



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 23-061, Version: 1

- a. Introduce, waive reading and set for adoption on January 31, 2023, an ordinance amending Chapter 2.21 of the Monterey County Code to provide that the Risk Management functions of the County are to be discharged in the County Counsel's Office, and that the County Counsel shall appoint the County's Risk Manager; and,
- b. Adopt a Resolution to:
 - i. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A & B to retitle the classification of Principal Risk Management Analyst to Risk Manager and adjust the base wage salary range as indicated in Attachment A;
 - ii. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.
- c. Appoint Danielle Mancuso, County Risk Manager, to the Public Risk, Innovation, Solutions, and Management ("PRISM") Board of Directors as the primary director, and Leslie J. Girard, County Counsel, as the alternate, thereby rescinding any prior appointments.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a) Introduce, waive reading and set for adoption on January 31, 2023, an ordinance amending Chapter 2.21 of the Monterey County Code to provide that the Risk Management functions of the County are to be discharged in the County Counsel's Office, and that the County Counsel shall appoint the County's Risk Manager; and,
- b) Adopt a Resolution to:
 - i. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A & B to retitle the classification of Principal Risk Management Analyst to Risk Manager and adjust the base wage salary range as indicated in Attachment A;
 - ii. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.
- c) Appoint Danielle Mancuso, County Risk Manager, to the Public Risk, Innovation, Solutions, and Management ("PRISM") Board of Directors as the primary director, and Leslie J. Girard, County Counsel, as the alternate, thereby rescinding any prior appointments.

SUMMARY/DISCUSSION:

In 2012, the Risk Management function was transferred from the County Administrative Office to the County Counsel's Office. Furthermore, in 2018 the Board of Supervisors approved amendments to the Monterey County Code to more specifically address the duties of the County Counsel, to include naming the County Counsel as the County's Risk Manager and charging the County Counsel with fulfilling the duties of Risk Manager.

On March 9, 2021, the Board approved an action to retitle the classification of Principal Risk and Benefit Analyst to Principal Risk Management Analyst. In July of 2021, the Human Resources Department successfully recruited for a very qualified employee to be appointed to the Principal Risk Management Analyst position. The incumbent has successfully performed the Risk Management functions under the general

direction of the County Counsel. Therefore, the County Counsel recommends introducing, waive reading and set for adoption on January 31, 2023, an ordinance amending County Code to provide that the County Counsel shall appoint and supervise the County's Risk Manager.

In addition, the Human Resources Department recently conducted a base wage compensation study of the Principal Risk Management Analyst classification to determine if the base wage compensation is in alignment with the County's Compensation Philosophy and labor market average. The base wage analysis of the County's comparable agencies found that based on the duties performed, the classification of Principal Risk Management Analyst was matched to six

(6) of the nine (9) comparable agencies and is approximately 6.90% below the salary mean of the comparable agencies' classifications. To promote the Human Resources Department's mission to make the County the employer of choice, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = - 4.495% with rounding) of the average of the agencies identified. The County's philosophy is to maintain a competitive compensation package that attracts and retains the highest quality of candidates and employees to service the community while maintain sound fiscal standards.

Therefore, in accordance with the Compensation Philosophy, the Human Resources Department recommends adjusting the base wage salary of the Principal Risk Management classification by approximately 6.90% at top step in order to align it with the labor market average. Furthermore, to more accurately reflect the nature of the work assigned, the Human Resources Department recommends retitling the Principal Risk Management Analyst classification to Risk Manager.

Finally, PRISM is a joint powers agency composed of counties, cities and districts for the purpose of pooling resources to cover liabilities. In other words, they are an insurance risk pool. Monterey County is a member of the pool. As a member, the County may make an appointment of a primary and alternate director to the PRISM Board of Directors. The current appointees are former CAO Charles J. McKee as primary director, and County Counsel Leslie J. Girard as the alternate. Because the Risk Management functions of the County are administered in the County Counsel's Office, it is appropriate that the Board of Supervisors appoint Danielle Mancuso, the County's Risk Manager, to the PRISM Board of Directors as the primary director, and County Counsel Leslie J. Girard as the alternate, and rescind all prior appointments.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs in the recommendation.

FINANCING:

The salary and benefit increase for County Counsel - Risk Management Budget Unit 8407-Fund 001-Appropriation Unit COU002 for the remainder of the Fiscal Year 2022-23 is estimated at \$5,328 or \$12,788 annualized and will be absorbed within the Office of the County Counsel's Adopted Budget. There is no associated cost with the appointments to the PRISM Board of Directors.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by addressing the efficient discharge of the Risk Management functions of the County.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by:

Approved by:

Leslie J. Girard, County Counsel

Irma Ramirez-Bough, Director of
Human Resources

Attachments:

Board Report

- A: County Ordinance
- B: underline/~~strikeout~~
- C: revised salary schedule
- D: Resolution