



RISK MANAGEMENT BUDGET



RISK MANAGEMENT MISSION

“Empowering St. Johns County through proactive risk management strategies and comprehensive benefits administration, ensuring the safety and prosperity of our employees and community.”



Risk & Benefits Functions

Risk Management

- **Identifying Risks:** The risk and benefits department identifies potential risks that could impact the organization. These risks may include safety hazards, legal compliance issues, financial risks, and County operational challenges.
- **Assessing Risks:** Once identified, the department assesses the severity and likelihood of each risk. This assessment helps prioritize risk mitigation efforts.
- **Forecasting Losses:** By analyzing historical data and trends, the department forecasts future losses related to accidents, injuries, or other incidents.
- **Mitigating Risks:** Developing strategies and action plans to minimize or prevent risks is a crucial function. This involves implementing safety protocols, training programs, and risk reduction measures.
- **Implementing Risk Mitigation Solutions:** The department collaborates with other teams to implement solutions that reduce exposure to risks. For example, improving workplace safety procedures or enhancing cybersecurity measures.
- **Monitoring Effectiveness:** Regularly evaluating the effectiveness of risk management strategies ensures ongoing improvement.

Risk & Benefits Functions

Employee Benefits Administration

- **Health and Wellness Programs:** The department oversees employee health benefit plan, wellness initiatives, and preventive care programs. This includes managing health insurance, employee assistance programs, and wellness workshops.
- **Retirement Plans:** Administering retirement plans (FRS (pension or investment or 457B Deferred Comp plans) falls under our purview. They ensure compliance with regulations and assist employees with retirement-related queries.
- **Leave Management:** Managing various types of leaves (sick leave, vacation, parental leave, FMLA, Sick leave pool, Compassionate leave, workers compensation) and ensuring accurate record-keeping.
- **Disability and Workers' Compensation:** Handling disability claims and workers' compensation processes when employees are injured on the job.
- **Employee Assistance Programs (EAP):** Providing resources for employees dealing with personal or work-related challenges.

Risk & Benefits Functions

Compliance and Legal Responsibilities:

- **Legal Compliance:** Ensuring compliance with labor laws, health and safety regulations, and other legal requirements. Reviewing of all County contracts for Insurance compliance.
- **Benefits Documentation:** Maintaining accurate records related to employee benefits, contracts, and policies.
- **Privacy and Confidentiality:** Safeguarding employee information and ensuring privacy compliance.

Risk & Benefits Functions

Employee Communication & Education:

- **Employee Education:** Educating employees about their benefits, rights, and responsibilities.
- **Risk Communication:** Communicating safety protocols, emergency procedures, and risk-related information to employees.

Action Impact

- St. Johns County Risk Management has achieved an outstanding employer's actual incurred loss /injury experience as compared to average losses in the State, **resulting in a .63 Modification Rate** in our Workers Compensation Experience, which is **one of the best rates in Florida**, saving the County taxpayers almost \$1,000,000 in premiums. A value of **1.0** is considered the industry average.
- Received the **2023 Preferred Florida Safety & Risk Management Member of the Year Award** presented by the Public Risk Underwriters of Florida.
- Risk Management negotiated an increase in St Johns County's Cyber Security Insurance Coverage annual limit from \$1,000,000 to \$3,000,000 without any additional premium increases. Cyber Insurance is expensive to purchase, adding the additional coverage with no increase in cost is an accomplishment and benefit to St Johns County BCC.
- Modernized the County's drug testing programs to an online, cloud-based database and portal for responding to drug screen results in a timely manner, resulting in improved test accuracy and time savings.
- Improved customer service for County employees, citizens, and visitors by relocating the Risk & Benefits Office to a centralized accessible area within the County Administration Building.

FY23 – FY24 Highlights



FY24 – FY25 Initiatives

Organizational Resilience

- Business Continuity Plan
- Emergency Response Plan
- Emergency Response Employee Training
- Compliance

Current FY24

Requested FY25



