



County of Monterey

Item No.41

Board Report

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

Legistar File Number: RES 26-040

April 14, 2026

Introduced: 3/13/2026

Current Status: General Government -
Consent

Version: 1

Matter Type: BoS Resolution

- a. Approve and amend Fiscal Year (FY) 2025-26 Risk Management Division Budget (1210-COU002-8407 to add 5 additional Full Time Employee FTE Worker's Compensation Allocation on Loan Positions (Classification Code 99ZWC); and
- b. Approve and authorize the County Administrative Office to reflect the approved changes in the FY 2025-26 Adopted Budget and Direct Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- Approve and amend Fiscal Year (FY) 2025-26 Risk Management Division Budget (1210-COU002-8407 to add 5 additional Full Time Employee FTE Worker's Compensation Allocation on Loan Positions (Classification Code 99ZWC); and
- b. Approve and authorize the County Administrative Office to reflect the approved changes in the FY 2025-26 Adopted Budget and Direct Human Resources Department to implement the changes in the Advantage HRM system.

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 when an injured County employee is unable work due to industrial injury. Risk Management is requesting the addition of five (5) additional Workers' Compensation Allocation on Loan positions for the FY 2025-26 and seeks the continuation of said positions within its FY 2026-27 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 those positions. Departments submit their requests directly to Risk Management, which manages the Workers' Compensation program, for review and justification. Upon approval, Risk Management forwards the approved request to Central HR for entry in the Advantage HRM system.

By adding the Workers' Compensation (Classification Code 99ZWC) position number 0011 through 0015, departments currently utilizing this program will not experience a loss in staffing. At this time, at least 8-10 Allocation on Loan positions are currently in use. These positions are considered a critical component in the management of the Workers' Compensation program, and the ability for departments to hire, train, and backfill affected positions.

Risk Management considers five (5) additional Workers' Compensation Allocation on Loan positions to be an adequate level for the County.

The last time the board approved Allocation on Loan positions was in 2016. Since then, the County has grown, and number of employees on worker's compensation cases has increased as well.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

Risk Management met with Human Resources to review the processes required to establish the positions in Advantage, as well as the procedures for managing the positions while they are being utilized by the departments.

FINANCING:

There is no cost to the General Fund for 'Allocation on Loan' positions. The Risk Management Internal Services Fund pays Workers' Compensation benefits, creating a net-neutral effect on the department budget for the fiscal year.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

This initiative supports all aspects of the Strategic Initiatives as they allow the departments to replace and backfill positions that support public safety and County imperatives.

Mark a check to the related Board of Supervisors Strategic Plan Goals [Include one or two sentences referencing the Ordinance, Code, Board Order/Resolution, etc. in relation to this selection]:

- Well-Being and Quality of Life
- Sustainable Infrastructure for the Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Dynamic Organization and Employer of Choice

If does not fall under any of the above Board of Supervisors Strategic Plan Goals (Other):

_____ Administrative [Include one or two sentences referencing the Ordinance, Code, Board Order/Resolution, etc. in relation to this selection]

Link to the Strategic Plan:

<https://www.countyofmonterey.gov/home/showdocument?id=139569>

Prepared by: David Bolton, Risk Manager

Approved by: Susan K. Blich, County Counsel

Attachments:

Resolution

