



Monterey County

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Board Report

Legistar File Number: 16-074

February 09, 2016

Introduced: 1/14/2016

Version: 1

Current Status: Agenda Ready

Matter Type: General Agenda Item

- a. Approve and authorize the reinstatement of 10 Workers' Compensation Allocation on Loan Positions; and
- b. Approve and authorize the County Administrative Office and Auditor-Controller's Office to incorporate the position changes in the FY 2015-16 Adopted Budget.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the reinstatement of 10 Workers' Compensation Allocation on Loan positions (Classification Code 99ZWC) to Risk Management, Appropriation Code COU002; and
- b. Approve and authorize the County Administrative Office and Auditor-Controller's Office to incorporate the position changes in the FY 2015-16 Adopted Budget.

SUMMARY/DISCUSSION:

The Workers' Compensation Allocation on Loan positions are loaned to departments for the limited purpose of facilitating completion of mission critical work during a specified period of time within which an injured county employee is unable work due to industrial injury. Risk Management had 10 such Workers' Compensation Allocation on Loan positions for the FY 2014-15 and currently seeks the continuance of said positions within its FY 2015-16 budget and going forward in order to more effectively manage the Workers' Compensation program.

Departments may request Allocation on Loan positions when employees are temporarily out on Workers' Compensation and there is a need to backfill positions. Departments send their request directly to Risk Management, which manages the Workers' Compensation program, for review and justification. Upon approval, Risk will forward the approved request to Central HR for entry in the Advantage HRM system.

By reinstating the Workers' Compensation (Classification Code 99ZWC) positions, departments currently utilizing this program will not experience a loss in staffing. At this time, at least three (3) Allocation on Loan positions are currently in use. These positions are considered a critical component in the management of the Workers' Compensation program.

Risk Management considers 10 Workers' Compensation Allocation on Loan positions to be an adequate level for the County.

OTHER AGENCY INVOLVEMENT:

Risk Management met with Human Resources to review the processes required to set up the positions in Advantage in addition to managing the positions as they are being utilized by the departments.

FINANCING:

The Allocation on Loan positions are unfunded positions and there is no incremental cost to the County. Requesting departments pay for these positions as they are being used, with funds from their adopted budgets.

By:

Steve Mauck, Risk Manager, x. 3006

Approved by:

Charles McKee, County Counsel, x. 5045