

## **Exhibit D**

### **SELECTED RISK MANAGEMENT ORGANIZATIONAL OPTIONS**

#### **1) OPTION 1 - RISK MANAGEMENT DIVISION IN HUMAN RESOURCES DEPARTMENT (San Mateo, Sonoma, others)**

- a) All Risk Management functions and programs re-organized into HR Department with staffing analysis.
- b) Add CAO, HR Director, and County Counsel to general liability settlement authority.
- c) Add CAO, HR Director, and County Counsel to workers' compensation settlement authority.
- d) Direct that workers' compensation claims handling procedures follow the general liability claims handling procedures.
- e) Direct staff to issue RFQ/RFP for both Workers Compensation and General Liability third party administrators.

#### **2) OPTION 2 - RISK MANAGEMENT DIVISION IN COUNTY COUNSEL'S OFFICE WITH MODIFICATIONS (Tulare & Kern – Recommended by Management Partners, Inc)**

- a) Risk management functions and authority remain in the County Counsel's Office.
- b) Direct staff to issue RFQ/RFP for both Workers Compensation and General Liability third party administrators.
- c) Add CAO and County Counsel to general liability settlement authority.
- d) Add CAO, County Counsel, and HR Director to worker's compensation settlement authority.
- e) Direct that workers' compensation claims handling procedures follow the general liability claims handling procedures.
- f) Direct staff to issue RFQ/RFP for both Workers Compensation and General Liability third party administrators.

#### **3) OPTION 4 – RISK MANAGEMENT DIVISION IN ADMINISTRATIVE OFFICE (Los Angeles, Contra Costa County, others)**

- A. Risk Management functions and programs reorganized into CAO Office with staffing analysis.
- B. County Counsel manages contested claims and litigation.
- C. Add CAO, HR Director, and County Counsel to general liability settlement authority.
- D. Add CAO, HR Director, and County Counsel to workers' compensation settlement authority.
- E. Direct that workers' compensation claims handling procedures follow the general liability claims handling procedures.
- F. Direct staff to issue RFQ/RFP for both Workers Compensation and General Liability third party administrators.

#### **4) OPTION 5 – WORKER'S COMPENSATION TO HR; CLAIMS MANAGEMENT TO COUNTY COUNSEL (San Diego, San Francisco, and Tuolumne)**

- A. Transfer Workers' Compensation, Return to Work, Safety, and Ergonomics programs and positions to HR. Eliminate unnecessary positions. (Some jurisdictions retain WC litigation in County Counsel).
- B. County Counsel manages all claims and litigation
- C. Add CAO and County Counsel to general liability settlement authority.
- D. Add CAO, County Counsel, and HR Director to worker's compensation settlement authority.

- E. Direct that workers' compensation claims handling procedures follow the general liability claims handling procedures.
- F. Direct staff to issue RFQ/RFP for both Workers Compensation and General Liability third party administrators.