

RISK MANAGEMENT RECLASSIFICATION



January 13, 2026

Background

- Position created in late 2022 and filled January 2023
- Originally administrative in nature
- Now responsible for full program oversight, policies, claims, and mitigation strategies
- Retention challenges with current classification
 - ✓ Three incumbents in three years



Need

- Risk Management function has expanded significantly
- Oversees general liability, insurance, workers' compensation, compliance & safety
- Requires higher-level technical expertise and independent decision-making
- Reclassification improves recruitment and retention

Recommendation

- Adopt Resolution to reclassify position to Risk Program Manager
- Approve revised Salary Schedule
- Amend Salary & Benefits Report for Unrepresented Classifications
- Appropriate \$22,500 from the Insurance Fund



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