



FISCAL YEAR 2018-19 ANNUAL REPORT ON WORKERS' COMPENSATION CLAIMS

Human Resources Department

Finance Committee
October 30, 2019

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OVERVIEW

1. Workers' Compensation claims activities and costs from July 1, 2018 through June 30, 2019
2. Workers' Comp currently handles 600+ open claims (approximately 200 are open lifetime medical claims)
3. Each adjustor (currently 2) handles approximately 170 indemnity claims
4. Workers' Comp Assistants are currently handling a case load of 100 claims consisting of lifetime medical claims



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STATISTICS

	FY 18/19	FY 17/18	
Total number of open claims:	699	758	↓ 1%
Total number of new claims:	258	279	↓ 1%
Total number of closed claims:	327	340	↓ 1%
Total number of settled claims:	77	94	↓ 1%

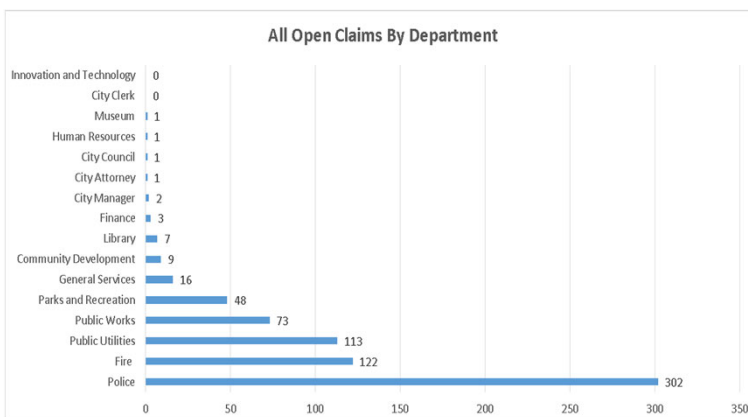
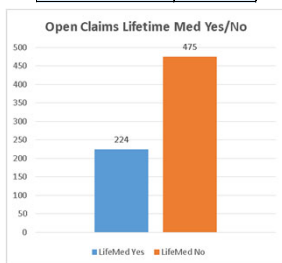


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CLAIM PROFILE BY DEPARTMENT

Department	Claims Count
Police	302
Fire	122
Public Utilities	113
Public Works	73
Parks and Recreation	48
General Services	16
Community Development	9
Library	7
Finance	3
City Manager	2
City Attorney	1
City Council	1
Human Resources	1
Museum	1
City Clerk	0
Innovation and Technology	0
Grand Total	699

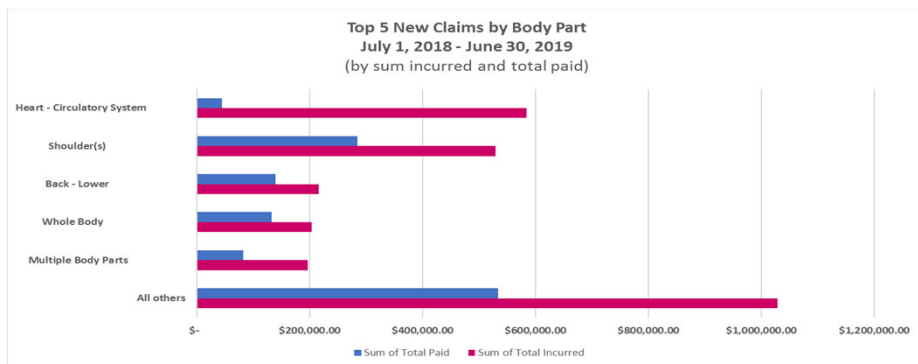


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CLAIM PROFILE BY INJURY

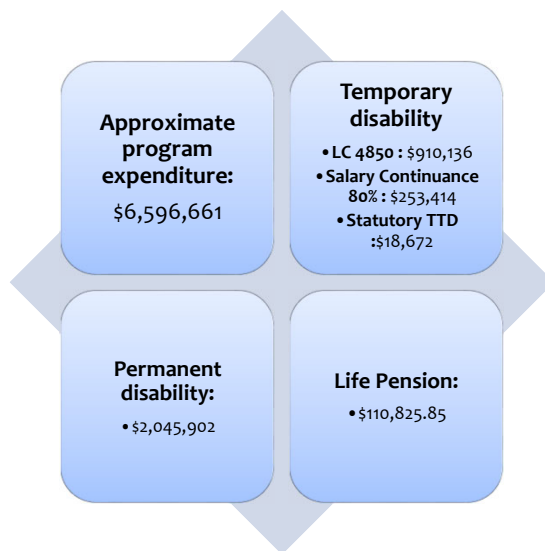


Top 5 by Sum Incurred and Total Paid			
BodyPartDesc	Count by Body Part	Sum of Total Incurred	Sum of Total Paid
Heart - Circulatory System	8	\$ 583,762.50	\$ 44,761.53
Shoulder(s)	28	\$ 529,770.13	\$ 284,819.03
Back - Lower	33	\$ 216,333.97	\$ 139,465.45
Whole Body	1	\$ 204,000.00	\$ 133,089.23
Multiple Body Parts	25	\$ 196,913.76	\$ 82,376.43
All others	159	\$ 1,029,324.08	\$ 534,360.96



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PROGRAM EXPENDITURES



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SETTLEMENTS

(Stipulations and Compromise and Releases)

Fiscal Year Ending	Number of Open Claims (not including future medical)	Number of Settlements	Percentage of Total Claims Settled
2017	316	71	23%
2018	304	94	31%
2019	475	77	17%



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LEGAL COUNSEL

1. City employs 1 legal counselor, 1 paralegal and 1 secretary with City Attorney's Office for Worker's Comp cases
2. Approximately 27 cases are currently with outside counsel
3. Legal representatives are involved in formal/informal communication and all court proceedings if injured employee obtains legal council



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OUTSIDE LEGAL COUNSEL AND LITIGATION COSTS

Legal Counsel Costs

- July 1, 2018 to June 30, 2019 - \$172,264
- Over the past 5 years, annual cost ranged from \$172,264 to \$386,751

Litigation Costs

- July 1, 2018 to June 30, 2019 - 112,400
- Over the past 5 years, annual cost ranged from \$89,678 to \$139,230



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RECOMMENDATIONS

That the Finance Committee:

1. Receive the Annual Report of the City's Workers' Compensation Claims and Costs for Fiscal Year 2018/19;
2. Provide input; and
3. Recommend that City Council approve the Annual Report on the City's Workers' Compensation Claims and Costs for Fiscal Year 2018/19.



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