

MEMBERSHIP Matters

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AGRiP – PLANNING FOR THE FUTURE

By AGRiP President Shawn Bubb, Director of Insurance Services, Montana School Board Association

Every organization will go through leadership changes several times in its life cycle. A goal for self funded pools and for AGRiP should be to plan for that expected transitional period. The gold standard would be to allow for this natural transition to occur as part of a deliberate and well thought out process.

The AGRiP Board of Directors has been refining its own CEO succession planning process for just over two years now since current CEO Harold Pumford reminded us that sometime in the future he will retire and we should plan for that transition.

Austin to be headquarters city

Harold and the AGRiP staff have built AGRiP from a concept to an internationally recognized pooling organization. Currently, the office is located in Prague, Oklahoma, about 60 miles east of Oklahoma, City. The Board felt that as AGRiP continues to develop, having a location with a broader logistical, economic, and business related opportunity to assist in that development would be beneficial. Thus, as part of the planning process the Board discussed at length the question of office location. From that process, Austin, Texas was selected by the Board as the future permanent location for the AGRiP Association. Austin consistently ranked high on listings for best cities to work in, best cities to live in, best cities for future job growth prospects, and best cities for public and private educational opportunities. In the end, the AGRiP Board felt that Austin would be an excellent location for AGRiP's permanent home.

This recent decision was announced at AGRiP's Spring Conference in Clearwater, Florida. The relocation is to occur no later than 6 months after any such leadership transition.

Correspondingly, the association's CEO succession plan has been developed, reviewed and is ready for use when needed. I'm hoping it will not be needed for a bit longer though. We would like to keep Harold around as long as we can! The Board's ultimate goal in the planning process with Harold and AGRiP staff is to allow for a smooth leadership transition which will allow for a strong continuity of operations, services, and the continuation of a strong association long into the future.

AGRiP CEO Succession Plan

The types of issues the Board and staff have been working through as we looked at the items such as office location and CEO succession are not that different from what a member pool would be undertaking in the same circumstances. Some questions considered were: What is in the best long term interests of this association as we work to ensure its future success? How can the planning process for CEO transition be as transparent as possible for AGRiP staff so they know they will have a role with the association operations they work so hard to maintain each day? What will the actual detailed time table look like for the announcement, application, interview, and ultimate selection process? AGRiP's CEO succession plan sets forth these steps.

I expect the succession plan to work as follows. The Board announces its intent to seek a new CEO with specifics about the time line and steps included within that process after notification of retirement has been provided by our current CEO. The full selection process is planned to take between 6 to 9 months from announcement date to the final hiring of a new CEO. It is the Board's intent to maintain a staffed association office in its Austin location to foster long term

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AGRiP Members are listed in the **Membership** area and their websites are available in the **Searchable Pool Links** (or) **Services** area at www.agrip.org.

182 MEMBER POOLS AS OF MARCH 31

Alaska

Alaska Municipal League Joint Insurance Association, Inc.
Alaska Public Entity Insurance

Arizona

Arizona Counties Insurance Pool
Arizona School Risk Retention Trust, Inc.

Arkansas

Central Arkansas Risk Management Association

California

ABAG PLAN Corporation
Alliance of Schools for Cooperative Insurance Programs
Association of California Water Agencies/JPIA
BETA Healthcare Group Risk Management Authority
Big Independent Cities Excess Pool
California Affiliated Risk Management Authority
California Association of Joint Powers Authorities
California Transit Insurance Pool
Contra Costa County Schools Insurance Group
CSAC Excess Insurance Authority
Independent Cities Risk Management Authority
Monterey Bay Area Self Insurance Authority
North Bay Schools Insurance Authority
Northern California Cities Self-Insurance Fund
Northern California Regional Liability Excess Fund
Public Agency Risk Sharing Authority of California
Redwood Empire Municipal Insurance Fund
San Diego Pooled Insurance Program Authority/SDCCRMA
Schools Association for Excess Risk
Schools Insurance Authority
Schools Insurance Group
Southern California Regional Liability Excess Fund
Southern Orange County Property/Liability Joint Powers Authority
Special District Risk Management Authority
Statewide Association of Community Colleges
Statewide Educational Wrap Up Program
Tri-County Schools Insurance Group
Vector Control Joint Powers Agency
Yolo County Public Agency Risk Management Insurance Authority

Colorado

Adams County BOCES Self-Insurance Pool
Colorado Intergovernmental Risk Sharing Agency
Colorado School Districts Self Insurance Pool
Northern Colorado School Districts WC Self Insurance Pool

Connecticut

Connecticut Interlocal Risk Management Agency

Florida

Florida Sheriffs Self Insurance Fund
Public Risk Management of Florida

Georgia

ACCG - Interlocal Risk Management Agency
Georgia Municipal Association
Georgia School Boards Association Risk Management Fund
Georgia School Boards Association Workers` Compensation Fund

Idaho

Idaho Counties Risk Management Program

Illinois

Assisted Housing Risk Management Association
High-Level Excess Liability Pool
Illinois School District Agency
Intergovernmental Risk Management Agency
Park District Risk Management Agency
Secondary School Cooperative Risk Management Program
Township Officials of Illinois Risk Management Association

Indiana

East Central Indiana School Trust
Educational Service Centers Risk Funding Trust
IACT Medical Trust
Indiana Public Employers` Plan

Iowa

Iowa Communities Assurance Pool

Kansas

Kansas Association of School Boards Workers Compensation Fund, Inc.
Kansas County Association Multi-line Pool
Kansas Eastern Region Insurance Trust
Kansas Workers Risk Cooperative for Counties

Kentucky

Kentucky League of Cities Insurance Services
Kentucky School Boards Insurance Trust
Louisville Area Governmental Self-Insurance Trust

Louisiana

Louisiana Clerks of Court Insurance Trust
Louisiana Public Schools Risk Management Agency

Maine

Maine Municipal Association Property & Casualty Pool
Maine Municipal Association Workers Compensation Fund

Maryland

Local Government Insurance Trust
Maryland Association of Boards of Education Group Insurance Pool
Maryland Association of Boards of Education Workers` Compensation Group Self Insurance Fund

Massachusetts

Massachusetts Interlocal Insurance Association
MEGA Property & Casualty Group, Inc.

Michigan

MASB-SEG Property/Casualty Pool, Inc.
Metropolitan Association for Improved School Legislation Joint Risk Management Trust
Michigan Community College Risk Management Authority
Michigan County Road Association Self-Insurance Fund
Michigan County Road Commission Self-Insurance Pool
Michigan Municipal League
Michigan Municipal Risk Management Authority
Michigan Transit Pool
Middle Cities Risk Management Trust
West Michigan Risk Management Trust

Minnesota

League of Minnesota Cities Insurance Trust
Minnesota Counties Intergovernmental Trust

Mississippi

Mississippi Municipal Liability Plan

Missouri

- Midwest Public Risk
- Missouri Association of Counties Self-Insured Workers` Compensation and Insurance Trust
- Missouri Housing Authorities Property & Casualty, Inc.
- Missouri Intergovernmental Risk Management Association
- Missouri Public Entity Risk Management Fund

Montana

- Montana Association of Counties
- Montana Municipal Interlocal Authority
- Montana Schools Group Insurance Authority
- Montana Schools Unemployment Insurance Program
- Montana Unified School Trust

Nebraska

- League Association of Risk Management
- NASB All Lines Interlocal Cooperative Aggregate Pool
- Nebraska Intergovernmental Risk Management Association & II

Nevada

- Nevada Public Agency Insurance Pool
- Public Agency Compensation Trust

New Hampshire

- New Hampshire Local Government Center
- New Hampshire Public Risk Management Exchange
- New Hampshire School Health Care Coalition

New Jersey

- Atlantic County Municipal Joint Insurance Fund
- Burlington County Municipal Joint Insurance Fund
- Garden State Municipal Joint Insurance Fund
- Gloucester, Salem, Cumberland Counties Municipal Joint Insurance Fund
- Middlesex County Municipal Joint Insurance Fund
- Municipal Excess Liability Joint Insurance Fund
- New Jersey Intergovernmental Insurance Fund
- New Jersey School Boards Association Insurance Group

New Mexico

- New Mexico Association of Counties Workers` Compensation Pool

New York

- New York Municipal Insurance Reciprocal
- New York Schools Insurance Reciprocal
- Public Employer Risk Management Association, Inc.

North Carolina

- Local Government Property Insurance Deductible Fund, Inc.
- North Carolina Association of County Commissioners
- North Carolina Housing Authorities Risk Retention Pool
- North Carolina League of Municipalities

North Dakota

- North Dakota Insurance Reserve Fund

Ohio

- County Commissioners Association of Ohio
- Miami Valley Risk Management Association
- Ohio Municipal Joint Self-Insurance Pool
- Ohio Plan Risk Management, Inc
- Ohio School Plan
- Ohio Township Association Risk Management Authority
- Ohio Transit Risk Pool
- Schools of Ohio Risk Sharing Authority

Oklahoma

- Association of County Commissioners of Oklahoma
- Oklahoma Municipal Assurance Group
- Oklahoma School Assurance Group
- Oklahoma Schools Insurance Group
- Oklahoma Schools Risk Management Trust

Oregon

- CityCounty Insurance Services Trust
- Property & Casualty Coverage for Education
- Special Districts Insurance Services Trust

Pennsylvania

- County Commissioners Association of Pennsylvania
- Delaware Valley Insurance Trust

Rhode Island

- Rhode Island Interlocal Risk Management Trust

South Carolina

- South Carolina School Boards Insurance Trust

South Dakota

- South Dakota Public Assurance Alliance

Tennessee

- Tennessee Risk Management Trust

Texas

- Deep East Texas Self-Insurance Fund
- Texas Association of Counties
- Texas Association of Public Schools Property and Liability Fund
- Texas Association of School Boards Risk Management Fund
- Texas Council Risk Management Fund
- Texas Municipal League Intergovernmental Risk Pool
- Texas Political Subdivisions JSIF
- Texas Schools Property Casualty Cooperative
- Texas Water Conservation Association Risk Management Fund

Utah

- Utah Counties Insurance Pool
- Utah Local Governments Trust
- Utah Risk Management Mutual Association

Vermont

- Vermont League of Cities & Towns
- Vermont School Boards Insurance Trust

Virginia

- Virginia Association of Counties Group Self-Insurance Risk Pool
- Virginia Transit Liability Pool
- VML Insurance Programs

Washington

- Association of Washington Cities Risk Management Service Agency
- Enduris
- Public Utility Risk Management Services
- Southwest Washington Risk Management Insurance Cooperative
- Washington Cities Insurance Authority
- Washington Counties Risk Pool
- Washington Schools Risk Management Pool
- Washington State Transit Insurance Pool
- Water and Sewer Risk Management Pool

Wisconsin

- Cities & Villages Mutual Insurance Company
- League of Wisconsin Municipalities Mutual Insurance
- Transit Mutual Insurance Corporation of Wisconsin
- Wisconsin Municipal Mutual Insurance Company

Wyoming

- Wyoming Association of Risk Management

Job Postings for positions with public entity pools are listed on www.agrip.org. There is no charge for such listings. To list a position, email Harold Pumford at hpumford@agrip.org.

Activities
Calendar

Thirteenth Annual AGRiP Pooling Track
Held at PRIMA's Annual Conference
June 5-8, 2011
Portland, OR

Joint Conference with CAJPA
September 7-9, 2011
South Lake Tahoe

AGRiP Governance and Leadership Conference
October 24-26, 2011
Atlanta, GA

AGRiP Spring Conference
March 5-7, 2012
Phoenix, AZ

Additional information for AGRiP Conferences and Institutes are listed in the SEMINARS area at www.agrip.org.

Planning

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continuity of operations and a consistent knowledge base to serve our membership.

The planning process has lead to the creation a comprehensive plan that can be replicated at the member pool level. It is being considered as a potential AGRiP educational clinic session at a future conference with the idea that template forms, time lines, and concepts would be shared with AGRiP members for their own use at their pools.

Unless the illusive Fountain of Youth is discovered soon, we all will one day retire. Developing leadership talent, planning for transition and having concrete action plans from which to work is as important as having a long term strategic business plan.

AGRiP has been an incredible Association and resource for its members over its first ten plus years. With some careful and thoughtful planning, robust support from its membership and vendor community, and with the continued drive from its dedicated staff, it will become even better in its next stage of development.

Membership matters is a newsletter for Members of the Association of Governmental Risk Pools. To comment or contribute articles, contact:
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(405) 567-2611
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hpumford@agrip.org

Membership

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British Columbia

Municipal Insurance Association of British Columbia

National

American Public Entity Excess Pool
AMERIND Risk Management Corporation
County Reinsurance, Limited
Government Entities Mutual, Inc.
Transit Reinsurance, Ltd.



**“... to unite
the pooling
community
to achieve
excellence in
pool
governance,
management
and
services.”**

Association of Governmental Risk Pools

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