

KANSAS COUNTY ASSOCIATION MULTILINE POOL KCAMP



INVITES YOUR INTEREST IN THE POSITION OF

Chief Executive Officer

KCAMP

KCAMP – AN EXCEPTIONAL OPPORTUNITY



ABOUT THE COMMUNITY

KCAMP headquarters is located in Topeka, the state capital of Kansas, a community of 179,000, and an inviting prospect for professionals seeking a balanced and fulfilling quality of life. Topeka offers a cost of living, particularly in its affordable housing, which is lower than the national average. Topeka possesses a unique blend of history, culture, entertainment, recreation, affordability, and location that makes the city an ideal place to live, work, and play for KCAMP professionals.

Topeka's arts and culture scene is thriving having gained national attention in features in the *New York Times* and high praise from the chair of the National Endowment for the Arts. Explore Topeka's galleries featuring talent that rivals the big city, delivered with the value and charm that only the Midwest can provide. From the oldest community dinner theater in the country to city-wide First Friday ArtWalks, Topeka is an art lover's paradise.

Topeka's growing entertainment scene includes three unique areas: a vibrant arts and mural district featuring live music and diverse culinary experiences; a historic and energetic downtown community; and the contemporary Wheatfield Village, offering new dining and entertainment options. The city's culinary landscape is rich, spanning fine dining to casual eateries, and includes seven local breweries. Education is a strong suit, with Washburn University, a highly ranked public master's level institution, situated within the city.

The proximity of Lawrence and Manhattan, home to the University of Kansas and Kansas State University respectively, further enhances Topeka's educational, entertainment, and cultural offerings. Also, within an hour's drive of the Kansas City metropolitan area, Topeka offers easy access to a major airport, professional sports, and the city's diverse cultural attractions.

Outdoor enthusiasts will find plenty to appreciate in Topeka's parks and recreational offerings. Shawnee County Parks and Recreation maintains more than 147 facilities offering almost every kind of activity imaginable including golf courses, BMX tracks, tennis courts, skate parks, disc golf courses, campgrounds, and more. Lake Shawnee provides opportunities for boating, fishing, swimming, and features a golf course, campground, and miles of trails. Gage Park is another prominent green space, home to the Topeka Zoo, a mini-train, and the Reinisch Rose Garden. The city has beautiful parks and green spaces, offering diverse options for walking, cycling, and enjoying nature.

ABOUT THE KANSAS COUNTY ASSOCIATION MULTILINE POOL (KCAMP)

KCAMP was formed under the sponsorship of the Kansas Association of Counties and began operation January 1, 1991. Regulated by the Kansas Insurance Department, KCAMP was formed to provide a viable alternative to commercial insurance. KCAMP is a member-owned, member-funded self-insured pool that provides property, liability, crime, cyber and surety coverage to its membership. KCAMP is currently composed of 116 Kansas municipalities, including 81 of the 105 Kansas Counties.

KCAMP members elect a Board of Trustees comprised of seven elected officials, each from a different KCAMP member organization who serve a term of three years. The Board provides strategic direction and oversight to the pool where KCAMP's singular purpose is to provide high quality coverage and risk management services in a manner that provides long-term financial stability for its members. Under the direction of the CEO, professional staff administer the day-to-day functions of the pool, including claims administration, risk management, and a wide array of value-added coverages, programs, and services. KCAMP staff maintain professional credentials and most are licensed agents with the State of Kansas to ensure KCAMP provides:

- An understanding of and response to the changing coverage and service needs of its members.
- Engagement of members to actively reduce exposures.
- Adherence to fiscally sound and prudent business practices to ensure continued financial strength and stable, competitive rates over the long term.
- Maintenance of a focused, assertive, and timely approach to claims management and resolution.
- Recognition and realization of the value of cooperative financial and administrative action.

KCAMP's financial strength and stability are due to sound, conservative business principles and practices. The Board of Trustees has established that the member fund balance (net assets) be maintained at a level equal to or above acceptable insurance and pooling industry standards. A strong net asset position provides KCAMP with the ability to negotiate favorable terms and conditions with various partners to the benefit of all KCAMP members.

ABOUT THE POSITION

The CEO will work closely with a skilled staff and an engaged, collegial governing board of elected officials to maintain an effective, well-resourced pool of highly valued coverages, programs, and services that are continually evolving in a proactive manner to best serve KCAMP member needs.

The CEO carries out the delegated authority from the KCAMP Board of Trustees. KCAMP is organized and established as a municipal group funded pool under the Kansas Municipal Group Funded Pool Act and is subject to the regulatory oversight of the Kansas Insurance Department. The Board of Trustees is responsible for all operations of KCAMP and designates the CEO to administer the financial affairs of KCAMP, oversee contracts with service agents, determine member premiums and any member refunds, invest surplus funds, and actively solicit membership.

Under the Board's delegation of authority, it is anticipated that the CEO will:

- Supervise and manage the day-to-day operations of KCAMP, including but not limited to hiring, supervising, training, and evaluating all KCAMP employees.
- Coordinate the services and functions performed by contract service providers, such as actuaries, accountants, attorneys, investment advisors, financial custodians, financial and claim auditing firms, and brokers.
- Provide members with information, services, and technical assistance with respect to all plans, coverages, programs, and procedures maintained by KCAMP on their behalf.
- Organize, attend, and facilitate periodic, special, and annual meetings of the Board of Trustees and members.
- Oversee and provide supervisory and technical assistance with respect to claims adjudication and loss prevention services.
- Ensure that all plans, policies, programs, and procedures of KCAMP are in compliance with applicable insurance laws and regulations of the State of Kansas.
- Engage in frequent oral and written communication with each and every member to ensure membership satisfaction with the services provided by KCAMP.
- Represent KCAMP at Kansas public officials' association meetings.
- Periodically present KCAMP coverage and program updates to member governing boards.
- Ensure premium rates are developed annually to collect member contributions that accurately reflect projected losses, administration, and reinsurance costs.
- Regularly report to the Board of Trustees and the membership regarding the financial condition of the pool.
- Ensure KCAMP's coverage is tailored to member risks and remains competitive with coverage available in the commercial market.
- Prepare and present the annual KCAMP budget to the Board of Trustees and the membership.
- Ensure that all members are contacted well in advance of coverage renewal and provided information regarding rates, loss ratios, experience factors, discounts, and claims adjudication information.
- Perform other duties as assigned.

QUALIFICATIONS

- Bachelor's degree in finance, insurance, risk management or related field preferred.
- At least seven years of insurance industry experience, preferably working with public entity risk pools with at least three years of experience managing professional and clerical staff.
- CPCU or ARM certification is preferred.

- Must be a licensed property and casualty insurance agent in the State of Kansas or have the ability to become licensed within six months of date of hire and must maintain agent licensure as a continued condition of employment.
- Must be a resident of Kansas or have the ability to establish residency and be able to travel throughout the state of Kansas and attend meetings outside of the state.
- Must possess a valid State of Kansas driver's license or the ability to obtain one.

IDEAL CANDIDATE

The ideal KCAMP CEO is an innovative, resourceful, and effective risk management and insurance professional with demonstrated management skills of people, programs, and processes. The CEO should have a well-rounded insurance and risk management background, and the highest ethical standards. Knowledge of the various facets of pooling operations, including multi-line coverages, administration, underwriting, claims management, reinsurance, rate setting, and risk management is essential. Experience working effectively and collaboratively with boards, keeping them well-informed and being accessible and responsive to ideas in developing professional relationships with the KCAMP Board of Trustees is also critical.

The candidate must have strong financial acumen, which may include experience in financial analysis, budgeting, investment management, and the ability to understand financial risks. The ideal candidate should also possess the ability to understand actuarial reporting to both explain it and operationalize it in the development of appropriate rate structures for KCAMP members.

The CEO must be member-focused, understanding and responding to the needs of both the larger county members as well as the needs and sensibilities of smaller, more rural members. This further requires the ability to build credibility, rapport, trust, and maintain a high degree of accessibility with members, especially as they experience difficult, complex, and impactful issues for their organizations.

As a personable and professional leader, the CEO needs excellent communication skills, active listening, and empathy to build trust and consensus among diverse stakeholders. They must have a proven ability to lead and manage teams, fostering a collaborative environment through empowerment, delegation, coaching, and motivation, while also focusing on personnel management for recruitment, retention, development, and succession planning.



CHALLENGES AND OPPORTUNITIES

The CEO must skillfully navigate a challenging insurance market, ensure the maintenance of strong reserves, and provide competitive and responsive coverages to members. Gaining understanding of KCAMP's financial standing and actuarial model will be essential, along with providing informed input into the pending bidding process for the property reinsurance program.

Membership engagement and strategic growth present both challenges and opportunities. The CEO will need to strengthen communication with members and underscore the continued value of their membership while expanding participation in risk management programs.



COMPENSATION AND BENEFITS

The expected salary range for the KCAMP CEO is \$180,000 – \$250,000 depending upon qualifications and experience. KCAMP offers a comprehensive benefits package designed to support its employees including:

- Medical and dental insurance group plan, with KCAMP covering the full cost of employee coverage after a required waiting period. Employees with five years of continuous employment are eligible for extension of this coverage to include the employee's family.
- KCAMP contribution of 12% of gross pay to a Simplified Employee Pension (SEP) plan, effective the first pay period in January following an employee's start date. KCAMP offers an optional employee 457 Plan.
- Term life insurance and access to an Employee Assistance Program.
- Fifteen (15) paid personal leave days per year.
- Ten (10) paid holidays annually.
- Twelve (12) days of accrued sick leave per year.
- KCAMP-provided take home vehicle, cell phone, and laptop.
- Relocation expense reimbursement may be negotiable.

HYBRID WORK SCHEDULE

Eligible employees may request to work from home up to two days per week on a set schedule with Mondays and Fridays in the office. Employees may work from home upon approved request after six months of employment with satisfactory performance and subject to KCAMP's Work from Home Policy.

HOW TO APPLY

Interested candidates are invited to submit a cover letter, resume, and a list of at least five job related references (with email and phone numbers) no later than close of business on **September 21, 2025**, to jeffhale@localgovhrs.com.

Jeff Hale, Associate

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MERCER GROUP ASSOCIATES

*Kansas County Association Multiline Pool is
an Equal Opportunity Employer.*

