Human Resources / Risk

Davis COUNTY

Mission Statement

Davis County Human Resources promotes the recruitment, selection and retention of highly qualified employees who will effectively serve the residents of Davis County. Human Resources and Risk staff members are dedicated to excellent customer service, promoting a safe work environment for all County Employees and providing employee payroll/benefits and services with courtesy and efficiency.

Prior Year Inputs/Outputs

FTE (2024): 11 FT, 2 PT Ben, 1 PT Non Ben

- Implemented Wedge video interviewing platform within Applicant Pro

Implemented mid-year COLA with “plus ups” related to URS Rate Changes

Completed dental plan administrator change over to Delta Dental

Core Functions & Services

- Provide professional service to County leadership / departments / employees / applicants
- Provide timely and accurate payroll function
- Provide quality employee benefits at reasonable price points
- Assist departments with employee recruitment
- Assist departments with compensation information
- Provide leaders and employees with employee relations support

HR functions support the public by supporting all other county departments who interact more directly with the public. We also connect to the public in terms of employment branding, recruitment, and employment applicants.

Human Resources / Risk

Current Year Projected Outcomes

Implemented Wedge Video Interviewing Applicant Pro – Modern Applicant Tracking Platform

Implemented mid-year COLA adjustments and adjustments related to URS rate changes

Improved Employee Files Process

Transitioned to new Dental Benefit Administrator – Delta Dental

Improved employee training/development opportunities with more learning offerings

Reduced “at fault” auto accidents - only had one up through August

With help of Auditor’s office and PEHP – resolved Medicare Payment issues/garnishments with the Federal Government

Human Resources / Risk

Next Year Budget Initiatives

Consider funding and program for Tuition Reimbursement

Looking at refreshing county emergency packs – in work spaces. Evaluating Grant Opportunities first before we make core funding request on these

Evaluate whether retirement incentive program is feasible and/or will benefit County finances

	Account Description	2024 Budget	Proposed Budget	Variance	%	Notes
Revenue	SALE OF FIXED ASSETS	$0.00	$0.00	$0.00	0.00%	
	SUNDRY REVENUE	($170,000.00)	($60,000.00)	$110,000.00	-64.71%	Reduction in rebate from PEHP related to MLR
	WELLNESS PREMIUM	$0.00	$0.00	$0.00	0.00%	
	Sub Total	**($170,000.00)**	**($60,000.00)**	**$110,000.00**	**-64.71%**	
Personnel	PAYROLL	$1,293,518.38	$1,378,137.35	$84,618.97	6.54%	
	TRAVEL PAY	$5,835.23	$5,835.23	$0.00	0.00%	
	TAXABLE INCENTIVES	$0.00	$0.00	$0.00	0.00%	
	OVERTIME	$0.00	$0.00	$0.00	0.00%	
	BENEFITS	$0.00	$0.00	$0.00	0.00%	
	PAYROLL TAXES	$99,703.84	$106,162.20	$6,458.36	6.48%	
	WORKERS COMP	$5,114.14	$5,993.07	$878.93	17.19%	
	INSURANCE	$212,367.82	$226,969.25	$14,601.43	6.88%	
	RETIREMENT	$272,007.71	$269,508.50	($2,499.21)	-0.92%	
	COMMUNICATIONS ALLOW	$3,768.60	$3,768.60	$0.00	0.00%	
	Sub Total	**$1,892,315.72**	**$1,996,374.20**	**$104,058.48**	**5.50%**	
Operations	SUBS & MEMBERSHIPS	$7,000.00	$7,000.00	$0.00	0.00%	
	PUBLIC NOTICES	$3,000.00	$3,000.00	$0.00	0.00%	
	ADVERTISING	$11,000.00	$11,000.00	$0.00	0.00%	
	TUITION REIMBURSEMENT	$0.00	$0.00	$0.00	0.00%	
	EMPLOYEE WELLNESS	$4,000.00	$12,000.00	$8,000.00	200.00%	Increased utilization of employee wellness incentives
	FOOD BUSINESS	$2,500.00	$3,000.00	$500.00	20.00%	Increased for employee training
	EMPLOYEE AWARDS	$28,700.00	$28,700.00	$0.00	0.00%	
	MISC SUPPLIES	$0.00	$0.00	$0.00	0.00%	
	COMPUTER EQUIP	$16,700.00	$9,800.00	($6,900.00)	-41.32%	
	EQUIPMENT	$0.00	$0.00	$0.00	0.00%	
	SOFTWARE	$0.00	$0.00	$0.00	0.00%	
	EXPENSE REDUCTIONS	$0.00	$0.00	$0.00	0.00%	
	OFFICE SUPPLIES	$9,600.00	$8,600.00	($1,000.00)	-10.42%	
	TRAVEL/EDUC& TRNG	$7,000.00	$10,000.00	$3,000.00	42.86%	Training for HR leaders PSHRA / SHRM / NELI
	MILEAGE/LOCAL TRAVEL	$2,000.00	$2,000.00	$0.00	0.00%	
	EDUCATION & TRAINING	$5,000.00	$5,000.00	$0.00	0.00%	
	SOFTWARE SUBSCRIPTION	$0.00	$0.00	$0.00	0.00%	
	PROF & TECH	$25,000.00	$25,000.00	$0.00	0.00%	
	OTHER PROF & TECH	$36,000.00	$36,000.00	$0.00	0.00%	
	CONSULTING	$50,000.00	$50,000.00	$0.00	0.00%	
	EQUIP REP/CONTRACTS	$0.00	$0.00	$0.00	0.00%	
	TELEPHONE	$200.00	$200.00	$0.00	0.00%	
	Sub Total	**$207,700.00**	**$211,300.00**	**$3,600.00**	**1.73%**	
Allocations	TELEPHONE ALLOCATION	$4,718.64	$5,627.91	$909.27	19.27%	
	EMAIL ALLOCATION	$1,805.40	$2,565.00	$759.60	42.07%	
	INSURANCE ALLOCATION	$11,149.00	$9,477.00	($1,672.00)	-15.00%	
	MAINTENANCE ALLOCATION	$115,801.57	$76,990.07	($38,811.50)	-33.52%	
	BUDGET ADJUSTMENTS	$0.00	$0.00	$0.00	0.00%	
	Sub Total	**$133,474.61**	**$94,659.98**	**($38,814.63)**	**-29.08%**	
Capi	EQUIPMENT	$0.00	$0.00	$0.00	0.00%	
	COMPUTER EQUIPMENT	$0.00	$0.00	$0.00	0.00%	
	Sub Total	**$0.00**	**$0.00**	**$0.00**	**0.00%**	

	Account Description	2024 Budget	Proposed Budget	Variance	%	Notes
Revenue	ALLOCATIONS	($1,424,682.00)	($1,504,288.00)	($79,606.00)	5.59%	
	FED-GENERAL GOV	$0.00	$0.00	$0.00	0.00%	
	INTEREST EARNINGS	($11,000.00)	($11,000.00)	$0.00	0.00%	
	SALE OF FIXED ASSETS	$0.00	$0.00	$0.00	0.00%	
	TRANSFER IN	($94,250.00)	$0.00	$94,250.00	-100.00%	
	USE OF FUND BALANCE	$0.00	$0.00	$0.00	0.00%	
	SUNDRY REVENUE	$0.00	$0.00	$0.00	0.00%	
	CLAIM RECOVERY PAYMENTS	($50,000.00)	($50,000.00)	$0.00	0.00%	
	Sub Total	**($1,579,932.00)**	**($1,565,288.00)**	**$14,644.00**	**-0.93%**	
Personnel	PAYROLL	$125,868.54	$133,695.90	$7,827.36	6.22%	
	TRAVEL PAY	$3,211.73	$3,211.73	$0.00	0.00%	
	TAXABLE INCENTIVES	$0.00	$0.00	$0.00	0.00%	
	BENEFITS	$0.00	$0.00	$0.00	0.00%	
	PAYROLL TAXES	$9,960.09	$10,552.39	$592.30	5.95%	
	WORKERS COMP	$1,217.10	$1,390.02	$172.92	14.21%	
	INSURANCE	$22,542.77	$26,607.99	$4,065.22	18.03%	
	RETIREMENT	$26,966.77	$27,278.63	$311.86	1.16%	
	COMMUNICATIONS ALLOW	$1,032.04	$1,032.04	$0.00	0.00%	
	ACCUM OPEB	$0.00	$0.00	$0.00	0.00%	
	Sub Total	**$190,799.04**	**$203,768.70**	**$12,969.66**	**6.80%**	
Operations	CLAIMS SERVICE	$2,500.00	$2,500.00	$0.00	0.00%	
	SUBS & MEMBERSHIPS	$1,500.00	$1,500.00	$0.00	0.00%	
	OPERATING SUPPLIES	$7,500.00	$7,500.00	$0.00	0.00%	
	FOOD BUSINESS	$0.00	$0.00	$0.00	0.00%	
	EMPLOYEE AWARDS	$8,000.00	$8,000.00	$0.00	0.00%	
	PREMIUM HELIPORT	$4,590.00	$4,590.00	$0.00	0.00%	
	UCIP PREMIUM	$1,513,743.00	$1,542,754.00	$29,011.00	1.92%	Based on UCIP Premium Estimate
	CATASTROPHIC COVERAGE	$0.00	$0.00	$0.00	0.00%	
	CYBER LIAB PREMIUM	$733.00	$80,000.00	$79,267.00	10814.05%	Cyber Premium Bid/Estimate (add $2MM coverage?)
	INSURANCE	$50,000.00	$50,000.00	$0.00	0.00%	
	COMPUTER EQUIP	$3,500.00	$0.00	($3,500.00)	-100.00%	
	SOFTWARE	$0.00	$0.00	$0.00	0.00%	
	EXPENSE REDUCTIONS	$0.00	$0.00	$0.00	0.00%	
	OFFICE SUPPLIES	$2,000.00	$2,000.00	$0.00	0.00%	
	TRAVEL/EDUC& TRNG	$3,500.00	$3,500.00	$0.00	0.00%	
	MILEAGE/LOCAL TRAVEL	$1,000.00	$1,000.00	$0.00	0.00%	
	EDUCATION & TRAINING	$3,000.00	$3,000.00	$0.00	0.00%	
	SOFTWARE MAINTENANCE	$0.00	$0.00	$0.00	0.00%	
	SOFTWARE SUBSCRIPTION	$0.00	$0.00	$0.00	0.00%	
	PROF & TECH	$6,000.00	$6,000.00	$0.00	0.00%	
	OVER/SHORT	$0.00	$0.00	$0.00	0.00%	
	Sub Total	**$1,607,566.00**	**$1,712,344.00**	**$104,778.00**	**6.52%**	
Allocations	TRANSFER OUT	$0.00	$0.00	$0.00	0.00%	
	EMAIL ALLOCATION	$120.36	$135.00	$14.64	12.16%	
	INSURANCE ALLOCATION	$2,752.00	$2,878.00	$126.00	4.58%	
	BUDGET ADJUSTMENTS	$0.00	$0.00	$0.00	0.00%	
	DEPRECIATION	$0.00	$0.00	$0.00	0.00%	
	Sub Total	**$2,872.36**	**$3,013.00**	**$140.64**	**4.90%**	
Capital	COMPUTER EQUIPMENT	$0.00	$0.00	$0.00	0.00%	
	Sub Total	**$0.00**	**$0.00**	**$0.00**	**0.00%**	

The Resilience Solution Quote

This quote is strictly conditioned upon no material change in risk occurring between the issuance date and the inception date of the proposed policy. In the event of such change of risk, the Insurer may in its sole discretion, whether or not this offer has already been accepted by the Insured, modify and/or withdraw this offer. Thank you for the opportunity to quote.

INSURER INFORMATION

Insurer:	Homeland Insurance Company of New York (non-admitted)
Managing General Agent:	Resilience Cyber Insurance Solutions

QUOTE INFORMATION

Quote ID:	17753717128_2024-03-05_0007
Quote Issuance:	3/4/24
Named Insured:	Davis County Government
Named Insured Address:	61 South Main Street Farmington, UT 84025 US
Policy Form:	RCP1 012024 ed.
Policy Period:	From: 4/13/24 To: 4/13/25 Both at 12:01 a.m. local time at the Named Insured address
Continuity Date:	4/13/24
Retroactive Date:	Full Prior Acts
Extended Reporting Period:	12 Months
Extended Reporting Premium:	100% of the Policy premium

COVERAGE SCHEDULE		OPTION 1	
		ESSENTIAL PACKAGE	EDGE PACKAGE
LIMITS			
Policy Aggregate Limit of Liability		$3,000,000	$3,000,000
Covered Costs			
Response		$3,000,000	$3,000,000
Data Recovery		$3,000,000	$3,000,000
Hardware Replacement		$1,000,000	$1,000,000
Reward		$50,000	$50,000
Covered Loss			
Insured Interruption			
	from Security Failure	$3,000,000	$3,000,000
	from System Failure	$3,000,000	$3,000,000
	from Intentional Shutdown	$3,000,000	$3,000,000
Vendor Interruption			
	from Vendor Security Failure	$1,000,000	$1,000,000
	from Vendor System Failure	$1,000,000	$1,000,000
Extortion		$3,000,000	$3,000,000
Reputation		$3,000,000	$3,000,000
Telephone Fraud		$250,000	$250,000
Cryptojacking		$250,000	$250,000
Social Engineering		$100,000	$100,000
Invoice Manipulation		$250,000	$250,000
Transfer Fraud		$250,000	$250,000
Covered Liability			
Data & Network		$3,000,000	$3,000,000
Regulatory		$3,000,000	$3,000,000
Merchant Services		$3,000,000	$3,000,000
Media		$3,000,000	$3,000,000
RETENTIONS			
Each incident or Claim:		$250,000	$100,000
Waiting Period:		12 Hours	12 Hours
Insurance Premium:		$80,000	$64,000
Package Annual Fee (License contract and local taxes may apply):		Complimentary	$30,000
Total Cost:		**$80,000**	**$94,000**

ENTERPRISE PACKAGE

Please reach out to **solution@cyberresilience.com** for a comprehensive Enterprise proposal.

EDGE PACKAGE

Learn more about the comprehensive value of the Edge Solution. **Request a demo.**

SUBJECTIVITIES

To complete the underwriting process, we require the following additional information:

1 Currently signed and dated application (within 30 days of binding) and new business warranty on the Insured's letterhead
2 5 year currently valued loss runs
3 Copy of current cyber program with UCIP
4 Please confirm the total number of unique customer/employee records under your care, custody and control that would trigger notification requirements .
5 Do you have a Disaster recovery, business continuity and/ or incident response plan in place? If so, are plans tested regularly with any critical deficiencies remediated
6 Confirmation that the controls displayed on the submitted applications are applicable to all locations that would be considered Insureds under the policy

We are not required to bind prior to our receipt and approval of the additional information required above.

ENDORSEMENTS

#	ID	Name	Comments
1	RCE104	Amend Other Insurance	
2	RCE36	Amend Retentions	Recognize erosion for payments of loss for / by Davis county

Compare the Resilience Solution Packages

RESILIENCE SOLUTION BENEFITS	ESSENTIAL	EDGE	ENTERPRISE
FINANCIALLY-PROVEN AI PLATFORM Continuous learning system that creates clarity from cybersecurity visibility			
Ongoing external attack surface visibility and dark web exposure analyzing over 180 signals	✓	✓	✓
State-of-the-art probabilistic attack scenarios and quantification models anticipate threat impact	✓	✓	✓
Built-in interactivity to enable secure collaboration and accurate exposure validation		✓	✓
Continuous monitoring Identity Access Management (IAM) for a multi-cloud environment		✓	✓
API-integrated continuous risk assessment for internal & external attack surface			✓
QUANTIFIED ACTION PLAN Prioritization and context for better and faster operational decision making			
State of Your Risk Analysis summarizes and quantifies your comprehensive cyber risk profile	✓	✓	✓
Access to virtual training: How to Build a Defensible Cybersecurity Budget	✓	✓	✓
ROI-prioritized Risk Mitigation Plan to translate cybersecurity controls and threats to financial risk		✓	✓
State of Your Vendor Risk Analysis summarizes the cyber risk profile of up to 15 vendors		✓	✓
Holistic third-party vendor risk assessment for up to 100 vendors			✓
RESPONSIVE POLICY Comprehensive coverage, purpose-built for the dynamism and complexity of cyber			
Streamlined & comprehensive policy that covers costs, loss, and liability	✓	✓	✓
Easy access to policy documents and recommendations via our digital portal	✓	✓	✓
Improved coverage, limits, and retention at mid-term based on ongoing engagement		✓	✓
Hassle-free renewal that bypasses long-form applications		✓	✓
Dynamic risk transfer for your evolving risk posture			✓
HUMAN-IN-THE-LOOP PARTNERSHIP Expert counsel to guide, validate, and augment your cyber risk team			
Expert-triaged threat alerts personalized and prioritized for individual business attributes	✓	✓	✓
In-house claims & incident management available 24/7	✓	✓	✓
Annual in-depth Table Top Exercise tailored to your organization's risk operations		✓	✓
Quarterly meetings with industry-leading cybersecurity and cyber risk experts		✓	✓
Industry-first Cyber Risk Modeling Lab for risk scenario and investment planning			✓
CYBER ADVOCACY PROGRAM Resources to activate an engaged community up and down your organization			
Best practices and "how to" cyber risk management guides	✓	✓	✓
Incident response and lifecycle management plan for review and validation	✓	✓	✓
Comprehensive cyber risk reporting for executives and board members		✓	✓
Actionable cyber governance standards tailored from cyber risk best practices		✓	✓
Advisory services with industry-leading cybersecurity and risk engineers			✓