

Natural Resources Division

Arkansas Districts



Diverse



Outspoken, Individualistic



With Robust Discussion



Ending with

Firm Resolution & Direction





Conservation District Shared Employees

A Successful Option for Arkansas

Necessity, the Mother of Invention

- Adjoining districts
- Cash Flow was tight
- One vacant manager position, one part time manager position
- Similar office work loads

Wow! Let's Share an Employee!!!

- Concept: Shared CD office manager
- Game plan: How do we get there?
- Goal: How do we make it successful for the long run and replicate in other districts?

Drive and Think !!!



CD Tasks Checklist:

- District culture and personalities
- CD distrust / competition
- Employee supervision and accountability
- Shared payroll and withholdings
- Paid milage option
- Exit plan

NRD Checklist:

- Supervisor
- Accounting
- Legal

Implementation: **GO SLOW !**

- Meet with CD chairs individually
- Meet with CD boards individually
- Lay it on the table “gently” as optional and voluntary
- Back off, allow time to chew and digest

Short and intermediate benefits:

- Improved CD cash flow
- Hire higher quality employees
- Offer retirement and insurance benefits
- Reduced employee turnover
- Seek additional training / education

Long term benefits:

- Job worth losing
- District stability
- Competent managers = competent districts
- Mentorship abilities
- Repetitive, flexible, management tool

Arkansas needs NASCA's advice.

