

PTI Staffing Recommendation

23 June 2016

During the implementation phase, ICANN has the responsibility to implement recommendations of the community-developed proposals in a manner that would ensure the stable and secure performance of the IANA functions. In the PTI staffing implementation area, ICANN previously proposed an approach that we believe best meets the intent of the CWG-Stewardship proposal, accounts for the multiple ways that separation could occur, is operationally sound, and satisfies the expressed preferences of the IANA team.

This PTI staffing proposal received full support from some parts of the community as the best move-forward option that would meet the intent of the CWG-Stewardship proposal. However, others in the community expressed concerns that the PTI staffing proposal does not achieve the desired level of separation between PTI and ICANN as intended by the CWG-Stewardship proposal. Concerns raised varied from no support for any part of the proposal, to more specific concerns regarding ongoing secondment, and secondment of the PTI President role.

ICANN carefully considered the feedback provided by both those in support of the PTI staffing proposal as well as those who raised concerns. Based on the feedback received, ICANN is proposing the following revised PTI staffing approach that we believe allows for stability and continuity at the time of transition while providing for a time-bound path toward achieving the community's desire for more separation between PTI and ICANN.

Revised PTI Staffing Approach

At the time of transition, the current IANA team will be seconded from ICANN to PTI, via contract, to perform the IANA functions. The PTI President will be a seconded ICANN employee, and the role of the PTI President will be filled by ICANN's Vice President of IANA. The PTI Treasurer and Secretary, being Board support and part-time positions, will be ICANN direct shared resources. This will allow for continuity and stability at the time of transition.

After the transition, ICANN will work to put in place preferably the same or a comparable benefits program for PTI. ICANN will also work to put in place systems and processes to support PTI payroll, HR and benefits administration, performance management, and other necessary changes. Once these benefits, systems and processes are in place, but no later than three years after the transition takes effect, the ICANN-PTI contract will require PTI to offer all seconded employees employment with the independent PTI and all new hires to be employees of PTI.

Until PTI's Benefits, systems and processes are in place, new hires will be hired by ICANN and seconded to PTI. ICANN will inform new hires that they will be transferred to PTI at the appropriate time. This will accelerate the implementation of PTI's Benefits, Systems and Processes and ensures that there won't be two classes of PTI employees.

The positions of Treasurer and Secretary for PTI will remain to be direct shared resources provided to PTI from ICANN. These are Board support positions, not related to the direct performance of the IANA functions, and not anticipated to be full-time positions. As such, it makes sense operationally for ICANN to provide this expertise to PTI as direct shared resources.

ICANN will continue to provide direct shared resources and support services as appropriate to PTI. Please see the Appendix of the [PTI Implementation Approach](#) document for the list of direct shared resources and support services.

After the transition, the PTI Board will be able to review the staffing plan and shared resources arrangement, and determine what if any changes need to be made to ensure a well-functioning PTI.