

***CITY OF MESA  
WORKERS' COMPENSATION  
TRUST FUND***



*Self-Insurance Trust Fund Board Presentation  
February 28, 2022*

# WORKERS' COMPENSATION PROGRAM OVERVIEW

The City's Workers' Compensation Program provides medical and loss wages benefits to City employees and official volunteers who have a work-related injury or illness.

- **City of Mesa is Self-Insured and Self-Administered**

- Pharmacy (Rx) benefits
- Network Access fees – Medical Provider Network (Blue Cross/Blue Shield)
- Specialty bill review services – non-Participating Medical Providers
- Legal Fees – WC Attorneys fees and administrative court fees
- Self-insurance Surety Bond premiums
- Special and Administrative taxes (AZ Industrial Commission of AZ)
- Excess Workers' Compensation Insurance (Stop-Loss) premiums
  - "Split" Self-Insurance Retention (SIR)
    - 2.00 Million Presumptive (Cancer) Injury/Illness
    - 1.25 Million Non-presumptive Injury/Illness (All Others)
    - 1.00 Million Wildland Firefighters
- Personnel (Staff) Costs – Program Administration

- **Workers' Compensation claims: (5-Year Claim History)**

Calendar Year	# Workers' Compensation Claims
2017	426
2018	411
2019	448
2020	332
2021	415
<b>Average</b>	<b>406</b>

- **434** Open workers' compensation claims
- WC Claims Representative claim Load – Average **217 claims**



# WORKERS' COMPENSATION PROGRAM OVERVIEW

## "DIRECT VS INDIRECT COST OF INJURIES"

- Medical Costs
- Wage Indemnity
- Time Loss from work
- Claims administration fees

- Damaged equipment or vehicles
- Equipment or vehicle repair costs
- Process interruptions
- Lost productivity
- Lost time at the supervisor level
- Cost of training replacement labor
- Overtime Costs
- General Liability Costs
- OSHA Investigations or Fines
- Increased insurance premiums

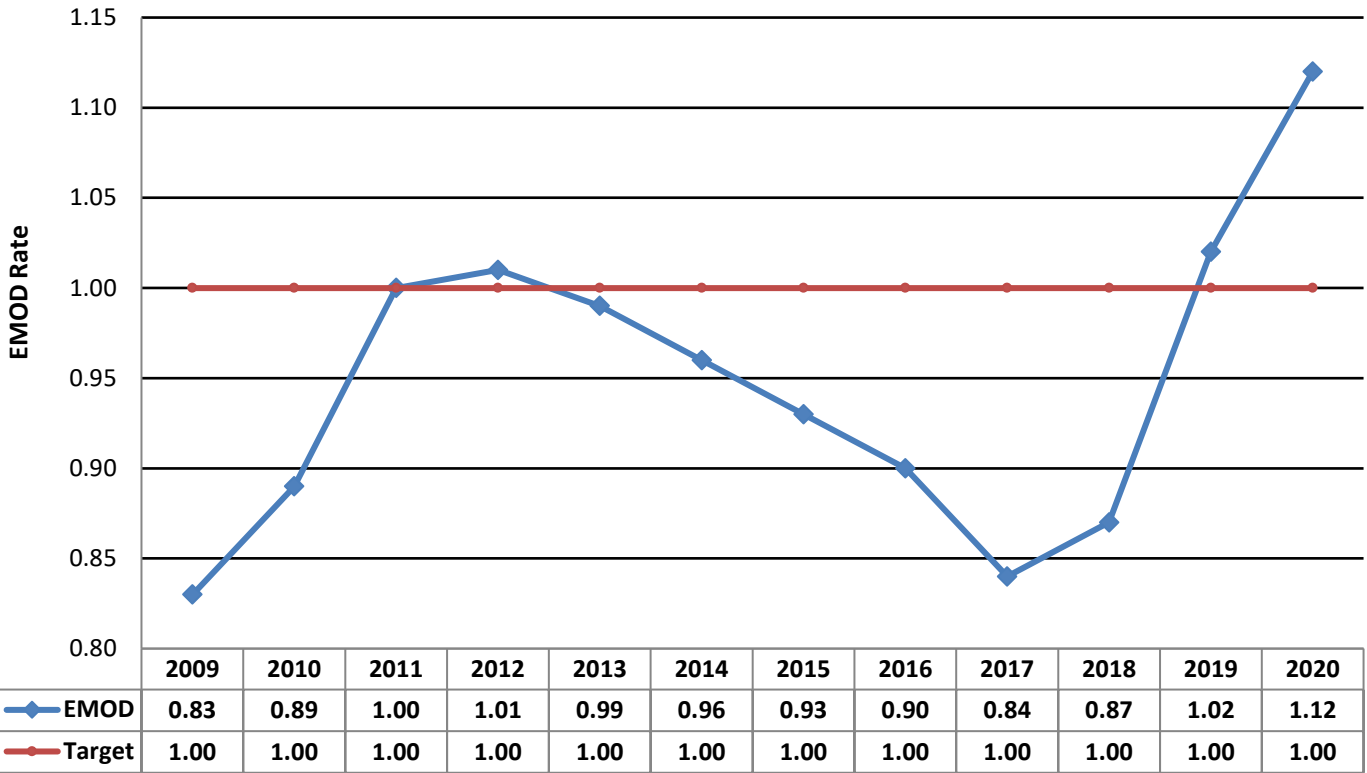


	(8)	(9)	(10)
Policy Year Beginning	Total Claim Count	Excess Claim Count	Open Claim Count
Prior	45	4	8
7/1/1990	232	3	1
7/1/1991	255	0	0
7/1/1992	310	2	2
7/1/1993	327	2	2
7/1/1994	336	2	2
7/1/1995	314	1	3
7/1/1996	285	2	4
7/1/1997	288	3	4
7/1/1998	288	3	6
7/1/1999	302	3	5
7/1/2000	387	3	6
7/1/2001	374	2	5
7/1/2002	400	0	4
7/1/2003	421	1	6
7/1/2004	366	0	4
7/1/2005	409	0	4
7/1/2006	521	0	4
7/1/2007	469	0	4
7/1/2008	401	0	7
7/1/2009	363	0	6
7/1/2010	384	0	6
7/1/2011	414	0	9
7/1/2012	362	0	2
7/1/2013	429	0	12
7/1/2014	418	0	4
7/1/2015	379	0	4
7/1/2016	435	0	11
7/1/2017	411	0	11
7/1/2018	412	0	26
7/1/2019	384	0	53
7/1/2020	361	0	188
<b>Total</b>	<b>11,482</b>	<b>31</b>	<b>413</b>

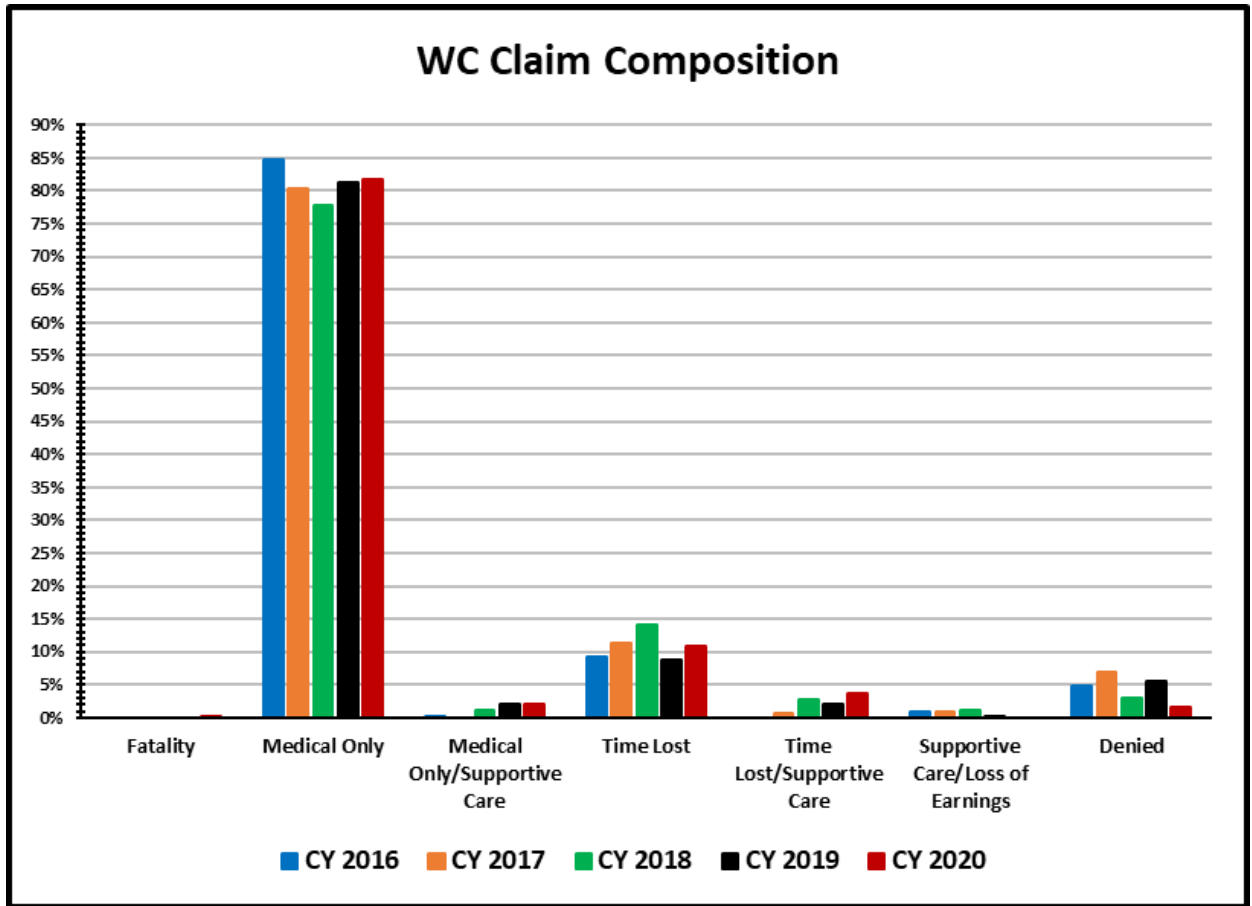


# WORKERS' COMPENSATION PROGRAM OVERVIEW

## Annual Experience Modification Rate



# WORKERS' COMPENSATION CLAIMS OVERVIEW



Claim Type	CY 2016	CY 2017	CY 2018	CY 2019	CY 2020
Fatality	0%	0%	0%	0%	0.3%
Medical Only	85%	80%	78%	81%	82%
Medical Only/Supportive Care	0%	0%	1%	2%	2%
Time Lost	9%	11%	14%	9%	11%
Time Lost/Supportive Care	0%	1%	3%	2%	4%
Supportive Care/Loss of Earnings	1%	1%	1%	0%	0%
Denied	5%	7%	3%	6%	2%
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



# WORKERS' COMPENSATION PROGRAM OVERVIEW

## ❖ **Injury Prevention Programs:** Safety Coordinators (3)

- Safety Inspections
- Safety Training
- Safety Program Manuals/Procedures
- Indoor Air Quality Monitoring
- Special Safety Considerations – Department employee concerns

## ❖ **Safety Committees:**

- Citywide Safety Committee – multi-department representation
- Citywide LOTO & Electrical Safety Committee
- Commercial Motor Vehicle Committee
- Department Safety Committees

## ❖ **Safety Awareness: Targeted Statistics**

- City Manager's Office – Claims costs by Mechanism of Injury
  - Physical Altercations (68)     \$13,129 average claims cost
  - Fall from Elevation (8)        \$12,491 average claims cost
  - Overexertion (125)            \$12,232 average claims cost
- Department Directors
- City-wide Training Initiatives

