



The County of Monterey

*invites your interest
for the position of*

**Risk Manager
(Principal Risk
and Benefits
Analyst)**



The County of Monterey

Monterey County encompasses some of California's most stunning scenery and offers an ideal year-round Mediterranean climate. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 446,000 residents and the numerous tourists who visit the area year-round. Monterey County boasts world-renowned attractions such as the spectacular Big Sur Coast, Monterey Bay Aquarium, Cannery Row and the Steinbeck Center. It's also home to WeatherTech® Raceway Laguna Seca and many world-famous golf courses including Pebble Beach, Spanish Bay, and Poppy Hills. The County hosts annual events including the Monterey Jazz Festival, IndyCar Grand Prix of Monterey, Sea Otter Classic, Concourse D'Elegance, and the California Rodeo.



Encompassing a total land area of 3,324 square miles, Monterey is the 16th largest of California's 58 counties and has an economy largely based on agriculture and tourism. The Salinas Valley, known as the "salad bowl of the nation," is abundant with lush produce fields and thriving vineyards. There are several major educational institutions including California State University, Monterey Bay, Middlebury Institute of International Studies at Monterey, the Defense Language Institute (DLI) at the Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College, and Hartnell College in Salinas.

County Government and the Risk Management Division

Monterey County has over 5,400 employees with an all funds operating budget of approximately \$1.6 billion. Monterey is a general law county and the governing body is the Board of Supervisors, which is comprised of an elected representative from each of the five voting districts within the County. The Board is elected to alternating four-year terms with elections conducted in even numbered years. The Board appoints the County Administrative Officer, who oversees county operations, and the County Counsel, who provides legal services to the Board and all County departments and officials. County operations include 25 departments or agencies and five elected department heads including: Assessor-County Clerk-Recorder, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector.



The Risk Management Division is a part of the County Counsel's office, and includes the functions of risk management, insurance, workers compensation, and safety. The Risk Manager

(which is a “working title” for the formal classification of Principal Risk Management Analyst) reports directly to the County Counsel and oversees a divisional team of 9 FTEs.

The Position and Ideal Candidate

The Risk Manager will oversee various risk programs including workers’ compensation, liability, loss control, occupational safety, and insurance programs. The major issues facing the Division relate to cost control and risk analysis. A key consideration in addressing costs includes a proactive focus on greater levels of safety training and ergonomic assessment, and continual employee education and awareness of these issues.



An essential aspect of this assignment is the need for high levels of technical expertise in the various facets of risk management operation. This includes experience with third party administration of general liability, property, medical malpractice and worker’s compensation claims, and working with vendors and brokers in securing and administering various insurance programs and policies.

The ideal candidate for this role will be knowledgeable in the areas of Workers’ Compensation management, medical/property/liability control and mitigation, safety, and training/education in various aspects of risk management within a comprehensive, large-scale program. The Risk Manager is also expected to be well versed in the latest trends in the industry, and proactive in identifying and providing new and innovative practices to the County, specifically in the area of training. As a leader, the Risk Manager will have a collaborative, engaged, and relationship-based approach in working closely with staff, and key county partners including the County Counsel and the Human Resources Department.

Any combination of training, education and/or experience which provides the knowledge, skills and abilities listed above



would be qualifying. By way of example only, these requirements might be met by having five or more years of professional experience in risk analysis, safety operations, claims, liability, and worker’s compensation, including at least three years in a management or supervisory capacity overseeing a variety of risk management programs, and possession of a Bachelor’s degree in public or business administration or a closely related field. Experience within a representative environment in the public sector is highly desirable. Professional certifications such as a Certified Risk Manager (CRM), Financial Risk Manager (FRM), and/or Professional Risk Manager (PRM) are also desirable.

Compensation and Benefits

The County of Monterey offers a competitive salary and benefits package. The annual salary range for this position is \$99,128 - \$135,322 depending on qualifications. The County has adopted a seven-step salary schedule with step advances every year. The County Counsel is the appointing authority to determine an entry step, which will be based on the successful candidate's qualifications and experience. The excellent benefits package includes:

- ◆ Retirement: CalPERS, 2% @ 55 for classic members (employee pays 7% of member share) or 2% @ 62 for new members (employee pays 6.25% of member share). The County also participates in Social Security.
- ◆ Annual Leave: 23 days of annual leave are allowed in the first year; up to 37 days annually after 25 years.
- ◆ Holidays: 11 paid holidays per year plus 1 floating holiday.
- ◆ Health Insurance: Cafeteria-style benefits plan offers a variety of pre and post-tax options including medical, dental and vision insurance for employees and dependents.
- ◆ Health Flexible Spending Accounts: May contribute up to \$2,750 annually to a flexible spending account and up to \$5,000 annually to a dependent care assistance program.
- ◆ Life Insurance: \$50,000 Term Life Insurance Policy is provided.
- ◆ Management Allowance: \$45.84 per month.
- ◆ Educational Stipend: 2% of hourly base rate.
- ◆ Professional Leave: 10 days per year, non-accruable.
- ◆ Deferred Comp: Voluntary program available.
- ◆ Employee Physical Exam: Eligible to receive annual physical exam at Natividad Medical Center (NMC).
- ◆ Professional Development Stipend: \$400 per calendar year.



Equal Opportunity

Monterey County is an equal opportunity employer and a drug-free workplace. The County seeks candidates who can make contributions in an environment of cultural and ethnic diversity. Monterey County provides reasonable accommodations for the disabled. If candidates require special arrangements to participate in the selection process, please contact Kim Moore, Assistant Director of Human Resources at 831.755.5353.

The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this recruitment is April 30, 2021.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or by email at paulk@averyassoc.net or Bill Lopez at 408.888.4099 or by email at williaml@averyassoc.net.