



Workers' Compensation Annual Report

Human Resources Department

Finance Committee
September 25, 2017

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Overview

1. Annual report of the City's Workers' Compensation claims activities and costs through June 30, 2017
2. The W/C Division currently handles 700+ open claims (approximately 400 are open lifetime medical claims)
3. Each adjustor (currently 2) handles approximately 170 Indemnity claims each
4. W/C Assistants are currently handling a case load of 200 claims consisting of lifetime medical and medical only claims



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Overview of Open Claims

July 1, 2016 to June 30, 2017

1. Total number of open claims – 786
2. Total number of new claims for FY 2016-17 – 324
3. Total number of closed claims – 467



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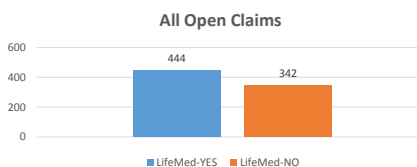
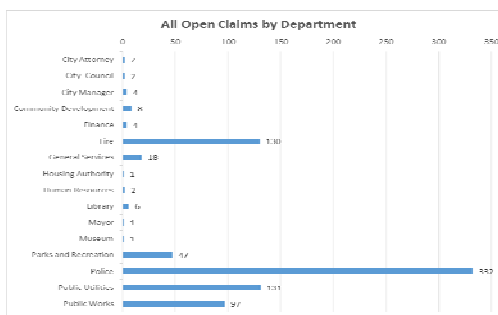
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Claim Profile by Department

All Open Claims

Department	Count of Claims
City Attorney	2
City Council	2
City Manager	4
Community Development	8
Finance	4
Fire	130
General Services	18
Housing Authority	1
Human Resources	2
Library	6
Mayor	1
Museum	1
Parks and Recreation	47
Police	332
Public Utilities	131
Public Works	97
Grand Total	786

Open Claims	Count of Claims
LifeMed-YES	444
LifeMed-NO	342
Grand Total	786

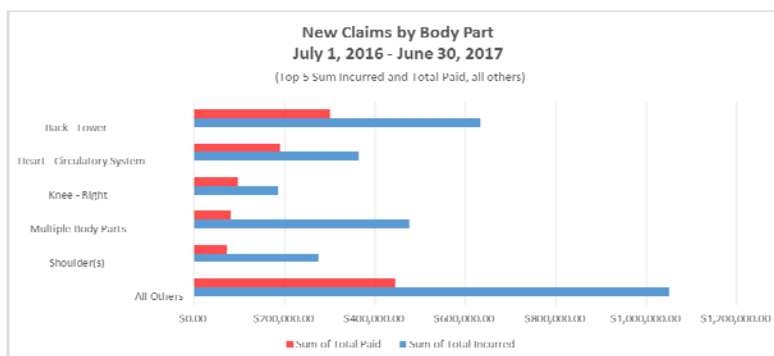


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Claim Profile by Injury

Top 5 by Sum Incurred and Total Paid



Top 5 by Sum Incurred and Total Paid			
BodyPartDesc	Count By Body Part	Sum of Total Incurred	Sum of Total Paid
All Others	200	\$1,050,748.84	\$444,326.99
Shoulder(s)	18	\$275,362.98	\$71,888.97
Multiple Body Parts	26	\$476,178.87	\$80,514.70
Knee - Right	20	\$186,251.04	\$96,196.16
Heart - Circulatory System	9	\$363,296.09	\$190,208.79
Back - Lower	44	\$632,604.83	\$299,868.24



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Program Expenditures

July 1, 2016 to June 30, 2017

1. Approximate program expenditure:
 - a. \$5,901,737
2. Temporary disability:
 - a. LC 4850: \$1,014,629
 - b. Salary Continuance 80%: \$231,227
 - c. Statutory TTD: \$78,449.80
3. Permanent disability:
 - a. \$1,176,377
4. Life Pension:
 - a. \$15,678
5. Death Benefits:
 - a. \$101,344



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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
2014	136	81	60%
2015	269	62	23%
2016	358	79	22%



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Outside Legal Counsel

1. The City currently retains outside legal counsel when the injured employee retains his/her own legal representation
2. Legal representatives are involved in formal/informal communication and in all court proceedings
3. Effective July 1, 2017, the City Council approved insourcing of legal counsel for the Workers Compensation program. Over the next few months, workers compensation cases will be transitioned from outside counsel to the City Attorney's Office.



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Outside Legal Counsel and Litigation Costs

1. Legal Counsel Costs

a. July 1, 2016 to June 30, 2017:

- \$386,751

b. Over the past 5 years

- Annual cost ranged from \$279,767 to \$386,751

2. Litigation Costs

a. July 1, 2016 to June 30, 2017:

- \$108,861

b. Over the past 5 years:

- Annual cost ranged from \$123,622 to \$139,230



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Thank you for your time.
Questions?



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