



City of La Quinta

CITY / SA / HA / FA MEETING DATE: October 7, 2014

ITEM TITLE: AUTHORIZE OVERNIGHT TRAVEL FOR THE HUMAN RESOURCES/RISK MANAGER AND EXECUTIVE ASSISTANT TO ATTEND THE CALIFORNIA JOINT POWERS INSURANCE AUTHORITY ANNUAL EDUCATIONAL FORUM FROM OCTOBER 28-31, 2014 IN SANTA BARBARA, CALIFORNIA

AGENDA CATEGORY:

BUSINESS SESSION:

CONSENT CALENDAR: 3

STUDY SESSION:

PUBLIC HEARING:

RECOMMENDED ACTION:

Authorize overnight travel for the Human Resources/Risk Manager and Executive Assistant to attend the California Joint Powers Insurance Authority Annual Educational Forum from October 28 through October 31, 2014, held in Santa Barbara, California.

EXECUTIVE SUMMARY:

- The California Joint Powers Insurance Authority (CJPIA) provides innovative risk management solutions through their different programs and services, including the City's liability, workers' compensation and property insurance coverages.
- CJPIA holds annual educational forums for its members to provide them the needed tools to keep active and up-to-date on a variety of risk management topics.
- This year, the Human Resources/Risk Manager has been nominated as a finalist for the Authority's Capstone Award in recognition of outstanding professional risk management efforts. As a finalist, she will be recognized in front of her peers at the Forum.

FISCAL IMPACT:

Estimated expenses are \$600, which includes parking and meals. Funds are available in the Human Resources and Community Services budgets under the Travel, Training, and Meeting accounts.

BACKGROUND/ANALYSIS:

CJPIA's 14th Annual Educational Forum will include information on workers' compensation claim administration, liability claims handling, claim avoidance techniques, legislative/liability/case law updates, conducting internal investigations, and a number of other best practices topics associated with the risk management industry. The opening session will be presented by keynote Speaker Lizz Pellet, author of The Cultural Fit Factor, Creating an Employment Brand that Attracts, Retains and Repels the Right Employees, which is particularly relevant given the City's shift toward a pay for performance culture and the need to attract and retain employees who will thrive in and embrace it. The closing session, "Building a Successful Culture and Succession Planning," is also timely as a large number of City employees are within three to five years of retirement.

As the Human Resources/Risk Manager is an award nominee this year, she will receive complimentary hotel and travel for the Forum. One finalist will be awarded the Capstone Award during the Recognition Luncheon on Thursday.

ALTERNATIVES:

Council may opt to deny the travel and \$600 expenditure; however, as Council has determined that staff training is vital to the effective management of the City (and due to the relevancy and timeliness of the topics being presented), staff does not recommend an alternative.

Report prepared by: Terry Deeringer, Human Resources/Risk Manager
Report approved for submission by: Frank Spevacek, City Manager