



### Beating the Odds: Ways to Reduce Work Comp Injuries and Costs

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### Team Members

- Melissa Boardman – Worker’s Compensation Analyst
- Marisa Araujo – Return to Work Coordinator
- Bonnie Monzel – Loss Prevention Analyst



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### Then & Now

FY 03-04

- 531 Open WC claims
- Annual Frequency 240+ claims
- \$26.7 million – Total WC liabilities
- \$4.98 million – Annual WC payments
- \$201,375 – Avg. monthly medical cash flow
- \$79,926 – Avg. monthly TD cash flow

FY 16-17

- 190 Open WC claims
- Annual Frequency 150 claims
- \$13.5 million – Total WC liabilities
- \$2.9 million – Annual WC payments
- \$100,000 – Avg. monthly medical cash flow
- \$43,992 – Avg. monthly TD cash flow/4850 payments



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- ### County Commitment
- Executive Management Commitment
    - Dedicated Staff: Analyst & Aide
  - Board of Supervisors Approval
    - RTW Policy
  - Department Commitment
    - WC Liaisons
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- ### Claims Based Solutions
- Selected TPA with appropriate capabilities
    - Staffing, caseloads
  - Program Analysis to identify cost drivers and trends
  - Develop annual incentive program
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### Return to Work Collaboration

- Express to Providers County's effort for Early Return to Work (continuous communication)
- Communication with Department Liaisons regarding Early Return to Work
- Alternate accommodations for injured workers
  - Home department
  - Alternate department



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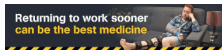
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### Why Early Return to Work?

- Keep employees engaged in the workforce
  - Improved employee moral
  - Less work load for other employees
  - Reduces lost productivity
- Minimize or eliminate any resulting permanent disability
- Reduce costs of temporary disability benefits payout



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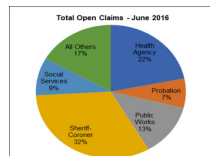
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### Business Partners

- Quarterly File Review
- Bi-Monthly Claims Review with Top 5 Department
- Training for Supervisors and WC Liaisons
- Safety Officer
- Loss Prevention Analyst



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### Loss Prevention Program

- Program Components
  - Ergonomic Solutions
  - Non-Office Ergonomic Solutions
- Special Projects
- Safety Actions
- Accident Investigations



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### Program Components

- Office Ergonomic Solutions
  - Evaluator time
  - Recommended Equipment
    - Keyboard Trays, Sit/Stand Stations
- Non-Office Ergonomic Solutions
  - Tractor Seats for Golf Course Maintenance
  - Sit/Stand Station for Maintenance Benches
  - Touchscreens for Jail and Juvenile Hall Control Rooms



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### Ergonomic Evaluations by FY



- FY 14/15- Sit/Stand workstations increased
- Cost of Sit/Stand Tables decreased availability of total evaluations
- FY 16/17- Admin approved increase of funding to keep up with demand
- 50% of all our employees are eligible for retirement



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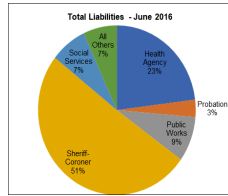
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### Special Projects

- Sheriff-Coroner Wellness Program
- Mental Health Inpatient Unit Improvements
- Deterrence Fencing for Pathways to reduce tripping hazards at main Social Services site



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### Safety Actions

- Safety Training
- Safety Commission
- Safety Pet Projects
- Safety Consultations for Work Areas
- Safety Programs for Departments
- Monthly Safety Modules



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### Accident Investigations

- What: is the actual reason not the final action
- When: Time of Day
  - Late in the day, end of shift
  - How many hours worked
- Who: Classification
- How: Equipment Used
- Why: Lack of support?
  - Needed more employees to complete safely?
- *Never accuse the employee*



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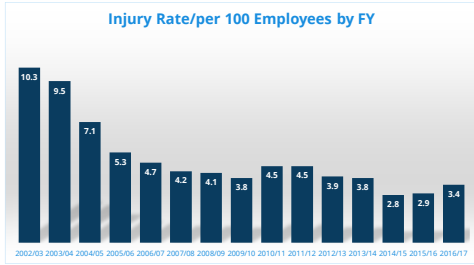
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## Safety Works in County of San Luis Obispo!



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## SIP Benchmark Comparison

FY 16 - 17

	SLO	SIP
Open indemnity to reported	117%	160%
Cash flow/\$100 Payroll	\$1.35	\$2.04
WC Cash Flow per EE	\$816	\$1573
Claims/100 EE	5	7.7



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## End Result

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