



BLISS·McKNIGHT[®]

Risk Management and Insurance Programs

Don't Trip Up On Your First Days In Office



- **Avoid some common pitfalls**
- **Reduce personal and political vulnerability**



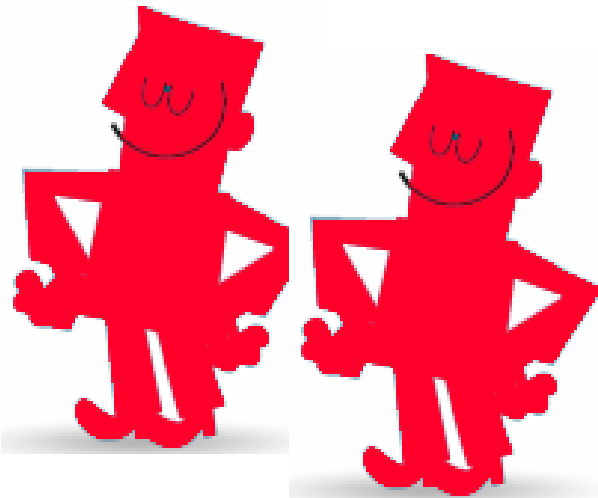
Assembling Your Team



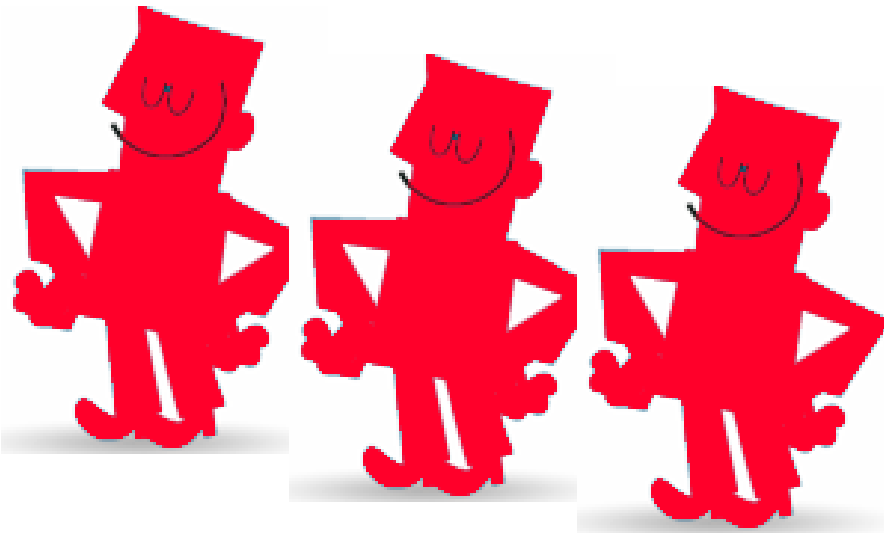
Assembling Your Team



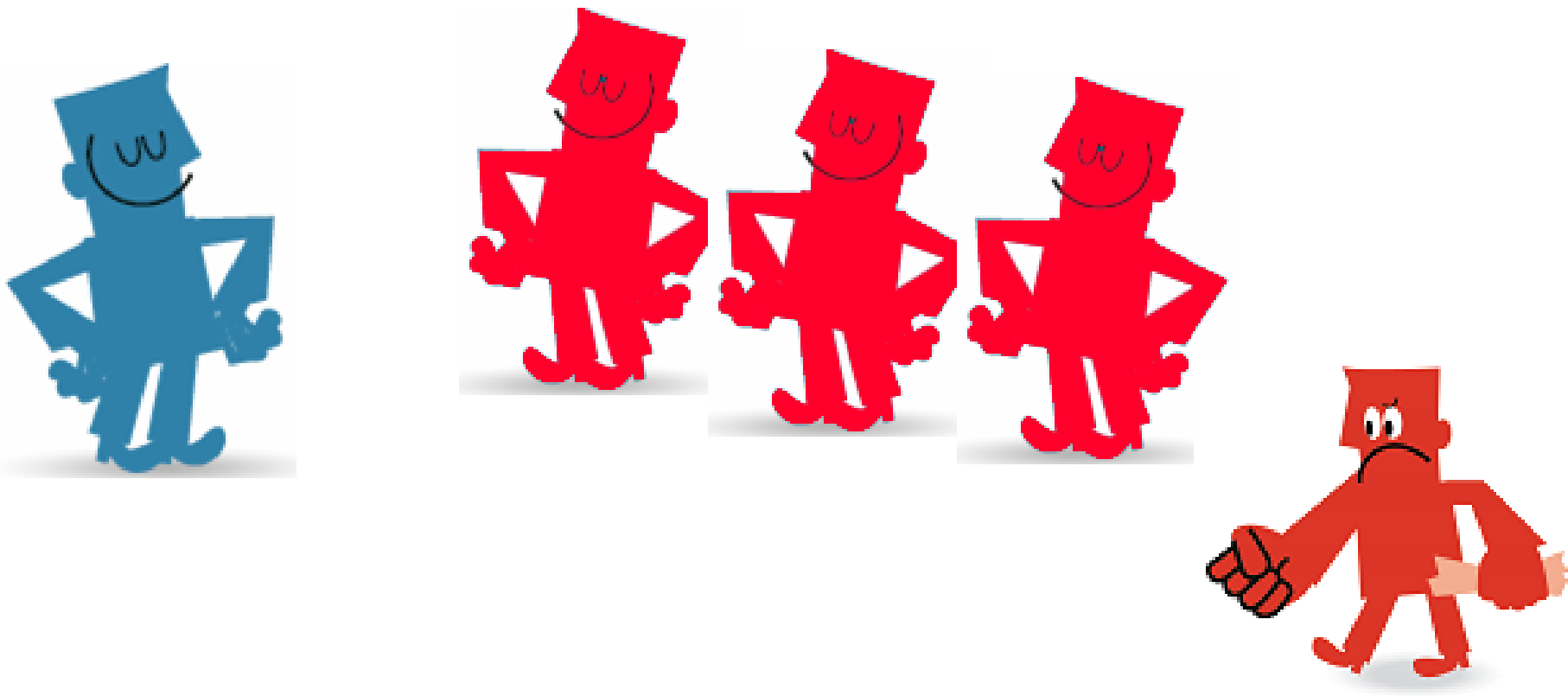
Assembling Your Team



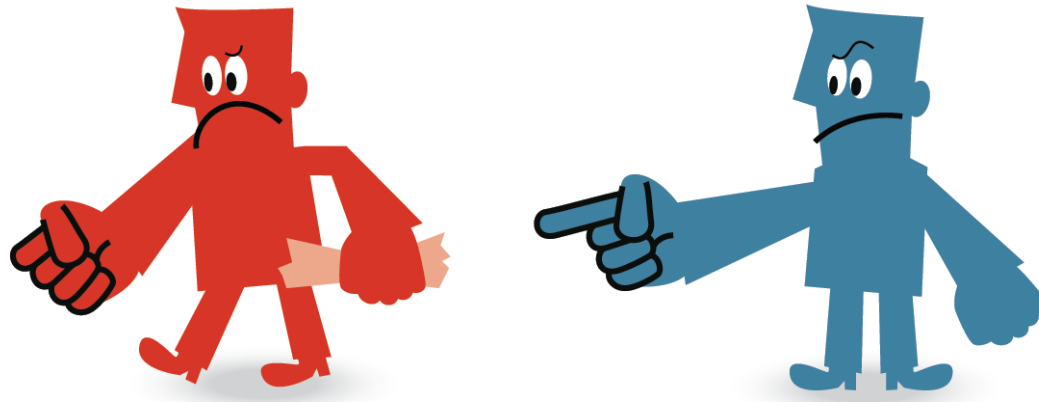
Assembling Your Team



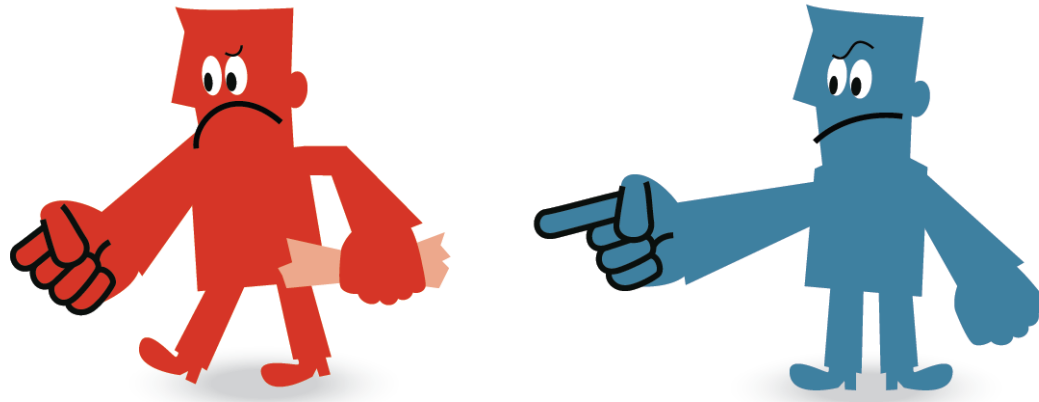
What if an employee is a bad fit?



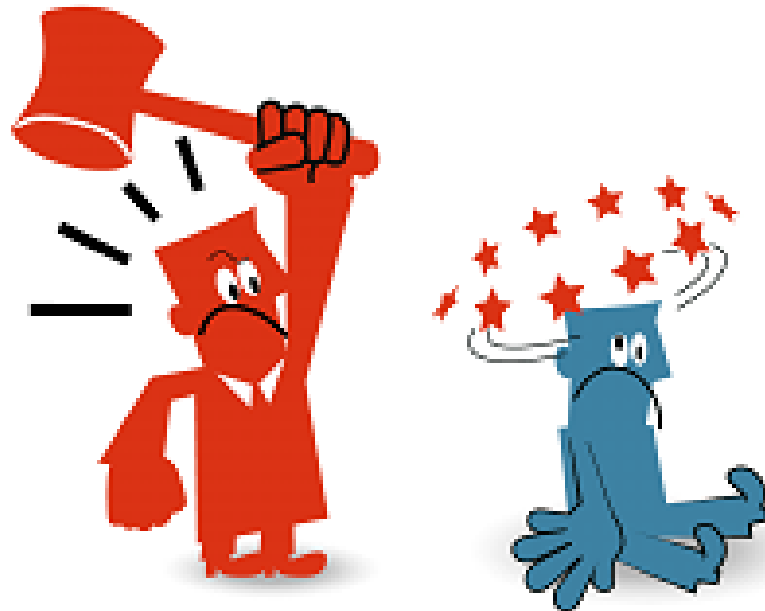
Can you terminate them?



Statutes, regulations and court cases establish what you can and cannot do in this process.



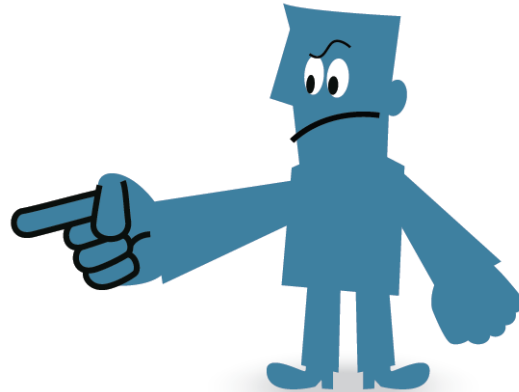
**Financially painful and
politically distasteful remedies
if you stray beyond the rules.**



The Rules:

- **are constantly changing**
- **are far from intuitive**
- **often very different
and more restrictive
than in the private sector**

How do you deal with such a problem employee without getting sued?





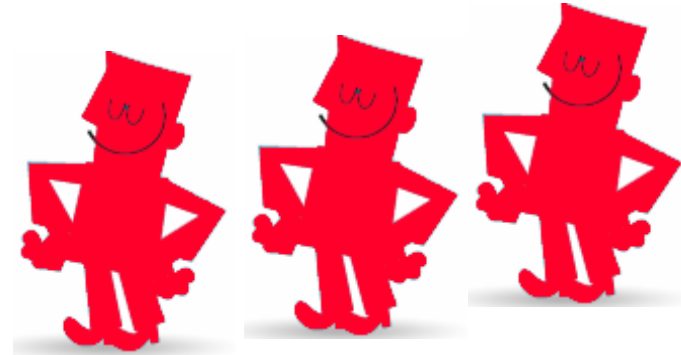
**Fail to play within these rules ...
the courts can meet out painful and
politically distasteful remedies.**



Good team.

Good success.

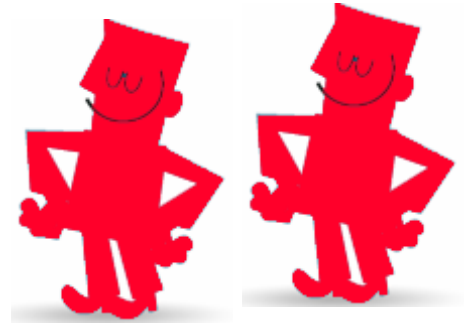
Accomplishing great things.



Freedom of Speech?



... or Whistleblower?



**Have to know and follow the rules ...
or the courts can meet out painful and
politically distasteful remedies.**



BUT the Rules:

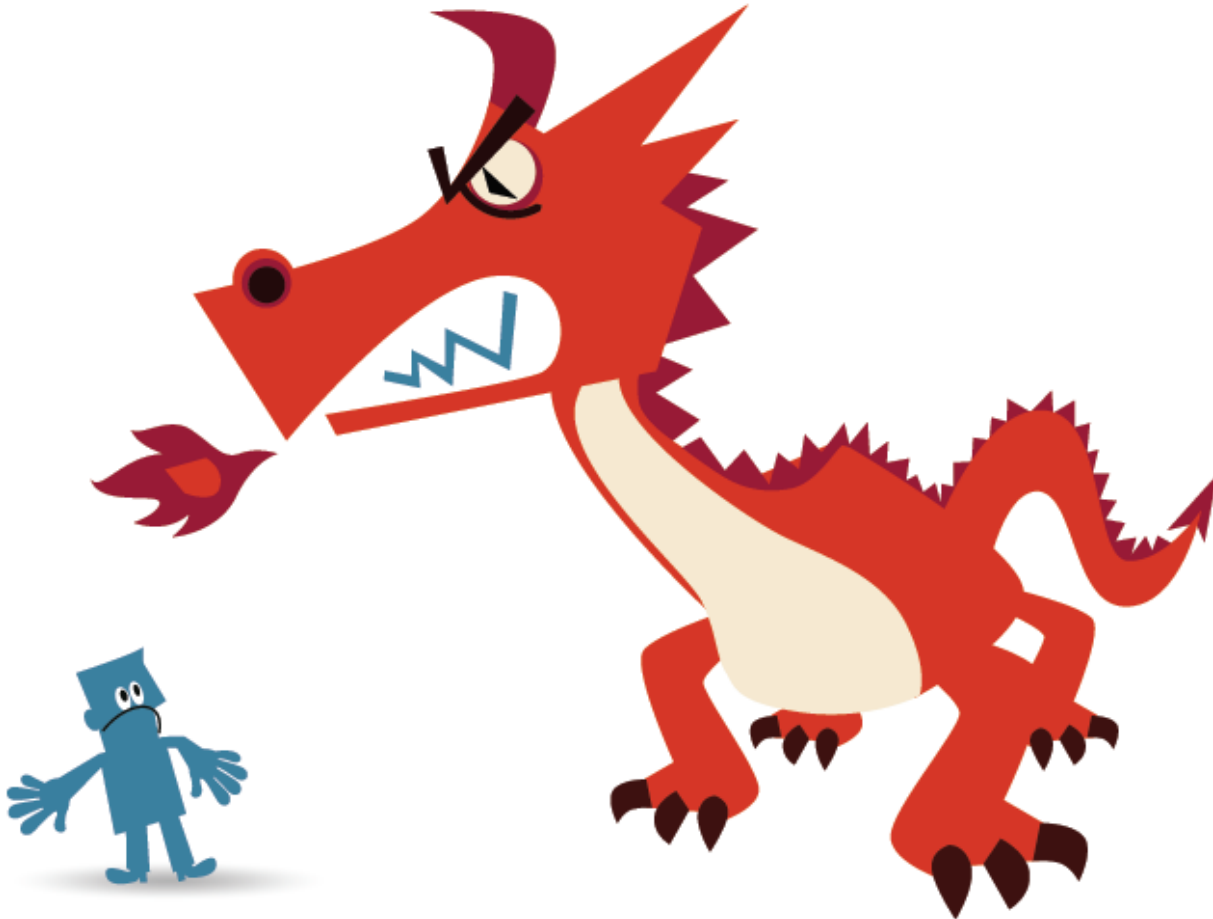
- **keep changing**
- **aren't intuitive**
- **are totally different**
and more restrictive
than in the private sector

Litigation ...

commonly arises out of:

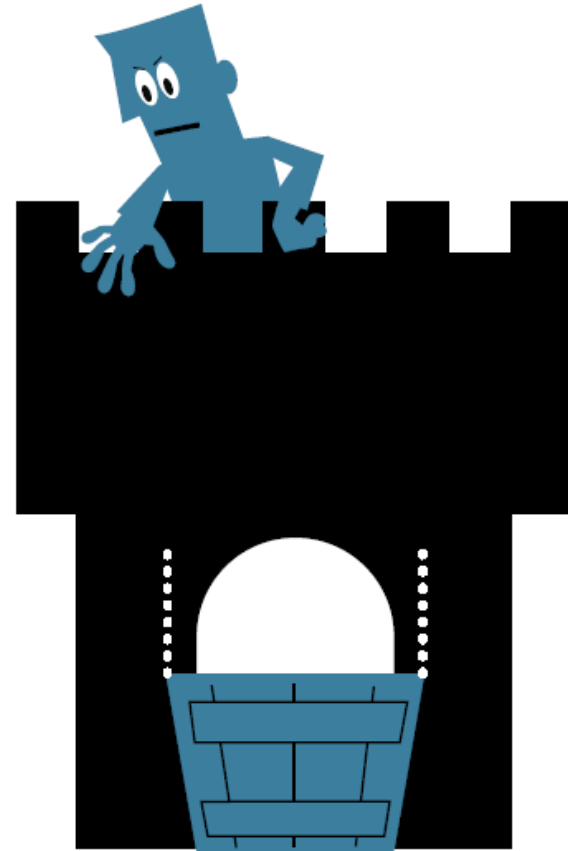
**Premises, or
Operations**

**The general rule of liability:
if you are negligent you will be held liable**

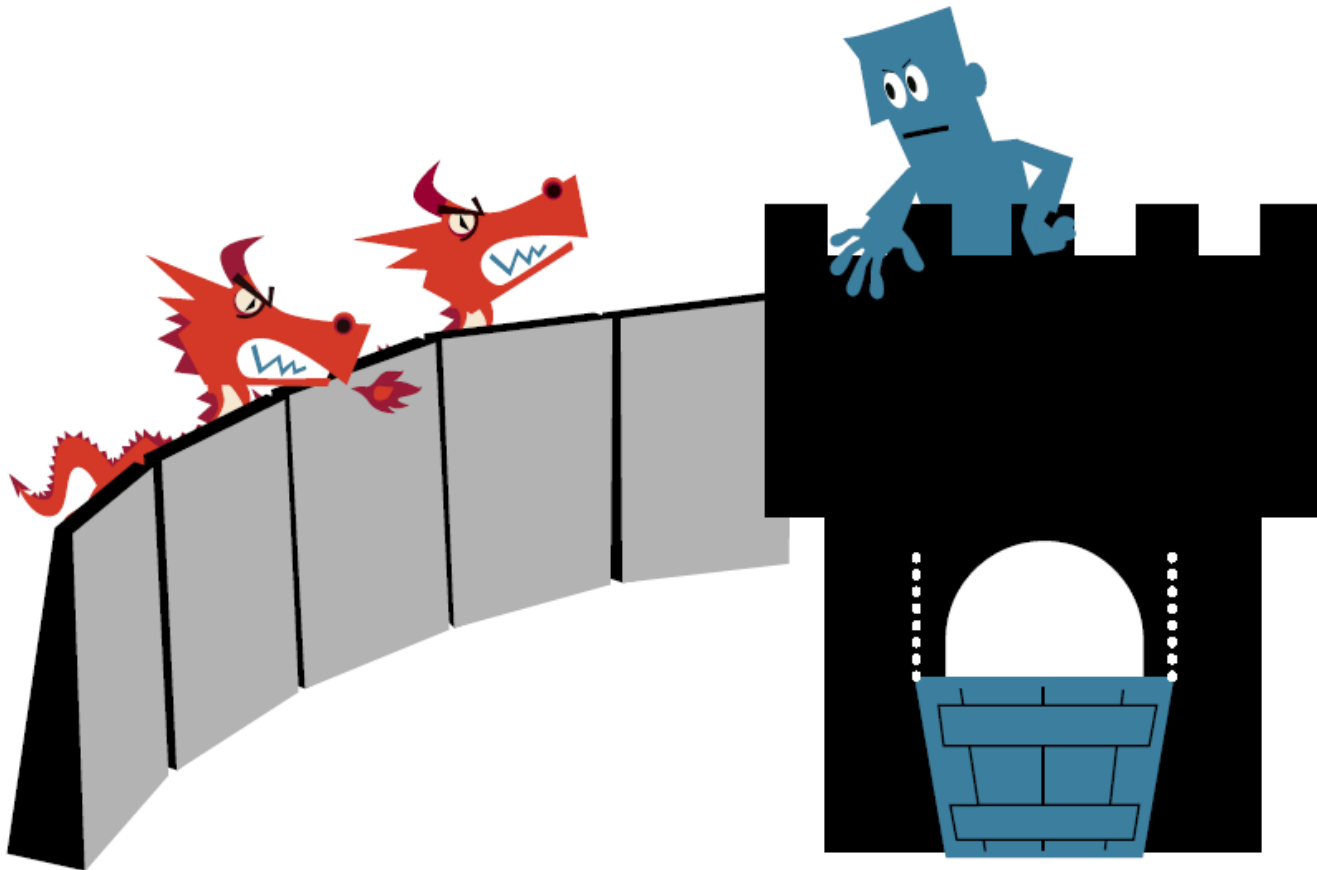


**BUT, in many cases,
... if you play your cards right ...
you may be personally immune from suit
due to a concept known as**

Discretionary Immunity



**Combine good decision making discipline
with sound risk management practices ...
reduce your vulnerability to litigation and loss.**



Common Themes

You have to know the rules!

Common Themes

Break the rules:

Financially painful and

Politically distasteful remedies

Common Themes

The Rules:

- **will keep changing**
- **aren't intuitive**
- **are totally different
and more restrictive
than in the private sector**

Common Themes

Good decision making DISCIPLINE

Common Themes

Good decision making DISCIPLINE

Combined with sound RISK MANAGEMENT

Common Themes

Good decision making DISCIPLINE

Combined with sound RISK MANAGEMENT

Are ESSENTIAL

in avoiding loss and reducing litigation

Common Themes

And most importantly:

**Helping you accomplish all those goals
that motivated you
to want to run for office in the first place**



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