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# WI Towns Association

10/09/2017

# Why Premier Solutions Group?



*POWERFUL STAFFING  
MODELS, DELIVER BOTTOM  
LINE RESULTS*



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# The Premier Programs



- Premier Workforce Program
- Premier Gold Program
- Governmental Consulting
- Credit Card Processing
- Sustainability Partners



## Meet Premier Solutions Group



Bill  
McReynolds,  
CEO, Premier  
Solutions  
Group LLC

Bill became owner of Premier Solutions Group following nearly 40 years of Public Service in Racine County. Bill was elected Racine County Sheriff in 1995 and served for 8 years. In 2003, Bill was elected Racine County Executive and served the Racine community in that capacity until his retirement from public service in April 2011.

In Bill's position as Racine County Executive, he was the first governmental official to implement the Premier Solutions staffing model. Upon taking the reins as County Executive, Bill faced an immediate budgetary deficit of more than \$9 Million, which was attributed to the high costs of staffing and health care costs for county employees. Bill implemented the Premier Workforce Staffing plan in key areas and was able to generate surpluses of \$3 million and \$8 million for the general and health care reserve accounts.

# Premier Programs



## Workforce Package

- Premier provides extensive employee recruiting
- Premier screens for the best
- Premier presents the Client with the top 3-4 candidates for the position
- The Client makes the decision
- The Client manages the employee, Premier does not. The Employee feels a part of the internal team
- Premier takes on liability if employee doesn't work out
- Premier has the ability to attract people who are looking for a career, not just a quick paycheck and then leaving for benefits down the road
- Reduced Staff Turnover compared to traditional staffing companies
- Reduced Employment Costs compared to the Client's Employees

# Premier Workforce Program



## Workforce Benefits

- PCHS - Veba Health Care
- (Choice of 3 different PPO plans)
- Group Dental & Vision Insurance
- 401(k) Retirement Savings Plan
- Voluntary Short Term Disability
- Sick Time / Personal Emergency / Vacation time per YOUR policies
- FMLA Administration
- Workman's Compensation Administration
- Health & Dependent Care Flex Spending accounts
- Group and Supplemental Life Insurance
- Employer Paid Long Term Disability



## Premier Solutions Gold Program

### Gold Package

- Non-Benefited
  - No Vacation Time
  - No Sick Time
  - No Healthcare, etc.
  
- Part Time (Must work under 1,560 hours/year)
  
- Project Based Employees
  - Seasonal
  - Parks Department
  - Recreation
  - Snow Crew



## Why Premier Solutions Works...

*The Premier method works because...*

- Client sees all costs associated with employee
- There are no hidden fees, and no reasons to supply the least costly employee
- Transparency in billing is key, you see every penny associated with every employee.
- Client is billed only for employee costs
  - Ex. (If employee elects to take no insurance, Client saves that money)
- Premier is paid a percentage of the bill rate per employee to recruit and administer employees.
- Easier to separate from a non-performing employee



# Implementation of Premier Program



## Collaborations & Agreement

- Signed Contract
- Signed Scope of Work Statements

*(This provides employee job assignments, wage rates and bill rates prior to placement)*

## Method of Payment Options to Premier Solutions

- Check payment (Same deposit amount required)
- Payment by ACH
  - Deposit of two weeks payroll if paid within 10 days
  - Deposit of 1/12<sup>th</sup> of payroll cost if paid after 14 days of invoice

## Premier Solutions Consulting Services



**Additionally, Premier Solutions has the resources to deliver cost effective solutions in the following areas:**

- Budget Containment & Cost Control Analysis
- Operational Management Assistance
- Revenue Generation & Collections
- Finance Management & Analysis
- Human Resource Management
- Professional Employee Training
- Customer Service & Productivity Job Training
- Credit Card Processing
- Premier Solutions Energy Program



## Advantages Of Premier Solutions Staffing

- Eliminate WRS Costs
- Lower Health Insurance Costs
  - 50% Employer
  - 50% Employee
  - OR
  - 70% Employer
  - 30% Employee
- Eliminate Costs such as
  - Recruitment
  - Staff Time
  - Advertising
- Eliminate All Payroll and Labor Costs
- Eliminate Dealing With Problem Employees

**Premier Solutions Group has developed a one stop program to assist our clients needs.**



## **Recruitment of Staff**

- Premier Employee working for Town
- Recruit for Town on fee basis (Town Employee)

## **Bookkeeping Services**

- Accounts Receivable
- Accounts Payable
- Financial Statements
- Reconciliations (Banks, Inventories, Accounts)
- Spreadsheets – Utilizing excel, can design to fit your needs
  - Budgets
  - Customer Lists
  - Inventories
  - Database



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## **HR Resource Management**

- WC, FMLA, ADA Management
- Employee Evaluations
- Employee Disciplines
- Benefits Administration
- I-9 Compliance
- Hiring and Terminations
- Unemployment Claims Processing

## **Payroll Services**

- Direct Deposit
- Manage PTO
- Customized Reports
- Garnishment of Wages



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Thank You!

