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EXECUTIVE SEARCH

Risk Manager
CITY OF MODESTO, CALIFORNIA

THE COMMUNITY

Honored as Tree City USA, recognized as gateway to Yosemite National Park, and surrounded by some of the world's most fertile farmland, the City of Modesto is a community that offers residents and visitors alike, exciting and fun cultural, recreational, educational and quality of life amenities that are unsurpassed in the Central Valley of California. The City of Modesto is the largest city and county seat of Stanislaus County and has a population of over 200,000. With the diversity of a metropolitan city and with a small town atmosphere of hospitality and affordability, the City of Modesto boasts more than 60 recreation areas, reasonable housing prices, beautiful historic homes on tree lined streets, excellent school districts, and close proximity to private and public universities. Along with a robust agricultural industry of almonds, apricots, tomatoes, peaches, walnuts and poultry, the City is known throughout the region as the home of wine manufacturing and numerous farming companies, the Gallo Center for the Arts, the Modesto Symphony

Orchestra and the class A baseball team, Modesto Nuts. The City of Modesto is conveniently situated with highway access to Interstate 5 and California State Route 99 along one of the country's busiest rail corridors. Residents and visitors are also served by the Modesto City-County Airport for transportation throughout the State and in particular, San Francisco, Sacramento, renown wine country and winter sports opportunities. The combination of all these attributes make the City of Modesto a great community to raise a family.

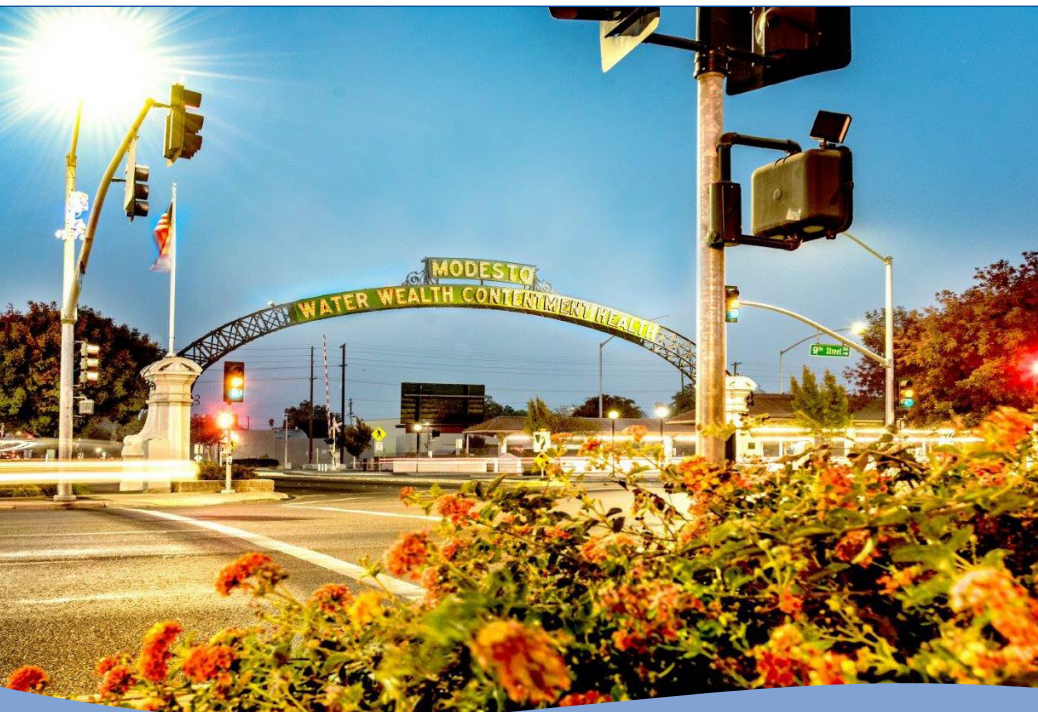
To learn more about the City of Modesto, please visit <https://www.modestogov.com/>.

THE ORGANIZATION

The City of Modesto, incorporated in 1884, is a Charter City governed by the Council-Manager form of government. The City's mission is "We are committed to the delivery of exceptional public services and building partnerships that promote economic prosperity and engaged neighborhoods." This mission statement is achieved by the Mayor

and City Council comprised of 7 members; volunteers appointed to 26 advisory boards by the City Council; the City Manager, City Attorney, City Auditor and City Clerk appointed by the City Council; and a staff organization consisting of 1,188 personnel. In turn, the City's 2020-2025 Strategic Plan, supported by a \$478 million annual budget, serves as the organization's action plan for accomplishing community goals and visionary progress. To achieve "quality of life," "economic vitality," and "governance and service delivery" as defined in the City's **annual budget**, 13 departments implement robust work plans that are driven by performance standards, metrics and data-driven decisions.

The Human Resources Department is comprised of 3 divisions: Human Resources Administration, Employee Benefits, and Risk Management. Under the leadership of the Human Resources Director, Christina Alger, the Risk Management Division is an Internal Service Fund with an operating budget and oversight of approximately \$14.9 million. The Division consists of 5 positions: the Risk Manager who oversees a Risk Analyst, Safety Officer, Safety Specialist, and Senior Administrative Office Assistant. The primary focus of the Risk Management Division is managing property insurance, general liability, workers compensation, safety, and both internal and external ADA matters for minimizing the City's exposure to risk, claims and disbursements. The Property Insurance program provides coverage for various City-owned properties and facilities, and is fully insured through policies procured through the Public Risk Innovation, Solutions, and Management (PRISM) joint



powers authority. The General Liability program is administered by the City in partnership with a third-party claims handler. The City belongs to the Joint Powers Authority of California Cities Excess Liability pool (ACCEL) and is responsible for providing coverage of bodily injury, property damage and employment liability claims. The



Worker's Compensation program provides coverage for workplace health and injury claims including the administration of return to work policies and procedures. In support of both the General Liability and Worker's Compensation programs, the City procures alternative insurance for claims in amounts above the self-insured limit.

THE POSITION

The Risk Manager serves as a mid-level manager and supervisor who is responsible for working collaboratively within the Human Resources Department, guiding and educating departments throughout the City, and advising executive leadership on all matters related to risk and liability, implementing best practices, mentoring and coaching personnel, and developing and managing budget and expenditures.

THE IDEAL CANDIDATE

The ideal candidate will have municipal government experience in a city, county, state, joint powers authority, and/or district leading and managing property insurance, general liability, and workers compensation programs; supervisory experience; and a background related to serving as the ADA Compliance Officer. An ideal candidate will also have broad-based experience and knowledge in public entity risk management; employment practices liability; principles of insurance, risk financing and transfer; data analysis; budgeting; fund management, and contract management. Moreover, the City desires an applicant knowledgeable in best practices with a passion and desire for organizational excellence.

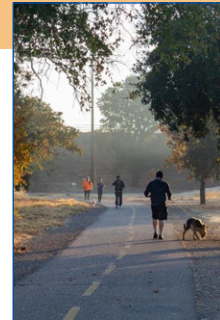
The successful candidate will be an individual who demonstrates:

- Integrity, honesty, and ethics
- Leadership and leadership by example
- A focus on results, performance and goal orientation
- Good judgement and thoughtful reasoning
- Team work, collaboration and leading by example
- Inclusion and consensus building
- Effective and appropriate delegation balanced with being a working manager
- Coaching, mentoring and educating others
- Excellence in customer service and responsiveness

- A positive demeanor
- Progressive and risk adverse approach
- Good communication skills and diplomacy
- The ability to work with a variety of stakeholders
- Skills in prioritizing, developing work plans, and measuring progress
- Timeliness
- A global and long range perspective

This position requires any combination of experience and training that would provide the knowledge and abilities to serve in the position of Risk Manager. Typical knowledge, abilities and experience includes:

- 5 years of increasing responsible experience in the management of worker's compensation, liability and property, and/or occupational medical, including 1 year providing technical and functional supervision over assigned personnel,



- A Bachelor's degree from an accredited college or university with coursework in business or public administration or a related field, and
- A California driver's license or ability to obtain one before beginning employment.

Possession of an Associate Risk Management (ARM) certificate and/or designation as a Certified Professional in Disability Management (CPDM) are highly desirable.

COMPENSATION AND BENEFITS

The annual salary will be made based upon the qualifications of the selected candidate in a range from \$105,750 to \$128,540. In addition, excellent benefits are offered including:

RETIREMENT: Classic Member -PERS 2% @ 60, highest single. Employee pays the full member contribution. New Member - PERS 2% @ 62, highest three years. Employee pays 6.5%.

MEDICAL INSURANCE: Health (medical/dental/vision), life and disability insurance information can be found at modestogov.com/351/



SEARCH SCHEDULE

Filing Deadline: March 11, 2022
 Preliminary Interviews: March 14 – 25, 2022
 Recommendation of Candidates: April 1, 2022
 Virtual-Person Finalist Interview Process: April 8, 2022
 In-Person Finalist Interview Process: To Be Determined

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

Health- Enrollment-Information.

OTHER INSURANCE BENEFITS: City provides life insurance in the amount of \$120,000. City provides long term disability insurance coverage. IRS Section 125 medical and dependent care reimbursement plan is also available.

LEAVE: 10 paid holidays per year plus 8 hours of holiday credit. Holiday credit may be accrued up to a maximum of 40 hours.

VACATION AND SICK LEAVE: Accrual begins at a rate of two weeks per year, with incremental increases to 5 weeks at 21 years of service. Employees may accumulate up to 2 times their annual vacation accrual. Sick leave with pay is accumulated at 8 hours per month, 96 hours per year. Employees may accumulate up to 2,200 sick leave hours. The position also accrues 80 hours of management leave each year.

EDUCATIONAL INCENTIVE PAY: City provides 2.5% of salary after 1 year of service for possession of a Master's degree or Juris Doctor from an accredited institution.

The City does not participate in Social Security.



THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please submit your cover letter and resume (including month/year of employment) via our website:

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Contact Anton "Tony" Dahlerbruch at 310.567.1554 or 866.912.1919, if you have any questions regarding this position or the recruitment process.



www.peckhamandmckenney.com