

Exploring Staffing Models

March 2, 2020

Beth Lyons

Executive Director, Independent Cities Risk Management Authority
Senior Program Administrator, Risk Program Administrators

Ryan Cole

Deputy Executive Director
Arizona School Risk Retention Trust, Inc.



Agenda

- ❖ Intro/Pool Overview
 - ❖ Putting it in Perspective
 - ❖ Common Biases
 - ❖ Key Factors
 - ❖ Challenging Perceptions
 - ❖ Considerations
 - ❖ Q&A
- 

Intro/Pool Overview: Trust

Arizona School Risk Retention Trust, Inc.

- Established in 1986
 - Administered by Ashton Tiffany, LLC
 - Provides property and liability coverages
 - 250 members (public school districts and community colleges)
- 

Intro/Pool Overview: ICRMA

Independent Cities Risk Management Authority

- Established 1980
 - Administered by Risk Program Administrators
 - Provides full lines of coverage
 - Municipality members
- 

Where Does the Money Go?



Why Consider Alternatives?

“Silver Tsunami”

- **52%** of public workers are ages 45 – 64
 - **75 million** baby boomers marching toward retirement
 - **10,000** baby boomers leave the workforce every day
- 

Why Consider Alternatives?

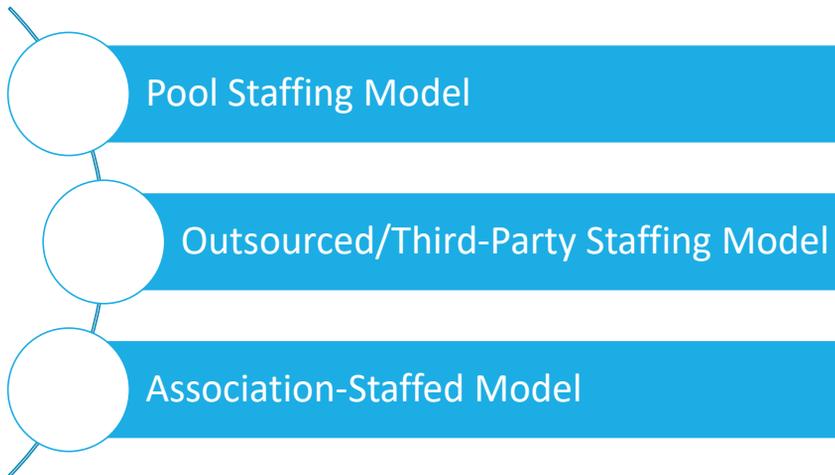
“Silver Tsunami”

- Not enough Gen X workers to fill the ranks
 - Many Millennials lack the needed work experience
 - Flexible or remote workers aren't appropriate for every role
- 

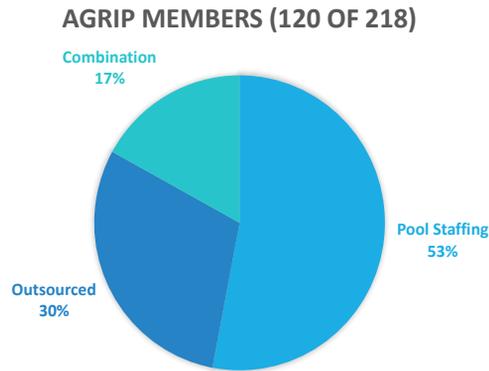
Putting it in Perspective

- Long-term future of current service model
 - Board view of model over next 3-10 years
 - Familiarity with alternate models
- 

Pooling Staffing Model Types



What are Others Doing?



Common Biases

Overall

- One staffing model is better than another
 - You have to have all services in-house or outsourced
- 

Common Biases, continued

Pool staffing model

- Smaller bench, less expertise
 - More expensive (retirement, benefits)
 - More difficult to make employee changes
- 

Common Biases, continued

Outsourced staffing model

- Don't have the "pooling spirit"
 - Profit motivated
 - Under staffed
 - Operate under a business name
- 

Key Factors

Pool staffing model

- Employment “contracts” (governmental agency employees)
 - Employees perform duties and work a schedule dictated and controlled by manager in organization
 - Are provided training and mentoring
 - Receive payroll (taxes, withholdings), employee benefits, and retirement
- 

Key Factors

Pool staffing model, continued

- Work for only one employer
 - Staffing Plan Critical
 - ✓ Recruitment, retention, service provider awareness
 - Multiple staffing sources may be necessary
- 

Key Factors

Outsourced staffing model

- Vendor has its own employees and handles personnel issues
 - Maintains separate financial & business records from their business operations
- 

Key Factors

Outsourced staffing model, continued

- Advertise the business' services
 - Invoice upon set schedule per contract
 - Have more than one client
 - Have own tools and set own hours
- 

Conclusion

- Identify mission & goals, set priorities
 - Pool & vendor values must be in-line
 - Focus on high dollar issues
 - Address staffing uncertainty head-on
 - Create staffing model that supports the organization's mission
- 

Q&A



Contact Info

Beth Lyons, ARM-P
Senior Pool Administrator
Risk Program Administrators
949-349-9879
Beth_lyons@riskprogramadministrators.com

Ryan Cole, CPCU, ARM
Deputy Executive Director
Arizona School Risk Retention Trust, Inc.
602-200-2421
rcole@the-trust.org

