THE RISK MANAGER'S TOOLBOX

A list of resources to help the risk manager with cybersecurity, human resources, law enforcement, workers' compensation and more.

Americans with Disabilities Act Amendments Act

The Americans with Disabilities Act, as amended, protects people with disabilities in employment and in accessing businesses and services both online and in person. Different parts of the ADAAA offer different protections for employees and for the public.

- https://www.ada.gov/
- https://askjan.org/

Cybersecurity & Infrastructure Security Agency

The Cybersecurity and Infrastructure Security Agency (CISA) is a U.S. Department of Homeland Security (DHS) agency that serves as the nation's risk advisor, working to secure physical and cyber infrastructure against threats. It leads federal efforts to defend civilian networks and coordinates with public/private partners.

- https://www.cisa.gov/

Equal Employment Opportunity Commission

The Equal Employment Opportunity Commission (EEOC) is a federal agency responsible for investigating claims of harassment, discrimination, and retaliation related to protected activities. The EEOC enforces several key laws, including Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Genetic Information Nondiscrimination Act, the Pregnant Workers Fairness Act, the Family and Medical Leave Act, and the Americans with Disabilities Act.

- https://www.eeoc.gov/
- https://www.eeoc.gov/statutes/pregnant-workers-fairness-act
- https://www.eeoc.gov/statutes/age-discrimination-employment-act-1967
- https://www.eeoc.gov/employers/recordkeeping-requirements

Department of Labor (Wage and Hour Division)

The Department of Labor's Wage and Hour Division oversees employee wages, job classifications, and several employment- related agencies. It also sets payroll record-keeping requirements. Key laws it enforces include the Equal Pay Act, the Family and Medical Leave Act, and the Fair Labor Standards Act.

- https://www.dol.gov/general/topic/wages
- https://www.dol.gov/general/topic/benefits-leave/fmla

Federal Emergency Management Agency flood maps

The National Flood Hazard Layer (NFHL) is a geospatial database that contains current effective flood hazard data. FEMA provides flood hazard data to support the National Flood Insurance Program. You can use the information to better understand your level of flood risk and type of flooding.

- https://www.fema.gov/flood-maps/national-flood-hazard-layer

Federal Motor Carrier Safety Administration

The Federal Motor Carrier Safety Administration (FMCSA) is dedicated to preventing fatalities and injuries involving commercial motor vehicles. Drivers holding a commercial driver's license must comply with FMCSA regulations.

- https://www.fmcsa.dot.gov/

Health Information Portability and Accountability Act

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) is a federal law designed to protect sensitive patient health information from disclosure without consent, improve healthcare efficiency, and ensure health insurance portability. It requires providers, plans, and clearinghouses to implement.

- https://www.cdc.gov/phlp/php/resources/health-insurance-portability-and-accountability-act-of-1996-hipaa.html

Human Resources Associations

Associations for human resources professionals offer community guidance, resources, and certification opportunities.

- https://pshratx.org/Resources
- https://www.shrm.org/topics-tools
- https://www.hrci.org/about-hrci/who-we-are

International Risk Management Institute

The International Risk Management Institute (IRMI) aims to help individuals improve risk management by providing reliable, practical knowledge that enhances business practices and reduces organizational risk exposure.

- https://www.webce.com/irmi
- https://www.texasprima.org/

Occupational Safety and Health Administration

Texas counties are not regulated by the Occupational Safety and Health Administration (OSHA); however, OSHA standards can serve as best practices to help safeguard the health and safety of workers and constituents.

- https://www.osha.gov/training/library/materials

Office of Injured Employee Counsel
The Office of Injured Employee Counsel (OIEC) has an advocacy role in the workers' compensation system, working on behalf of injured employees. The state agency is separate from the Texas Department of Insurance, Division of Workers' Compensation (DWC), which regulates the workers' compensation system. OIEC provides free assistance through 20 offices across the state. Services include advocacy, customer service, and dispute assistance through OIEC's Ombudsman Program.

- https://www.oiec.texas.gov/index.html

OSS Law Enforcement Policy Service
The LE Model Policy Program provides all 254 counties access to download close to 500 sample model policies for county law enforcement, jail, and communications operations. The policies are updated regularly to meet federal and state laws and regulations and to provide current and best practices for law enforcement operations. These updates include requirements promulgated by the Texas Commission on Jail Standards, Texas Commission on Law Enforcement, Texas Attorney General and various Texas codes. In addition, the policies include guidance from federal and nationally recognized law enforcement organizations.

- Contact TAC Law Enforcement Consultant for credentials to access model policies.

Political Subdivision Workers' Compensation Alliance
The Political Subdivision Workers' Compensation Alliance (Alliance) is committed to ensuring access to highly qualified providers who facilitate the recovery of injured workers and support their timely return to the workforce.

- https://www.pswca.org/

Public Risk Management Association
The Public Risk Management Association (PRIMA) provides resources, training, and a professional community for risk management practitioners, focusing on governmental entities, municipalities, and school districts. The Association offers webinars and educational seminars to support ongoing professional development.

- https://primacentral.org/
- https://www.texasprima.org/

Texas Association of Counties Risk Management Pool

All counties have access to TAC Risk Management Program (RMP) Consultants for guidance and assistance with their risk management programs. Counties participating in the pool receive additional benefits, including:

- Training opportunities to strengthen risk management practices.
- Policy reviews to ensure compliance and effectiveness.
- Risk assessments to identify and mitigate potential

- https://www.county.org/member-services/risk-management/overview

TAC Human Resources Consultants

HR Consultants are a resource for any county leader seeking guidance on policy, practice, and employment related inquiries. Pool members have additional benefits based on county participation in liability coverages.

- https://www.county.org/county-information-map

TAC Risk Control Consultants

Risk Control Consultants provide best practices, policy and safety guidance. Pool members can benefit from property inspections and trainings to mitigate injury.

- https://www.county.org/county-information-map

TAC Law Enforcement Consultants

Law Enforcement Consultants are former sheriffs and chief deputies who can provide guidance on best practices and requirements of sheriff and jail.

- https://www.county.org/county-information-map

TAC Cyber Risk Specialists

Cyber specialists help support counties enrolled in the TAC RMP Privacy and Security Event Liability coverage through trainings, policies, and best practices.

- https://www.county.org/county-information-map

TAC RMP Accident Prevention Plan

The Accident Prevention Plan serves as the foundation for risk control programs recommended by TAC RMP.

- https://www.county.org/resources/resource-library/rms/tac-rmp-awards-program

TAC RMP Safety Equipment Program

This program provides funding to eligible members of the TAC RMP Workers' Compensation (WC) Program for the purchase of preapproved safety equipment available through approved online vendor:

- Road and Bridge/Building Maintenance Store
- Law Enforcement Store.

- https://www.county.org/resources/resource-library/rms/employee-safety-equipment-program

TAC Risk Management Pool Webinars

TAC RMP conducts regular webinars covering topics related to risk management, and any county employee can attend live sessions. Recordings of previous sessions can be found on the webinars and archives page. Continuing Education Credit is also available for On Demand Recordings, accessible for view once.

- https://www.county.org/education-and-events/calendar-of-events/2026/risk-management-on-demand/overview
- https://www.county.org/resources/resource-library/rms/webinar-archives

TAC Sample Policies

The Pool offers sample policies of recommended policies related to county operations.

- Contact your TAC RMP Consultant to obtain copies of sample policies related to Human Resources, Cyber Security, and Risk Control.

Texas Commission On Law Enforcement

The Texas Commission on Law Enforcement (TCOLE) establishes training requirements for law enforcement and corrections personnel.

- https://www.tcole.texas.gov/

Texas Department of Information Resources

The Texas Department of Information Resources (DIR) provides technology solutions to state and local government entities by:

- Delivering purchasing support and policy guidance to help agencies securely adopt modern technology.
- Setting statewide IT strategy through policies and best practices.
- Assessing and addressing cybersecurity risks with effective solutions.
- Ensuring reliable, secure technology for government operations.
- Assisting with technology procurement and vendor.

- https://dir.texas.gov/

Texas Department of Insurance

Texas counties must provide Workers' Compensation coverage for employees, which includes medical care, disability benefits, survivor benefits, and vocational rehabilitation.

- https://www.tdi.texas.gov/wc/index.html

The Division of Workers' Compensation within the Texas Department of Insurance assists employers in establishing effective Return-to-Work (RTW) programs and supports healthcare providers in promoting a safe and timely return for injured employees. For more information, contact RTW.Services@tdi.texas.gov.

- https://www.tdi.texas.gov/wc/rtw/documents/rtwguide.pdf

Texas Commission on Jail Standards
The Texas Legislature established the Texas Commission on Jail Standards (TCJS) in 1975 to ensure that all county jail facilities meet minimum standards for:

- Construction – Proper design and structural integrity.
- Maintenance – Ongoing upkeep to maintain safety and
- compliance.
- Operation – Procedures and practices that protect
- inmates, staff, and the public.

- https://www.tcjs.state.tx.us/

Texas Labor Code Ch. 21
Texas Labor Code Chapter 21 enforces Title VII of the Civil Rights Act and is commonly known as the Texas Commission on Human Rights Act. It prohibits employment discrimination and retaliation based on race, color, disability, religion, sex, national origin, age, or genetic information. The law applies to employers with 15 or more employees; however, recent amendments make employers with even one employee liable for sexual harassment.

- https://statutes.capitol.texas.gov/?tab=1&code=LA&chapter=LA.21&artSec=

Texas Public Information Act
The Texas Public Information Act (TPIA), found in Chapter 552 of the Government Code, guarantees public access to government records, ensuring transparency. Anyone can

request information—documents, emails, or recordings—from state agencies, cities, or school districts. Requests must be made in writing via mail, email, or in person.

- https://www.texasattorneygeneral.gov/open-government/members-public/overview-public-information-act

Texas State Library & Archives Commission

Texas county record retention schedules are mandated by the Texas State Library and Archives Commission (TSLAC) and organized into 12 specific local schedules, including those for Commissioners Courts, County Clerks, and Tax Assessor-Collectors. Key records often have defined, legally binding periods, such as 2 years for general correspondence, permanent retention for court minutes, and 5 years for criminal case papers after final disposition.

- https://www.tsl.texas.gov/slrm/localretention

Texas Torts Claim Act

The Texas Tort Claims Act (TTCA) authorizes citizens to seek damages from public entities. While the doctrine of sovereign immunity generally protects governments from liability, the TTCA specifies the circumstances under which entities may be held accountable and sets limits on the compensation that claimants can receive.

- https://tcss.legis.texas.gov/resources/CP/pdf/CP.101.pdf

Texas Whistleblowers Act

The Texas Whistleblower Act protects employees who report unlawful conduct by a county or its officials. Under this Act, a county may not suspend, terminate, or retaliate against an employee who makes a good faith report. The Act waives sovereign immunity for the county; however, the burden of proof rests on the employee, who must also follow the county's grievance process and file the claim within 90 days of the alleged violation.

- https://statutes.capitol.texas.gov/?tab=1&code=GV&chapter=GV.554&artSec=

The Texas Secretary of State

Law enforcement agencies must report all in-custody deaths to the Secretary of State's office.

- https://www.sos.state.tx.us/index.shtml