

Compensation and Benefits

The County of Monterey offers a competitive salary and benefits package. The annual salary range for this position is \$77,208 and \$105,396 depending on qualifications. The benefits package includes:

- ◆ Retirement: CalPERS, 2% @ 55 for classic members (employee pays 7% of member share) or 2% @ 62 for new members (employee pays 6.25% of member share). The County also participates in Social Security.
- ◆ Annual Leave: 23 days of annual leave are allowed in the first year; up to 37 days annually after 25 years.
- ◆ Holidays: 10 paid holidays per year plus 1 floating holiday. Christmas Eve when December 24 falls on a Monday-Thursday.
- ◆ Health Insurance: Cafeteria style benefits plan offers a variety of pre- and post-tax options including medical, dental and vision insurance for employee and dependents.
Health Flexible Spending Accounts: May contribute up to \$2,600 annually to a flexible spending account and up to \$5,000 annually to a dependent care assistance program.
- ◆ Life Insurance: \$50,000 Term Life Insurance Policy is provided.
- ◆ Management Allowance: \$45.84 per month.
- ◆ Professional Development: Stipend of \$400 per calendar year.
- ◆ Deferred Comp: Voluntary 457 program available.
- ◆ Employee Physical Exam: Eligible to receive annual physical exam at Natividad Medical Center (NMC).



Equal Opportunity

Monterey County is an equal opportunity employer and a drug-free workplace. The County seeks candidates who can make contributions in an environment of cultural and ethnic diversity. Monterey County provides reasonable accommodations for the disabled. If candidates require special arrangements to participate in the selection process, they should state their needs in writing when submitting an application package.

The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

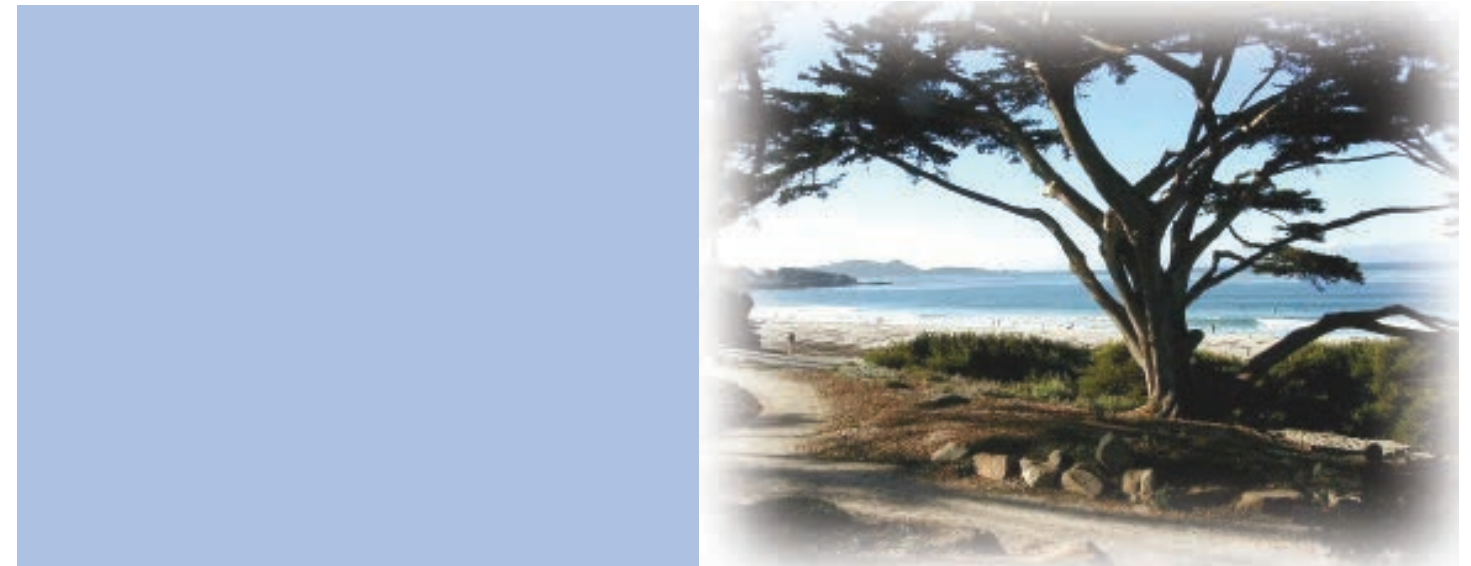
Paul Kimura or Bill Lopez
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This final filing period for this recruitment is September 29, 2017.

Avery Associates is expecting to conduct preliminary interviews with qualified applicants in the, early October timeframe. It is anticipated that recommended candidates will interview with Monterey County in late October 2017.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or by email at paulk@averyassoc.net or Bill Lopez at 408 888-4099 or by email at williaml@averyassoc.net.



The County of Monterey



*invites your interest
for the position of*

Workers Compensation Manager

The County of Monterey

Monterey County encompasses some of California's most stunning scenery and offers an ideal year round Mediterranean climate. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 400,000 residents and the numerous tourists who visit the area year-round. Monterey County boasts world-renowned attractions such as the spectacular Big Sur Coast, Monterey Bay Aquarium, Cannery Row and the Steinbeck Center. It's also home to Laguna Seca Raceway and many world-famous golf courses including Pebble Beach, Spanish Bay, and Poppy Hills. The County hosts annual events including the Monterey Jazz Festival, Red Bull U.S. Grand Prix, Sea Otter Classic, Concourse D'Elegance, and the California Rodeo.



Encompassing a total land area of 3,324 square miles, Monterey is the 16th largest of California's 58 counties and has an economy largely based on agriculture and tourism. The Salinas Valley, known as the "salad bowl of the nation", is abundant with lush produce fields and thriving vineyards. There are several major educational institutions including California State University, Monterey Bay, Middlebury Institute of International Studies at Monterey, the Defense Language Institute (DLI) and Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College, and Hartnell College in Salinas.



County Government

Monterey County has over 5,200 employees with an all funds operating budget of approximately \$1.4 billion. Monterey is a general law county and the governing body is the Board of Supervisors, which is comprised of an elected representative from each of the five voting districts within the County. The Board is elected to alternating four-year terms with elections conducted in even numbered years. The Board appoints the County Administrative Officer, who oversees County operations. The County also has five elected department heads including: Assessor/Recorder-County Clerk, Auditor-Controller, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector.

The Position and Ideal Candidate

The Workers' Compensation Manager reports to the Principal Risk and Benefits Analyst in the Risk Management Division of the County Counsel's office and is responsible for managing and supporting the County's Workers' Compensation program. The Manager will have the independence and discretion to develop and manage the Workers' Compensation program responsibilities, Modified Work programs, and a Return to Work program.

The County is self-insured but utilizes a Third Party Administer for most Workers' Compensation claims handling. The position may also be involved in the settlement of public liability claims or actions that relate to workers' compensation claims.

The successful candidate will review and negotiate the settlement of claims. This position is also responsible for assisting departments in the determination of appropriate Modified Duty and early Return-to-Work program. He or she will also be available and accessible to injured employees to help provide information on claims, benefits and retirement.

The ideal candidate will be a proactive individual with strong judgment and deep knowledge of the relevant regulations and intricacies of Workers' Compensation programs, and the ability to apply this knowledge to the creation and implementation of innovative, forward thinking policies for the County. The individual will also be effective in their use of outcome data to tinker and adapt the program to deliver the best results. The Manager must also be an effective communicator with all County departments, local, state and federal agencies as well as being available to assist employees with their claims issues.



He or she must also have at least five years of professional experience investigating and resolving employee or third-party Workers' Compensation claims as an adjuster, examiner, or equivalent in California for a self-insured public entity, equivalent private-sector employer, third-party administrator, or insurance carrier. A Bachelor's degree with a major in Business, Public Administration, Political Science, Human Resources, Risk Management or a closely related field is highly desirable.

