



San Joaquin County Employment Opportunity

# County Safety & Risk Manager



Recruitment Announcement  
0925-RM0252-01  
Equal Opportunity Employer

Human Resources  
44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, California 95202  
Phone: (209) 468-3370

**SAN JOAQUIN**  
— COUNTY —  
*Greatness grows here.*

# San Joaquin County Employment Opportunity

## **County Safety & Risk Manager**

### **ABOUT THE POSITION**

Are you a seasoned safety and risk professional looking to take your career to the next level? San Joaquin County Human Resources department has an amazing opportunity to join our team. The County Safety and Risk Manager will be responsible for planning, directing, and organizing the County's Liability Insurance Program, the Self-insured Workers' Compensation Program, managing the County's Safety Program and serves as a consultant on safety matters to department heads and the County Administrator's Office. As part of the Principal Leadership team, you'll play a key role in staff management, budget preparation, and the development of innovative programs that enhance employee health and safety, all with the goal of delivering top-notch compliance and controlling costs. If you're ready to lead with purpose and make a real impact, this position is for you!

### **THE IDEAL CANDIDATE**

The ideal candidate for this position should be a seasoned risk management professional with an in-depth understanding of liability insurance programs, workers' compensation, occupational health and safety administration (OSHA), employee safety, adept at navigating complex regulations and demonstrating strong negotiation skills. Effective communication and leadership abilities are crucial, as this candidate will be responsible for safeguarding our assets from lawsuits and claims, analyzing safety & risk programs while supervising and training a team. Financial acumen is essential for budgeting and ensuring program sustainability. Additionally, the ideal candidate should stay current with industry trends and adapt to evolving regulations, ultimately serving as a dedicated advocate for employee security and effectively managing a comprehensive health & safety program for the County.

### **THE DEPARTMENT**

Human Resources is a division of the County Administrator's Office and provides centralized HR and labor relations services for all County departments. Services include: Employment Services to include recruitment, retention, exam development, and performance management, EEO Program, Staff Development & Wellness, administration of County health, dental, and voluntary benefit programs, safety, risk and leave management.

The mission of the Human Resources Division is to partner with all County departments, community organizations, and educational institutions to recruit, develop, and retain employees of the highest quality and competency, who represent the diverse community we work and live in.

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# County Safety & Risk Manager

## Compensation and Benefits

Approximate Annual Total Compensation:

### County Risk & Safety Manager

**\*\$123,763,—\$150,429**

**\* Approximate annual salary includes 10% confidential supplement**

In addition to the base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- Confidential Unit receive a supplement of 10% on top of base salary (noted above)
- A 1% employer contribution to the County's 457 Deferred Compensation Plan
- Vacation cash-out up to eight (8) days annually
- 1937 Retirement Act plan with reciprocity with CALPERS.
- 125 Flex Spending Benefits Plan
- 12 days sick leave annually with unlimited accumulation.
- 10 days of vacation leave (15 days after 3 years, 20 days after 10 years, and 23 days after 20 years)
- 14 paid holidays per year
- 80 hours of Administrative Leave every fiscal year

Click on link for all [benefits](#).

## Recruitment Incentives\* *(pending CAO Approval)*

- **Vacation Accrual Rate:** San Joaquin County vacation accrual rate consistent with the candidate's total years of public service.
- **Sick Leave:** Candidates leaving other employment may receive credit for actual non-reimbursable sick leave hours (up to 160 hours).
- **New Hire Retention Bonus:** \$2,000 upon completion of first year equivalent employment (2,080 hours); \$1,000 at 6,240 hours; \$3,000 at 12,480 hours.
- **Moving Expenses:** Documented costs to a max of \$2,000

Potential cashable compensation	Step 1	Step 5
Annual Salary	\$112,512	\$136,759
Confidential Employee 10%	\$11,251	\$13,676
1% Deferred Comp	\$1,125	\$1,367
Vacation Cash-out (64 Hours)	\$3,462	\$4,208
<b>Total</b>	<b>\$128,350</b>	<b>\$156,010</b>

## Application and Selection

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire. Resumes will not be accepted in lieu of a complete application package. If a formal exam process is utilized, qualified applicants will be invited to participate in an oral examination interview which may include a practical exercise. The top-scoring candidates will be referred to the department for a hiring interview. To apply, submit a completed application and supplemental questionnaire.

**This Civil Service position is unrepresented and FLSA exempt. Final appointment will be conditional upon passing a Pre-Employment Background, DOJ Live Scan and Drug Screen.**

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.





# County Safety & Risk Manager

## Your typical duties:

- Managing and overseeing various financial service programs and functions, including the county Internal Service Funds utilized to fund the workers' compensation, general liability, auto liability, cyber liability, property, crime bond, medical malpractice, and various other County agencies and Programs
- Utilize statistical data system to provide Board of Supervisors and County departments with information including budgetary projections, current and future costs and losses.
- Manages the County's Safety Program; participates in the development of safety policies and procedures; reviews current literature and new legislation related to safety rules and procedures and determines application to County operations; recommends revision of policies and implementation of new policies and procedures
- Serves as a consultant on safety matters to department heads and the County Administrator's Office

## Challenges you might face:

- You will be expected to manage multiple assignments with competing deadlines
- You will interact with various and diverse stakeholders and explain the risks and process to ensure county wide compliance
- You will explain timely and sufficient liquidity to meet self-insured obligations

## Reasons to love this job:

- You will become the leader of a seasoned team that provides excellent customer service
- You will join a dynamic department that embodies the pillars of Opportunity, Innovation, Partnership and Community for our County
- You will enjoy a generous and stable benefits package with options for reciprocity from other State and County plans
- You will have the opportunity for an alternative work schedule



## Minimum Qualifications

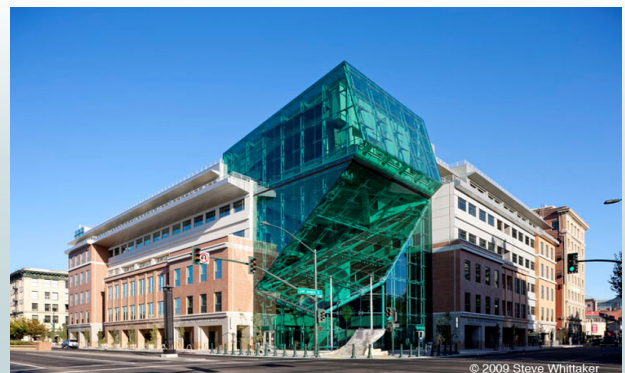
**Education:** Graduation from an accredited college or university with a major in public or business administration, education, engineering, public safety, industrial technology, or a closely related field

**Experience:** Two years of experience in either planning, budgeting, coordinating or conducting a variety of risk management activities.

**Substitution:** Additional qualifying experience may be substituted for the required education on a year-for-year basis to a maximum of two years.

**AND:**

**License:** Possession of a valid California driver's license.



# Make San Joaquin County your new home!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts eight cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

## Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



## Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



## Agriculture

The county is one of the most agriculturally rich regions in California. Grapes are the leading commodity, with 98,800 bearing acres, much of that in wine grapes. Over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Almonds, walnuts, tomatoes and cherries round out the top crops, with an abundance of other produce. Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

## Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

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