



Legislation Details (With Text)

File #: 20-1553 **Version:** 1

Type: Agenda Item **Status:** Approved

File created: 11/10/2020 **In control:** Board of Supervisors

On agenda: 11/17/2020 **Final action:** 11/17/2020

Title: Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution 183-2020 to add 1.0 FTE Risk Manager - Limited Term allocation for four (4) years.

FUNDING: Risk Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Resolution 11-17-20, 2. B - Approved Blue Route 11-17-20, 3. Executed Resolution 183-2020

| Date | Ver. | Action By | Action | Result |
|------------|------|----------------------|----------|--------|
| 11/17/2020 | 1 | Board of Supervisors | Approved | Pass |

Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **183-2020** to add 1.0 FTE Risk Manager - Limited Term allocation for four (4) years.

FUNDING: Risk Fund.

DISCUSSION / BACKGROUND

The Human Resources (HR) Department received notice that the Risk Manager has been selected for a military deployment assignment for a period of November 30, 2020 through November 30, 2024. During the previous shorter term deployments in 2018-2019 and 2020, the HR Department hired a temporary, extra help staff person and re-distributed the work amongst available HR staff.

Given the length of this deployment and technical knowledge and skills necessary to not only mitigate risk for the County, but also provide adequate customer service, it's necessary to temporarily fill the Risk Manager position with a full-time resource over the next four years. Therefore, a full-time, limited term Risk Manager allocation is being requested for four years.

The purpose of this position is to manage the risk function, which includes supervising the Risk Management Division, functional responsibility for loss control, safety, contracts, insurance, workers' compensation, and liability programs. Upon Board approval, a recruitment will be conducted to fill the position.

ALTERNATIVES

The Board could choose not to approve the addition of the limited term allocation.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

N/A

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

Savings from the vacant deployed Risk Manager will be used to fund the Risk Manager - Limited Term allocation.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption and approval, please provide a fully executed copy of the Resolution to Katie Lee in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Tameka Usher, Director of Human Resources