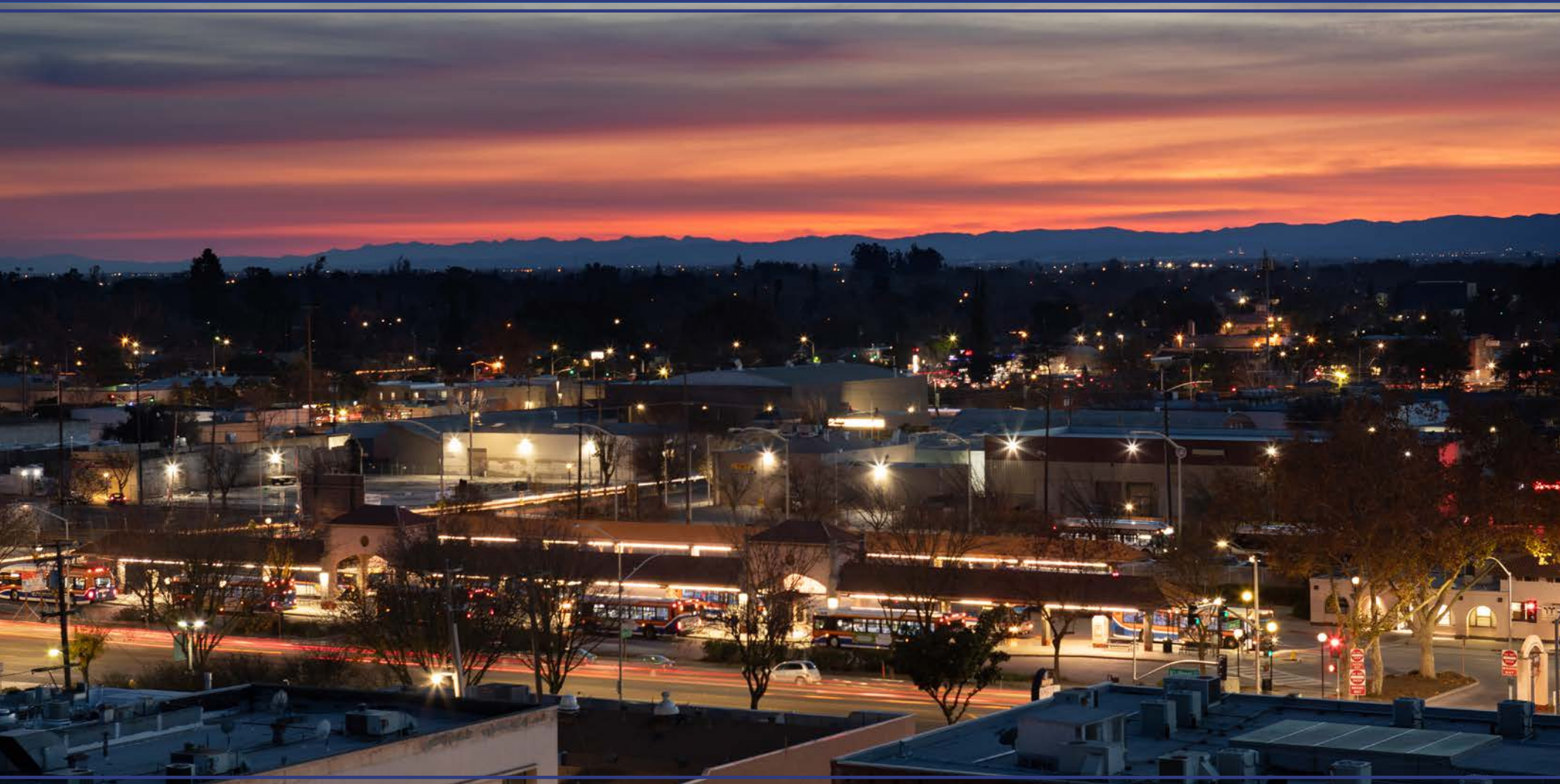




Risk Manager



Recruitment Services Provided by Ralph Andersen & Associates

The Opportunity

The City of Modesto is recruiting nationally for a highly motivated, experienced, and result-driven Risk Manager who will enjoy a professional challenge and unbeatable quality of life. In 2022, Modesto voters passed Measure H, a 1% sales tax measure, adding approximately \$39 million to the City's general fund. The next Risk Manager will have the opportunity to advance a comprehensive risk management system and make significant safety and financial impacts on the City of Modesto and its 1,268 employees. If you thrive in a fast-paced, progressive organization that serves a community with highly engaged citizens, apply for this exciting opportunity now.



The Community

The City of Modesto (population 217,880) is the largest city and is the seat of Stanislaus County. Twice blessed with year-round mild weather and some of the world's richest soil, the city of "Water, Wealth, Contentment, and Health" is a community proud of its vibrant citizenry, great traditions, and multicultural lifestyles. Modesto offers the diversity of a metropolitan city yet maintains a small-town character of hospitality and affordability without the commute or congestion of other urban centers. Agricultural contributions from the local area include almonds, apricots, tomatoes, peaches, walnuts, and poultry products.

The quality of life in Modesto is one of its most attractive features, offering a variety of exciting cultural, recreational, and educational opportunities. Many urbanites have relocated to this welcoming community for its variety of amenities, reasonable housing prices, reputable school districts, and protected open spaces. Modesto is frequently cited as an ideal community in which to raise a family.

With more than sixty recreation areas within the City, Modesto is close to Yosemite National Park, Northern California coastal resort communities, San Francisco, Sacramento, the state's world-famous wine country, and numerous popular venues for outdoor recreation. Winter sports opportunities are also within an easy drive of the City. Modesto serves as the principal entertainment center for the Central Valley with a variety of venues, including the Gallo Center for the Arts, the Modesto Symphony Orchestra, and a Class A baseball team. Modesto boasts an outstanding public school system. For higher educational opportunities, the City is home to one of the first established Junior Colleges in California, with the University of the Pacific and California State University, Stanislaus in proximity. The new University of California, Merced campus is within a 40-minute commute. The City of Modesto has something for everyone and offers its own distinct pride and character.



The Organization



A full-service city, Modesto has a total 2024 budget of \$526 million and employs 1,268 full-time employees. The City is governed by a Council-Manager form of government. The Modesto City Council consists of seven members, including the Mayor, all elected for four-year overlapping terms.

The City Council appoints the City Manager, who serves as the Chief Executive Officer overseeing all departments. The City Manager delegates hiring responsibilities and supplemental duties to ten Department Directors in the areas of:

- Community and Economic Development
- Parks, Recreation, and Neighborhoods
- Finance
- Information Technology
- Public Works
- Utilities
- Engineering Services
- Human Resources
- Police
- Fire

The Position

The Risk Manager, with a staff of four full-time employees, directs, manages, supervises, and coordinates the activities and operations of the Risk Management Program including worker's compensation, general liability, loss control, property insurance, contract insurance requirements, and other related insurance programs; and coordinates Risk Management Division activities with other divisions and departments to mitigate potential exposure to liabilities; and provides highly responsible and complex administrative support to the Director of Human Resources.

Essential and other important responsibilities and duties may include, but are not limited to, the following:

- ⦿ Plan, organize, and direct Risk Management Division activities including the workers' compensation program, general liability, loss control, safety, occupational medical, property, and other related insurance programs;
- ⦿ Develop and implement divisional goals, objectives, policies, and procedures;
- ⦿ Direct, oversee, and participate in the development of the Risk Management Division work plan; assign work activities, projects, and programs; monitor workflow; review and evaluate work products, methods, and procedures;
- ⦿ Prepare the Risk Management Division budget; assist in budget implementation; participate in the forecast of additional funds needed for staffing, equipment, materials, and supplies; administer the approved budget;
- ⦿ Recommend the appointment of personnel; provide or coordinate staff training, conduct performance evaluations; implement discipline procedures as required; maintain discipline and high standards necessary for efficient and professional operation of the Division;
- ⦿ Implement and maintain appropriate risk financing techniques, including maintaining adequate monetary reserves and departmental cost allocation plans;
- ⦿ Evaluate and act on opportunities for improvement in delivery or operations for the Division;
- ⦿ Ensure the City's immunities are properly utilized; ensuring appropriate risk control techniques are implemented;
- ⦿ Review insurance documents, contracts, and leases to ensure the City is not assuming undo risk; ensure appropriate risk transfer techniques are implemented, consult with project managers regarding risk exposure and risk transfer; review contracts to ensure proper indemnification language and insurance requirements;
- ⦿ Manage the occupational medical program including oversight of workers' compensation treatment, Fitness for Duty evaluations, pre-employment and annual physicals, disability accommodations, DOT, and reasonable suspicion drug testing;
- ⦿ Design, develop and oversee the City's Safety Program;
- ⦿ Handle and coordinate the completion of insurance renewal applications, working with City Departments, brokers, and insurers;

The Position *continued*

- ⦿ Act as representative to City's excess liability pool, attending meetings, as required;
- ⦿ Negotiate adjustments and settlements of uninsured and insured losses involving damage to City property;
- ⦿ Analyze trends in liability coverages and case law; make recommendations for the needed coverage, purchase, loss reduction, and cost; review contracts and agreements relating to insurances and endorsements;
- ⦿ Represent the City to outside agencies and organizations; participate in outside community and professional groups and committees; provide technical assistance as necessary;
- ⦿ Research and prepare technical and administrative reports; prepare written correspondence;
- ⦿ Build and maintain positive working relationships with co-workers, other City employees, and the public using principles of good customer service; and
- ⦿ Observe and maintain a safe working environment in compliance with established safety programs and procedures.

The Ideal Candidate

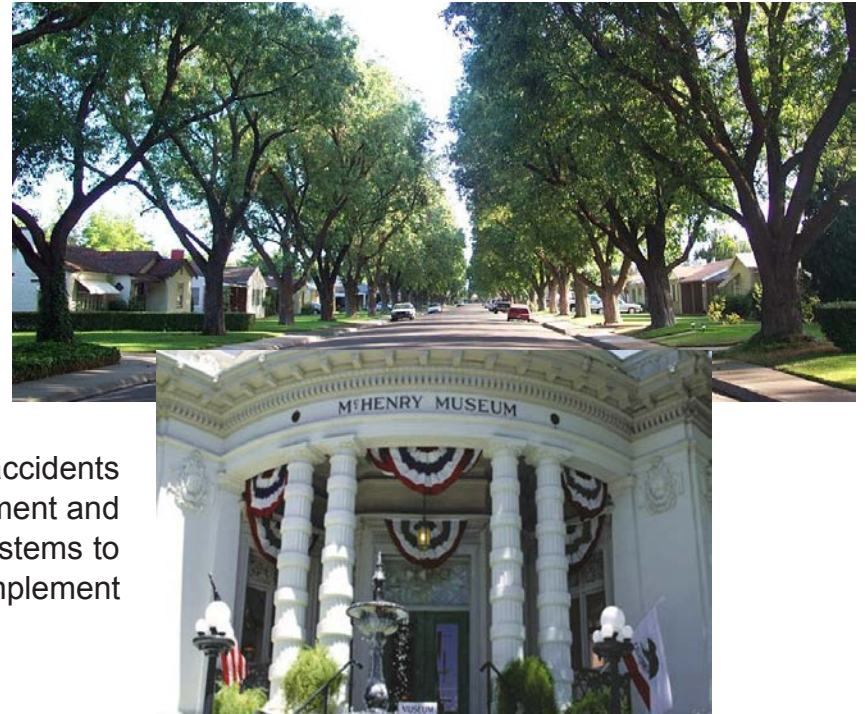
In addition to being ethical, well qualified, and experienced, the next Risk Manager must possess certain traits that will be essential for success:

- ⦿ As a highly communicative business partner to the various managers and directors across the city, the ideal candidate will serve as the central spokesperson on issues related to risk management. The City of Modesto is a full-service city, with diverse services provided across numerous departments. Strong candidates will be able to communicate effectively and work collaboratively.
- ⦿ Significant experience in risk management, whether gained from the public or private sectors, is essential for this role. However, candidates with public sector experience will transition more readily into the role.
- ⦿ Knowledge and skills in project and contract management will be helpful in the creation and execution of risk management initiatives.
- ⦿ Familiarity with collective bargaining and/or civil service environments is an asset.

Challenges and Opportunities

The Risk Manager will be presented with a number of known challenges and opportunities in which to excel including:

- ⦿ The selected candidate will be tasked with advancing a comprehensive, citywide, risk management program to include further establishment of best practices.
- ⦿ More proactive management of the City's workers' compensation insurance program would likely yield significant savings for the City of Modesto.
- ⦿ Through the analysis of data, the City will be able to determine trends in accidents and injuries and provide recommendations for mitigating risk to management and other staff. The selected candidate will have the opportunity to create systems to collect data from various sources, provide analysis and reporting, and to implement recommendations to mitigate risk.

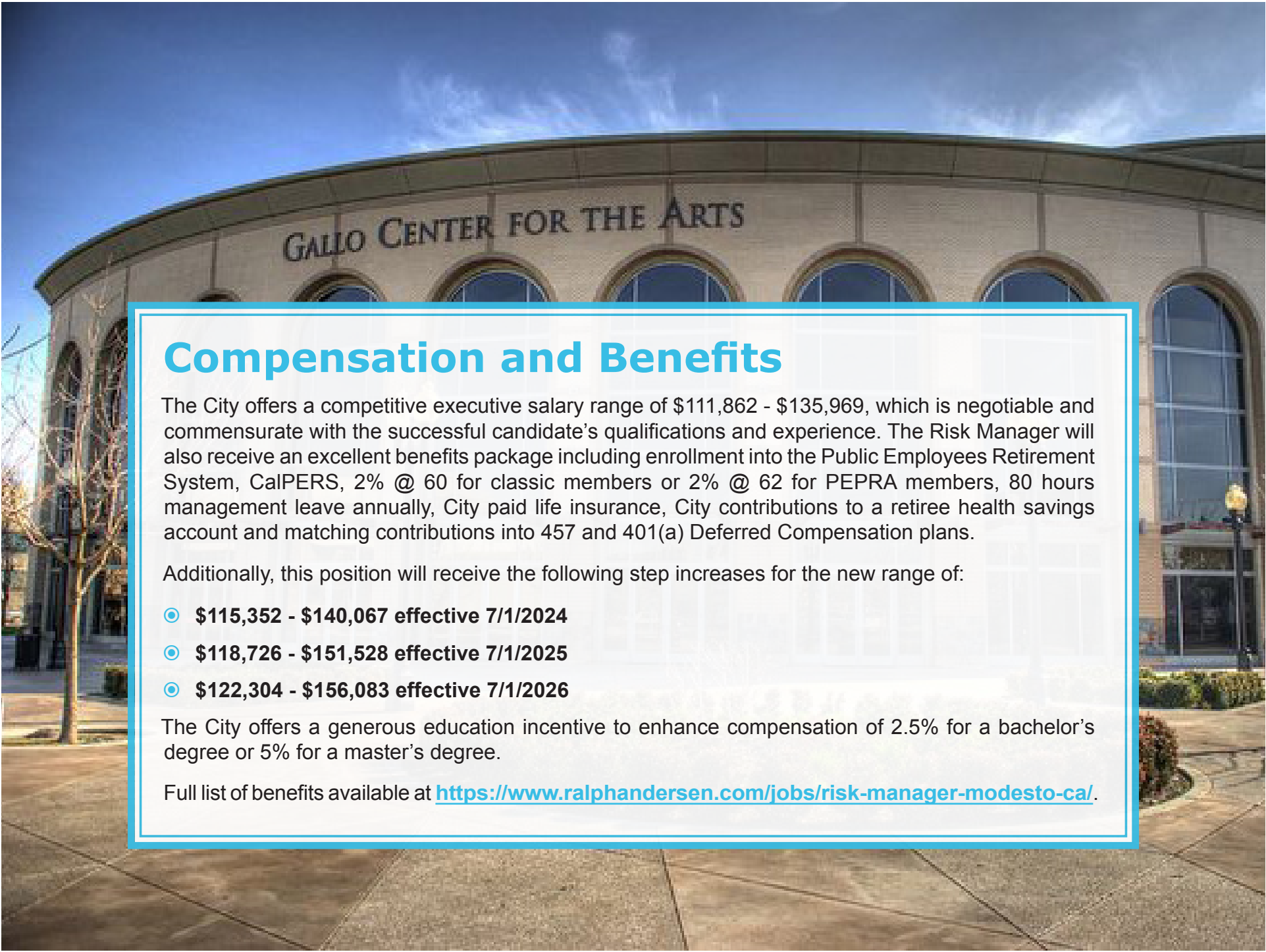


The Qualifications

Education: Equivalent to a Bachelor's degree from an accredited college or university with major coursework in business, public administration, or a related field.

Experience: This position requires a minimum of five years of increasingly responsible experience in the management of a combination of human resources programs including: workers compensation, liability, and property, and/or occupational medical; one year providing technical and functional supervision over assigned personnel.

Final Selection and Appointment: Any combination of experience and training that would provide the required knowledge and abilities is qualifying. The City of Modesto will select the most highly qualified candidates for consideration based on a combination of education, career experience, and accomplishments that best fit the needs of the City of Modesto.



GALLO CENTER FOR THE ARTS

Compensation and Benefits

The City offers a competitive executive salary range of \$111,862 - \$135,969, which is negotiable and commensurate with the successful candidate's qualifications and experience. The Risk Manager will also receive an excellent benefits package including enrollment into the Public Employees Retirement System, CalPERS, 2% @ 60 for classic members or 2% @ 62 for PEPRA members, 80 hours management leave annually, City paid life insurance, City contributions to a retiree health savings account and matching contributions into 457 and 401(a) Deferred Compensation plans.

Additionally, this position will receive the following step increases for the new range of:

- **\$115,352 - \$140,067 effective 7/1/2024**
- **\$118,726 - \$151,528 effective 7/1/2025**
- **\$122,304 - \$156,083 effective 7/1/2026**

The City offers a generous education incentive to enhance compensation of 2.5% for a bachelor's degree or 5% for a master's degree.

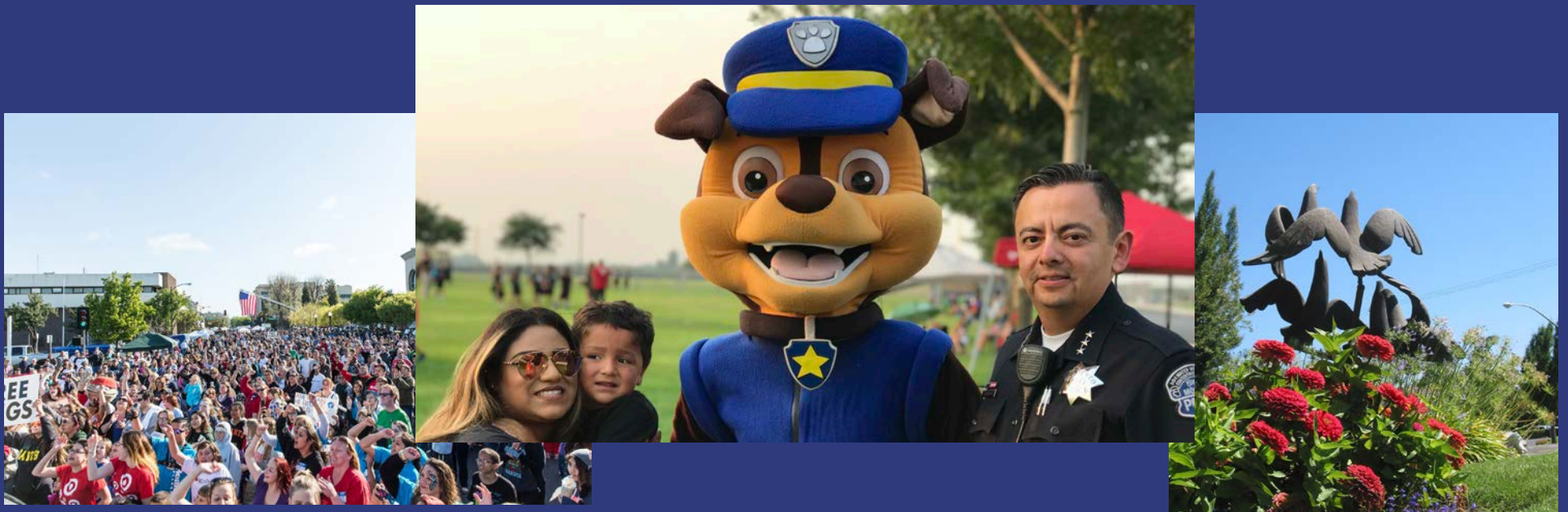
Full list of benefits available at <https://www.ralphandersen.com/jobs/risk-manager-modesto-ca/>.

To Apply

Interested candidates may apply by sending their resume, a compelling cover letter, and six professional references to Ralph Andersen & Associates via apply@ralphandersen.com. Candidates are requested to submit materials prior to **Monday, February 19, 2024. This recruitment is open until filled so candidates are encouraged to apply early as this recruitment may close at any time.**

Ralph Andersen & Associates will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited for an on-site interview. The selection process may also involve a professional panel and a supplemental questionnaire. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss the opportunity further, please call Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.

For further information regarding the City of Modesto visit their website at www.modestogov.com.





*The City of Modesto is an equal opportunity employer.
Qualified women, minorities, and disabled persons
are strongly encouraged to apply.*

