

# Exploring Staffing Models

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# Agenda

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

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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

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## Independent Cities Risk Management Authority

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



# Where Does the Money Go?

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# Why Consider Alternatives?

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“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?

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“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

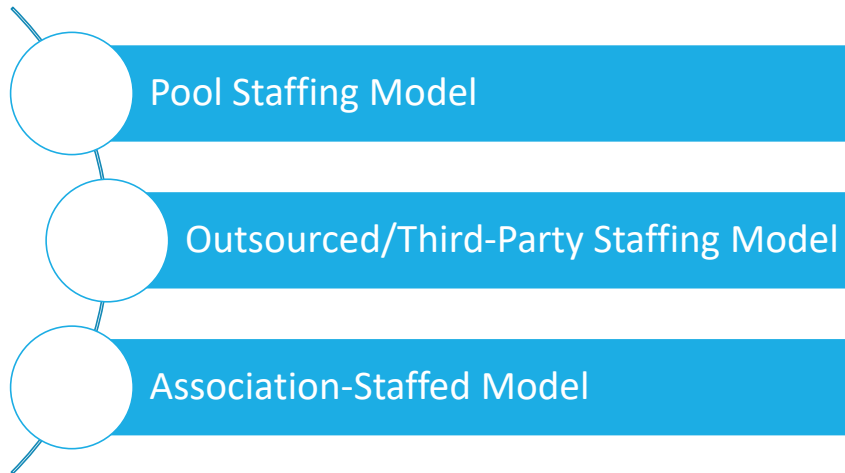
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- ☐ Long-term future of current service model
- ☐ Board view of model over next 3-10 years
- ☐ Familiarity with alternate models



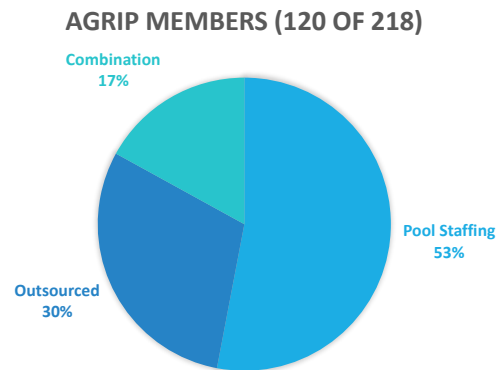
# Pooling Staffing Model Types

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## What are Others Doing?

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# Common Biases

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## Overall

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

## Common Biases, continued

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### Pool staffing model

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

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### Outsourced staffing model

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

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## 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
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## Key Factors

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### Pool staffing model, continued

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

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### Outsourced staffing model


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


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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
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## Conclusion

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- 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
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## Q&A



# Contact Info

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