



Workers' Compensation Annual Report

Human Resources
Department

City Council Meeting
October 4, 2016

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Overview

- Annual report of the City's Workers' Compensation claims activities and costs through June 30, 2016
- The W/C Division currently handles 800+ open claims (approximately 400 are open lifetime medical claims).
- Each adjuster (currently 2) handles approximately 170 Indemnity claims each.
- W/C Assistants are currently handling a case load of 240 claims consisting of lifetime medical and medical only claims



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Overview of Open Claims

July 1, 2015 to June 30, 2016

- Total number of open claims – 828
- Total number of new claims for FY 2015-16 – 307
- Total number of closed claims – 279



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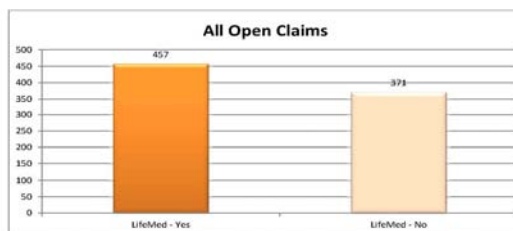
Claim Profile By Department

All Open Claims

Department	Count of Claims
Airport	1
City Council	2
City Manager	2
Community Development	11
Finance	3
Fire	147
General Services	14
Human Resources	4
Library	12
Mayor	1
Museum	1
Parks & Recreation	51
Police	323
Public Utilities - Admin	31
Public Utilities - Electric	57
Public Utilities - Water	59
Public Works	109
Grand Total	828



Open Claims	Count of Claims
LifeMed - Yes	457
LifeMed - No	371
Grand Total	828



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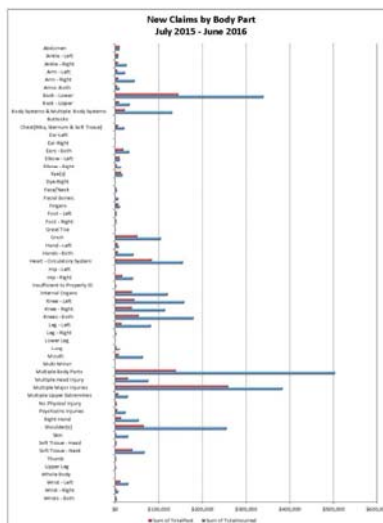


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Claim Profile by Injury

New Claims July 1, 2015 to June 30 2016

Equipment	DSE		
Body Part	Count per Body Part	Sum of Measurements	Sum of Test/Ret
Abdomen	4	9,317.48	9,317.47
Arms - Right	6	6,866.73	6,866.73
Arms - Left	6	9,074.89	9,074.89
Back - Right	2	18,936.46	18,936.46
Back - Left	2	49,106.41	49,106.41
Chest - Right	2	1,557.46	1,557.46
Chest - Left	2	3,000.49	3,000.49
Head - Right	2	1,557.46	1,557.46
Head - Left	2	3,000.49	3,000.49
Legs - Right	2	18,936.46	18,936.46
Legs - Left	2	49,106.41	49,106.41
Neck - Right	2	1,557.46	1,557.46
Neck - Left	2	3,000.49	3,000.49
Shoulders - Right	2	1,557.46	1,557.46
Shoulders - Left	2	3,000.49	3,000.49
Upper Arms - Right	2	1,557.46	1,557.46
Upper Arms - Left	2	3,000.49	3,000.49
Lower Arms - Right	2	1,557.46	1,557.46
Lower Arms - Left	2	3,000.49	3,000.49
Upper Legs - Right	2	1,557.46	1,557.46
Upper Legs - Left	2	3,000.49	3,000.49
Lower Legs - Right	2	1,557.46	1,557.46
Lower Legs - Left	2	3,000.49	3,000.49
Feet - Right	2	1,557.46	1,557.46
Feet - Left	2	3,000.49	3,000.49
Hands - Right	2	1,557.46	1,557.46
Hands - Left	2	3,000.49	3,000.49
Wrists - Right	2	1,557.46	1,557.46
Wrists - Left	2	3,000.49	3,000.49
Elbows - Right	2	1,557.46	1,557.46
Elbows - Left	2	3,000.49	3,000.49
Knees - Right	2	1,557.46	1,557.46
Knees - Left	2	3,000.49	3,000.49
Ankles - Right	2	1,557.46	1,557.46
Ankles - Left	2	3,000.49	3,000.49
Thighs - Right	2	1,557.46	1,557.46
Thighs - Left	2	3,000.49	3,000.49
Calfs - Right	2	1,557.46	1,557.46
Calfs - Left	2	3,000.49	3,000.49
Heels - Right	2	1,557.46	1,557.46
Heels - Left	2	3,000.49	3,000.49
Arch - Right	2	1,557.46	1,557.46
Arch - Left	2	3,000.49	3,000.49
Ball - Right	2	1,557.46	1,557.46
Ball - Left	2	3,000.49	3,000.49
Toe - Right	2	1,557.46	1,557.46
Toe - Left	2	3,000.49	3,000.49
Instep - Right	2	1,557.46	1,557.46
Instep - Left	2	3,000.49	3,000.49
Forefoot - Right	2	1,557.46	1,557.46
Forefoot - Left	2	3,000.49	3,000.49
Midfoot - Right	2	1,557.46	1,557.46
Midfoot - Left	2	3,000.49	3,000.49
Heel - Right	2	1,557.46	1,557.46
Heel - Left	2	3,000.49	3,000.49
Plantar - Right	2	1,557.46	1,557.46
Plantar - Left	2	3,000.49	3,000.49
Metatarsal - Right	2	1,557.46	1,557.46
Metatarsal - Left	2	3,000.49	3,000.49
Phalanx - Right	2	1,557.46	1,557.46
Phalanx - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	3,000.49
Arch Nail - Right	2	1,557.46	1,557.46
Arch Nail - Left	2	3,000.49	3,000.49
Ball Nail - Right	2	1,557.46	1,557.46
Ball Nail - Left	2	3,000.49	3,000.49
Toe Nail - Right	2	1,557.46	1,557.46
Toe Nail - Left	2	3,000.49	3,000.49
Heel Nail - Right	2	1,557.46	1,557.46
Heel Nail - Left	2	3,000.49	



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Program Expenditures

July 1, 2015 to June 30, 2016

- **Approximate program expenditure:**
\$5,436,974
- **Temporary disability**
 - **LC 4850 :** \$816,260
 - **Salary Continuance 80% :** \$285,910
 - **Statutory TTD :** \$19,719
- **Permanent disability:**
 - \$1,498,993
- **Life Pension:**
 - \$15,678
- **Death Benefits:**
 - \$139,682



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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
2013	83	85	103%*
2014	136	81	60%
2015	269	62	23%

* Includes settlements for "New and Further" permanent Disability Claims



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Outside Legal Counsel

- The City retains outside legal counsel when the injured employee retains his/her own legal representation.
- Legal representatives are involved in formal/informal communication and in all court proceedings.



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Outside Legal Counsel and Litigation Costs

- Legal Counsel Costs
 - July 1, 2015 to June 30, 2016
 - \$296,447
 - Over the past 5 years
 - Annual cost ranged from \$279,767 to \$378,935
- Litigation Costs
 - July 1, 2015 to June 30, 2016
 - \$139,004
 - Over the past 5 years
 - Annual cost ranged from \$123,622 to \$139,230



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Recommendation

Approve the Annual Report of the City's Workers' Compensation Claims and Costs for Fiscal Year 2015/16.



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