, zoning and land use proceedings, and human resource consulting. Serving as solicitor, special counsel and adjunct human resource support, Neva will provide a point of contact, assess member needs and propose short- and long-term solutions by working with vetted municipal professionals with years of experience. All professionals work through a similar rate structure to bring consistency to projects, allow for budgeting and planning costs, and ensuring each member gets the right expert or experts for the job.

How It Works

Step 1: Contact the SMART program via Neva Stotler.

Step 2: Review your issues, e.g., we need to replace our manager, who has notified us that she intends to retire at the end of the year, or without notice our director of public works has resigned.

Step 3: Through assessment tools, meetings, and conversations, a plan will be formalized for, as in the examples above, the immediate and long-term succession, including costs associated with the process. Geography, the size of the municipality, and staffing will all play a part in how the issues are addressed. In replacing a manager, elevating from within the organization, assessment of needs pending a permanent replacement, and a replacement search may be parts of the SMART plan.

Step 4: The plan is implemented through one or more professionals across the Commonwealth who meet the client’s needs, and the SMART facilitator will track the progress and goals.

Services

- Interim management – servicing the entity or individual departments.
- Position replacement and transition consulting.
- New manager training and development.

Adjunct HR Representative/On and Off Site

Human Resources Services

- Transition and succession planning.
- Human capital planning and strategy.
- Organizational planning and team building.
- Diversity equity and inclusion policy development and training.
- Employee policy development and training investigations.
- Compensation and benefit structures.

Our Mission

To assist Pennsylvania municipalities in addressing key position vacancies with short-term solutions and long-term plans; and be the leading statewide administrative resource for local government in human resources, succession planning, personnel management, and finance through a highly experienced team of professionals.

League Executive Director John Brenner

“The League’s new SMART program offers timely and competent resources for interim municipal management, succession planning, human resources and fiscal assistance. Contact the Statewide Municipal Administrative Resources Team today to see how we can assist your municipality.”



→ League members receive a discounted rate for services in the SMART program.