



PCoRP HR Risk Management Review

The **PCoRP HR Risk Management Review** is a restart of a PCoRP program, formerly called PREVENT, which was offered in 1989-91 and periodically thereafter. The PCoRP Board has approved funding for several reviews each year.

The service is designed to help reduce exposures to liability for PCoRP members. Employment related lawsuits are a major liability, and can be very time consuming and costly to the members and PCoRP. The PCoRP Board of Directors has committed funds to pay for a one-time project to provide each member with an analysis of their personnel policies and procedures.

Participation in the review is voluntary for all PCoRP members.

The goal of the PCoRP HR Risk Management Review is to provide HR directors and commissioners with input and advice about ways to limit the possibility of being sued, and to position the county in the best possible light in case of a lawsuit.

PCoRP has selected two of its Defense Counsel firms to conduct the review and provide a written report to the member. Attorneys at both firms who have experience defending county employment related lawsuits will be part of the team visiting the PCoRP member. After their visit the attorneys will prepare a draft written report and send it to the HR director for review and comment. After a set time for comments, and a review of any comments received, the final report will then be issued to the commissioners, the county solicitor and PCoRP. The reports issued as a result of the review will be confidential reports subject to attorney-client privilege.

The review is designed to provide impartial, independent advice to the member. PCoRP will not use the information from the project to change the member's cost of coverage or deny coverage. PCoRP staff will be responsible to follow up and monitor each member's response to and action on recommendations presented in the review. Compliance with previously stated PCoRP risk control activities will also be examined and reported to PCoRP.

The defense counsel firms which will be conducting the PCoRP HR Risk Management Reviews are:

West – Campbell, Durrant – Rich Miller and Brian Gabriel

East – Marshall, Dennehey - Ronda O'Donnell and others from the HR department of the Philadelphia office

PCoRP members interested in having the PCoRP HR Risk Management Review conducted should contact Barb Zemlock at CCAP (see contact information below). To the extent possible PCoRP members which have NOT previously received this service will be given first priority in scheduling the reviews.

For more information, contact Barbara Zemlock at CCAP:

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