



## New Approach to Temporary Staffing Solutions

Prior to the coronavirus pandemic, the Office of Human Resources and Strategic Talent Management (HRSTM) was working to implement a new approach to meeting temporary workforce staffing needs. This communication provides some additional information and background behind this change.

As the Office of Human Resources and Strategic Talent Management (HRSTM) looks to strategically and more efficiently meet workforce needs and better manage ancillary staffing costs, it was clear that the College's long-standing practice of hiring casual temporary employees directly onto our payroll warranted evaluation. A review of our casual temporary payroll trends shows that, on average, the College spends over \$2 million annually on this approach to supplemental staffing. While this expense is calculated and budgeted at the department level, it does not account for the additional associated costs (i.e., payroll taxes, administrative, sick and safe leave) that come with directly employing casual temporary workers. After thorough analysis, it was determined that alternative staffing methods were needed to diversify our approach and better meet the College's needs.

In fall of 2019, HRSTM issued a request for proposals (RFP) meeting our temporary staffing needs through contracted services, with three (3) staffing agencies were selected: CMT, 22<sup>nd</sup> Century and 1<sup>st</sup> Choice. With the addition of these agencies, much of the College's temporary staffing needs will be filled through their services. The workers provided by the agency are employees of the agency and will not be hired directly on the Montgomery College payroll. The use of a staffing agency will allow managers to fulfill temporary staffing needs in a more expedient and efficient manner with more direct control over the process and management of these resources.

Temporary staffing needs for on call, seasonal workers or positions with compliance related requirements will continue to be hired directly on the MC payroll. All other temporary staffing needs should be directed to the temporary staffing agency. Temporary workers hired directly on the MC payroll must have budget approval and are not permitted to work more than a total of 1400 hours from October 1<sup>st</sup> through September 30<sup>th</sup> of each year. Additional information and more details can be found on the [Talent Acquisition and Employment](#) page.

We appreciate your cooperation. If you have any questions please contact [Joanna Kong](#), or [Pat Mason](#).