

Milwaukee County Risk Review

Amy C. Pechacek - Director, Risk Management



Principles of Risk Management

1. Identify exposures
2. Analyze losses
3. Develop plan to minimize
4. Monitor and adjust plan
 - Performance measures:
 - a. Frequency of claims (#)
 - b. Severity of claims (cost)
 - c. OSHA compliance



Workers' Compensation

- Statutory wage and medical benefits for individuals injured in the course and scope of their employment
- Milwaukee County has approx. 5,000 employees

Workers' Compensation - Countywide

Claim Frequency

Claim Frequency | 2011 - 2015

	Claim Count
2011	537
2012	636
2013	752
2014	630
2015	266
TOTAL	2821



Goal: Reduce number of claims **15%** compared to 5 year historical average of **612 claims** per year



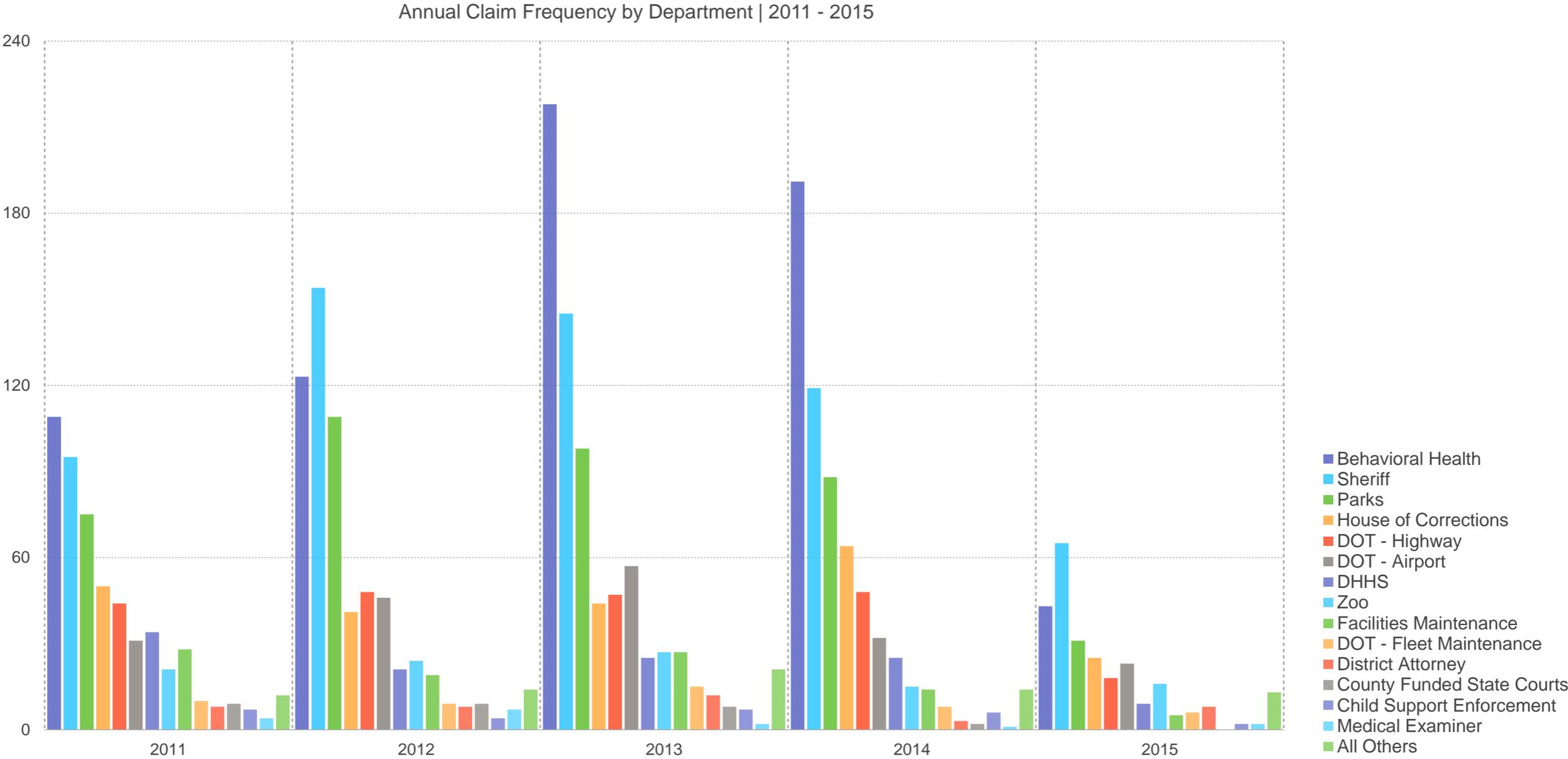
Result: **57%** reduction* **266 claims** in 2015

Claim Frequency | 2011 - 2015



Workers' Compensation

Annual Claim Frequency by Department



Workers' Compensation - Countywide Claim Financial Summary

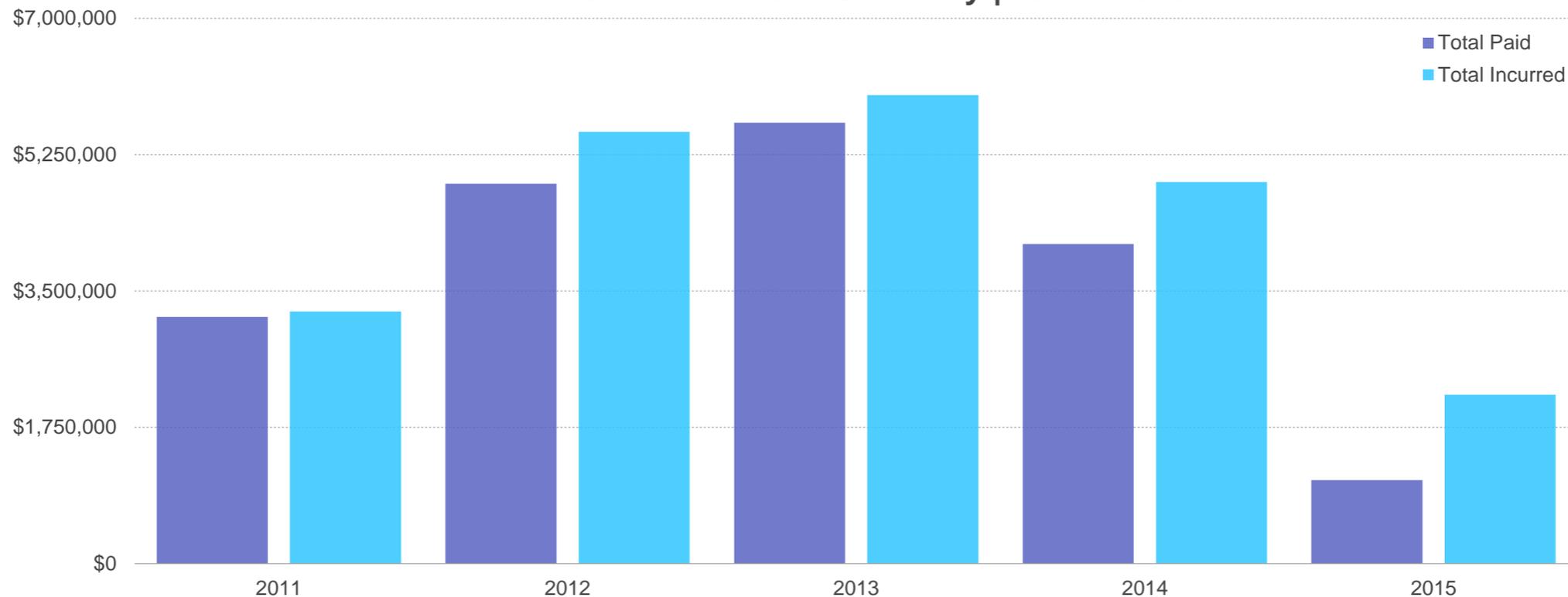
Claim Financial Summary | 2011 - 2015

	Total Paid	Total Incurred
2011	\$3,167,472	\$3,235,165
2012	\$4,874,054	\$5,539,515
2013	\$5,659,224	\$6,014,002
2014	\$4,100,832	\$4,895,580
2015	\$1,071,019	\$2,168,804
TOTAL	\$18,872,602	\$21,853,067

 **Goal:** Reduce cost severity (total incurred) of new claims **15%** compared to 5 year historical average of **\$4,046,739** per year

 **Result:** Total incurred for 2015 = **47%** reduction at **\$2,168,561**

Claim Financial Summary | 2011 - 2015



Workers' Compensation - Countywide

Top Claim Frequency & Severity Accident Types

Top 5 Most Severe Accident Types | 2011 - 2015

	Claim Count	Total Incurred
Strain	645	\$7,768,393
Altercation	185	\$2,378,944
Motor Vehicle Accident	71	\$2,259,635
Slip or Trip	189	\$1,833,409
Struck By	383	\$1,182,794

Top 5 Most Frequent Accident Types | 2011 - 2015

	Claim Count	Total Incurred
Strain	645	\$7,768,393
Struck By	383	\$1,182,792
Slip or Trip	189	\$1,833,409
Altercation	185	\$2,378,944
Exposure	142	\$169,000

Workers' Compensation - Countywide

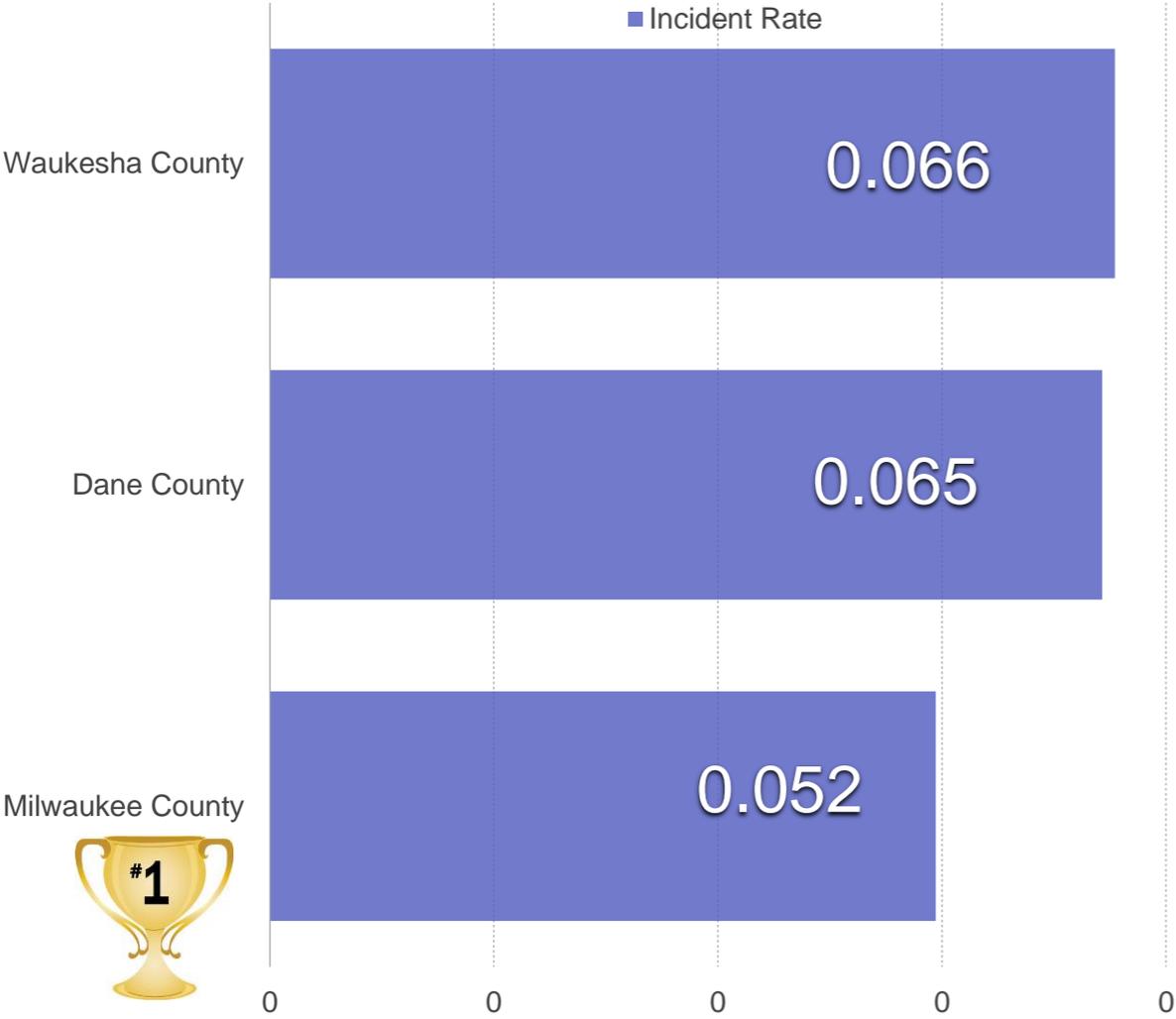
Claim Frequency & Severity by Department

Claim Frequency & Severity by Department | 2011 - 2015

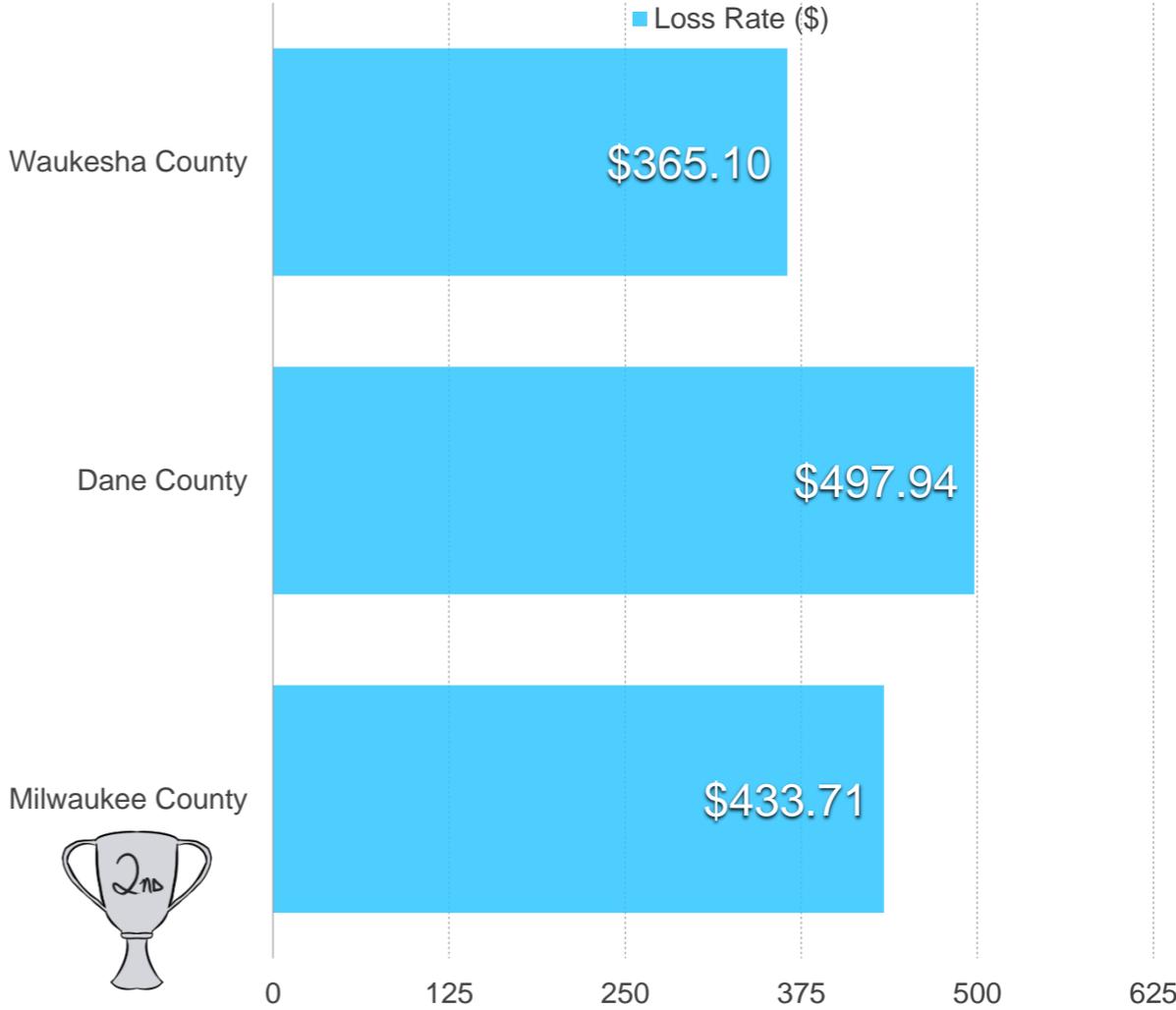
	Claim Count	Total Incurred
Behavioral Health	684	\$4,466,780
Sheriff	578	\$6,533,771
Parks	401	\$2,142,429
House of Corrections	224	\$2,010,279
DOT - Highway	205	\$1,144,258
DOT - Airport	189	\$2,327,481
DHHS	114	\$773,280
Zoo	103	\$328,488
Facilities Maintenance	93	\$636,362
DOT - Fleet Maintenance	48	\$543,485
District Attorney	39	\$122,062
County Funded State Court	28	\$84,196
Child Support Enforcement	26	\$143,856
Medical Examiner	16	\$110,844
All Others	74	\$485,496
TOTAL	2822	\$21,853,066

Workers' Compensation County Incident & Loss Rate Comparison

2015 Incident Rate Among Comparable Wisconsin Counties



2015 Loss Rate (\$) Among Comparable Wisconsin Counties



OSHA Compliance

OSHA Training Spreadsheet Facilities Mgmt.xls [Read-Only] [Compatibility Mode] - Excel

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Topic	Written Program	Annual Training	Delivery Method				Refresher Training	Applies to which Job Classifications?												Applies to which Skilled Trade Shop?																				
			Handout	Video	Web-based	Classroom		Handout	Video	Web-based	Admin	AFPMs	Servers	A/E Field Staff	Env. Serv	PC AP	Mail	Maintenance	Mgt	Trades	Electrical Shop	Plumbing Shop	Semifiners Shop	HVAC Shop	Paint Shop	Machine Shop	Cement													
Hazard Communication/GHS & Lab Safety if applicable	Yes	Yes				A	Annual											X	X					X	X	X	X	X	X	X	X	X	X	X	X	X	X			
Hazardous Materials/Spill plan & response	Yes	Yes				A	Annual											X	X					X	X	X	X	X	X	X	X	X	X	X	X	X	X			
Personal Protective Equipment	Yes	Yes				A	Annual										X	X	X	X	X			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Lockout / Tagout of Energy Sources	Yes	Yes				A	Annual																	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Powered Industrial Trucks, Platforms & Man Lifts	Yes	Yes				A	Annual																	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Means of Egress: Emergency Preparedness / Fire Prevention / Weather	Yes	Yes	A			A	Annual	R									X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Confined Spaces Entry	Yes	Yes				A	Annual												X																					
Fall Protection	Yes	Yes				A	Annual											X	X					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Hearing Conservation	Yes	Yes				A	Annual																	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Welding & Cutting	Yes	Yes	A				Annual	R																																
Materials Handling & Storage; chain hoist, sling inspections	Yes	Yes				A	Annual	R																																
Bloodborne Pathogens	Yes	Yes	A			A	Annual	R									X			X																				
Trenching & Escavating/Shoring	Yes	Yes	A				Annual	R												X																				
Respiratory Protection Program	Yes	Yes				A	Annual																																	
Tree Trimming - Aerial Rescue, Electrical Hazards; power tools, hearing protections and other PPE and fall protection	Yes	Yes				A	Annual	R																																
Fire Extinguishers	No	Yes	A			A	Annual	R									X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Hand & Power Tools	No	Yes	A				Annual	R																																
Ladder Safety	No	Yes	A				Annual	R										X	X	X	X	X			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Basic Electrical Safety	No	Yes	A				Annual	R									X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Antenna Safety	No	Yes		A			Annual		R									X	X	X	X	X			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Basic First Aid	No	Yes	A														X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
First Aid/CPR-AED - Full Class	No	Yes				A	Annual	R									X			X																				
Ergonomics & Lifting Safety	Pending	Pending	A			A											X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction Site Safety	No	No	Under Development																																					
OSHA 10-HR Training	No	No	Mgmt. To Determine				N/A																																	
OSHA 30-HR Training	No	No	Mgmt. To Determine				N/A																																	
Asbestos Awareness 2-HR Training	Yes	Yes				A	Annual																																	
Asbestos Supervisor	Yes	Yes				A	E&S TBD		R																															

OSHA Requirements FacilitiesMgmt.EEData Position Short Class

OSHA Compliance



2016 OSHA Training Sessions

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing a safe and healthy workplace. No employee should ever have to suffer illness, injury or death for a paycheck.

Many OSHA standards, which have prevented countless workplace tragedies, include explicit safety and health training requirements to ensure workers have the required skills and knowledge to work safely. These requirements reflect OSHA's belief that training is an essential part of every employer's safety and health program for protecting workers from injuries and illnesses.

January 4 & 19 • February 1 & 15

Global Harmonized System – 9 to 9:45 a.m.
Bloodborne Pathogens – 9:45 to 10:30 a.m.
Lock Out Tag Out – 10:30 a.m. to 12:30 p.m.
Hearing Conservation – 1 to 1:40 p.m.
Respirator Protection – 1:40 to 2:20 p.m.
PPE – 2:20 to 3 p.m.

Class Capacity: 109 each session

Location: CATC Building, Large Auditorium
Instructor: Vance Forrest (Aegis Corporation)
Location Contact: Jason McCarthy

January 6 & 20 • February 3 & 17

Fall Protection – 9 to 11:30 a.m.
Class Capacity: 12 each session
Hoists & Slings – 12 noon to 3 p.m.
Class Capacity: 20 each session

Location: Fleet Management Building
Instructor: Vance Forrest (Aegis Corporation)
Location Contact: John Blonien

January 19 & 20

OSHA 10 Hour

2-day course consisting of 5 hours per day
8 a.m. to 12 noon, then 12:30 to 1:30 p.m. each day

Class Capacity: 40 each session

Location: Parks Administration Building
Instructor: Nick Dillion (Aegis Corporation)
Location Contact: John Nelson

April 11 & 12

OSHA 10 Hour

2-day course consisting of 5 hours per day
8 a.m. to 12 noon, then 12:30 to 1:30 p.m. each day

Class Capacity: 40 each session

Location: CATC Building, Large Auditorium
Instructor: Nick Dillion (Aegis Corporation)
Location Contact: Jason McCarthy

August 8 & 9

Workers' Compensation Loss Control Initiatives

Milwaukee County Programs & Policies

- Continuous emphasis on Return-To-Work procedures, including development of transitional duty job bank
- Continually update existing OSHA Safety Programs & Policies
- Accountability on all Safety Bulletins – PPE use
- Job Safety Instructions

Milwaukee County Employee Engagement Initiatives

- Promotion of Find It Fix It Program – Safety and Property Issues
- Participation in Joint Safety Committee / VARC
- Total Health Newsletter

Employee Training

- 100% compliance to deliver OSHA Compliance training for all staff
- Focus on Safe Lifting/Back Injury Prevention
- Focus on Slips, Trip and Falls Prevention training

General Liability

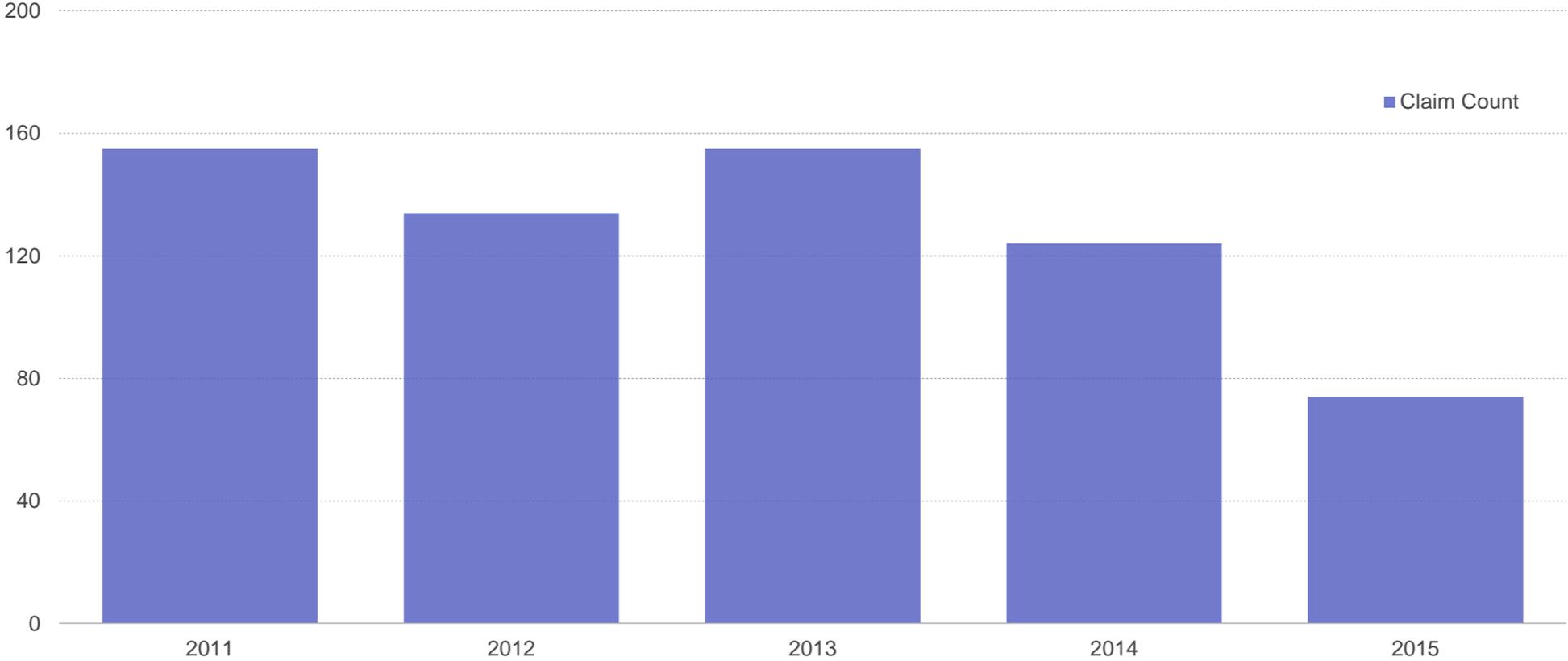
- All third party claims against the County for damages resulting from our operations or our premises
- All employment actions
- Police practices

General Liability - Countywide Claim Frequency

Claim Frequency | 2011 - 2015

	Claim Count
2011	155
2012	134
2013	155
2014	124
2015	74
TOTAL	642

Claim Frequency | 2011 - 2015



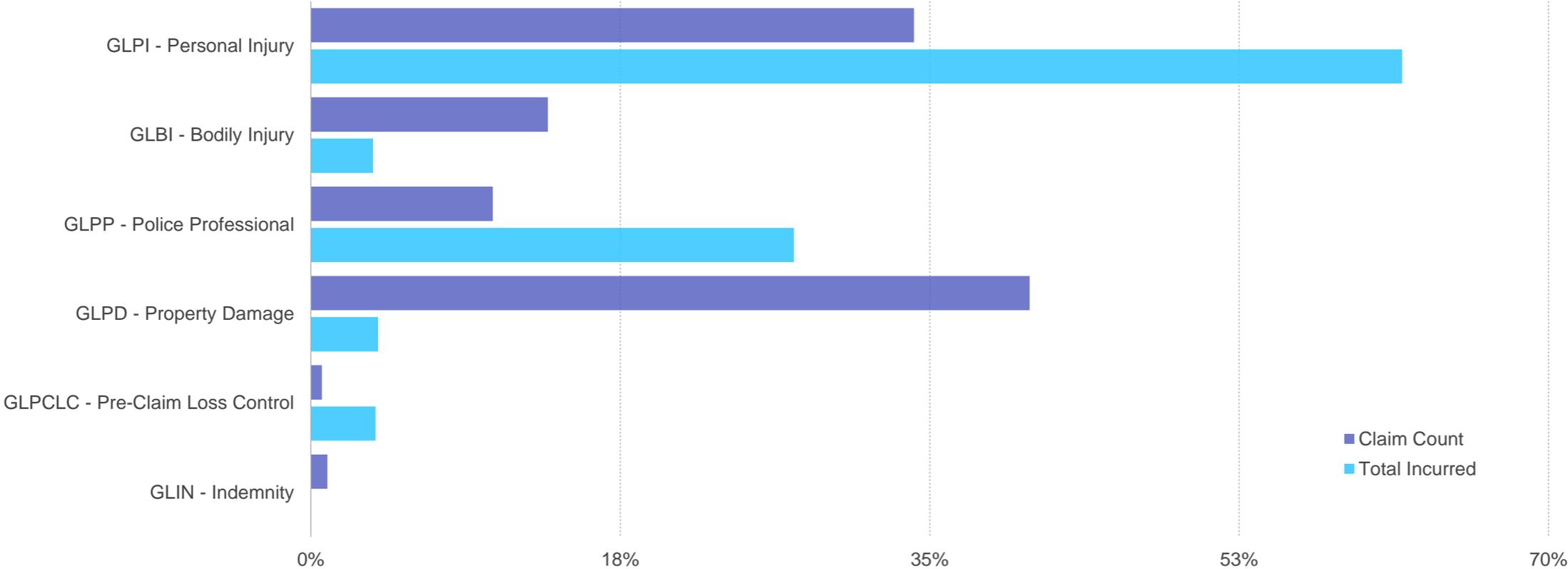
General Liability - Countywide

Claim Frequency & Severity by Claim Identifiers

Claim Frequency & Severity by Claim Identifiers | 2011 - 2015

	Claim Count	Total Incurred
GLPI - Personal Injury	219	\$2,053,313
GLBI - Bodily Injury	86	\$116,795
GLPP - Police Professional	66	\$908,852
GLPD - Property Damage	261	\$126,324
GLPCLC - Pre-Claim Loss Control	4	\$121,501
GLIN - Incident Only	6	\$0

Claim Frequency & Severity by Claim Identifiers | 2011 - 2015

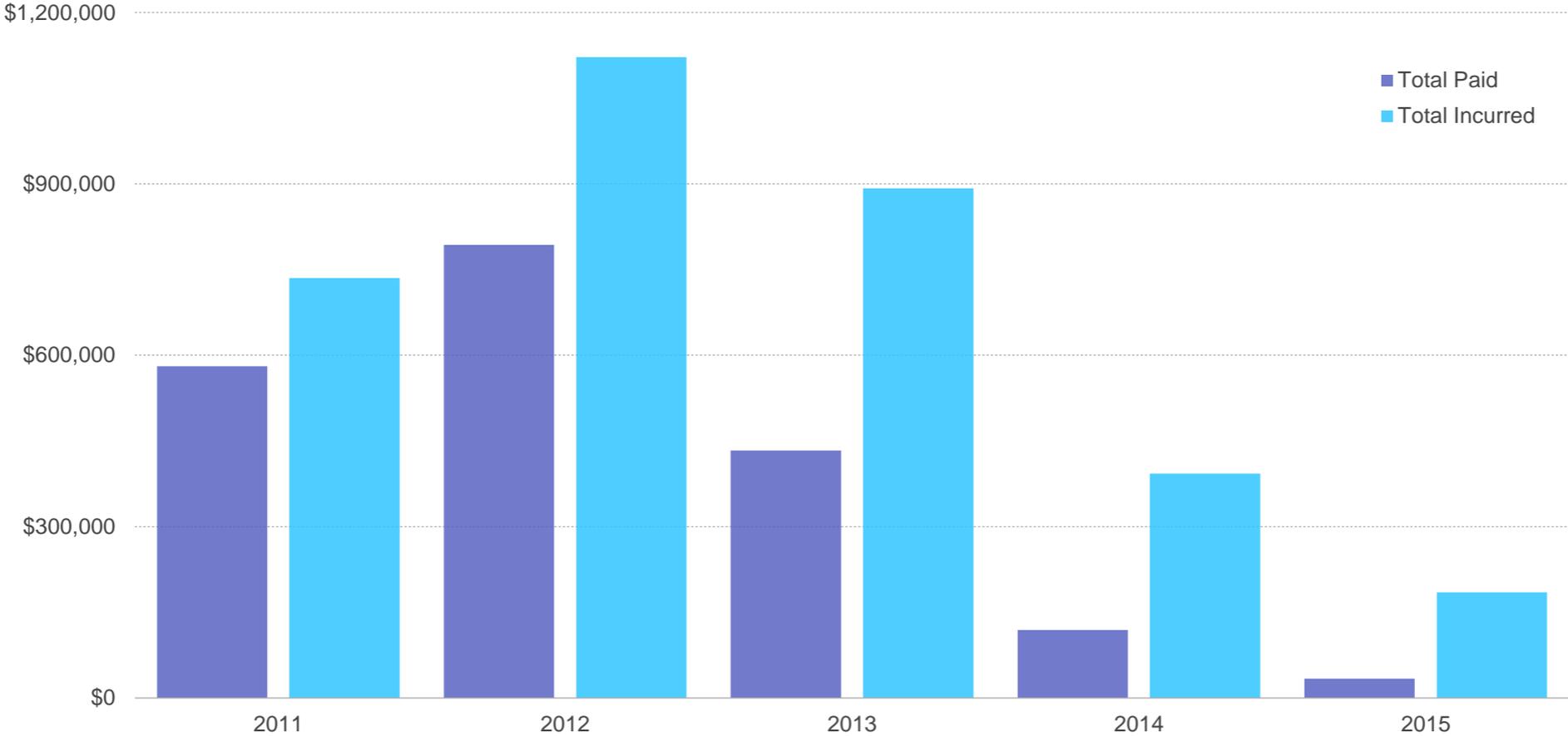


General Liability - Countywide Claim Financial Summary

Claim Financial Summary | 2011 - 2015

	Total Paid	Total Incurred
2011	\$580,530	\$734,834
2012	\$793,188	\$1,121,915
2013	\$433,380	\$892,015
2014	\$118,947	\$393,028
2015	\$34,010	\$184,994
TOTAL	\$1,960,056	\$3,326,785

Claim Financial Summary | 2011 - 2015



General Liability - Countywide

Claim Frequency & Severity by Claim Identifiers

Top 5 Most Frequent Claim Incidents | 2011 - 2015

	Claim Count	Total Incurred
Missing Property	92	\$5,712
Poor Road Conditions	72	\$850
Race Discrimination	33	\$231,469
FMLA	33	\$36,629
Improper Treatment Rendered	33	\$247,045

Top 5 Most Severe Claim Incidents | 2011 - 2015

	Total Incurred	Claim Count
FMLA	\$366,629	33
Civil Rights	\$339,013	12
Improper Treatment Rendered	\$247,045	33
Race Discrimination	\$231,469	33
Sex Discrimination	\$218,239	12
Sexual Assault	\$200,000	1

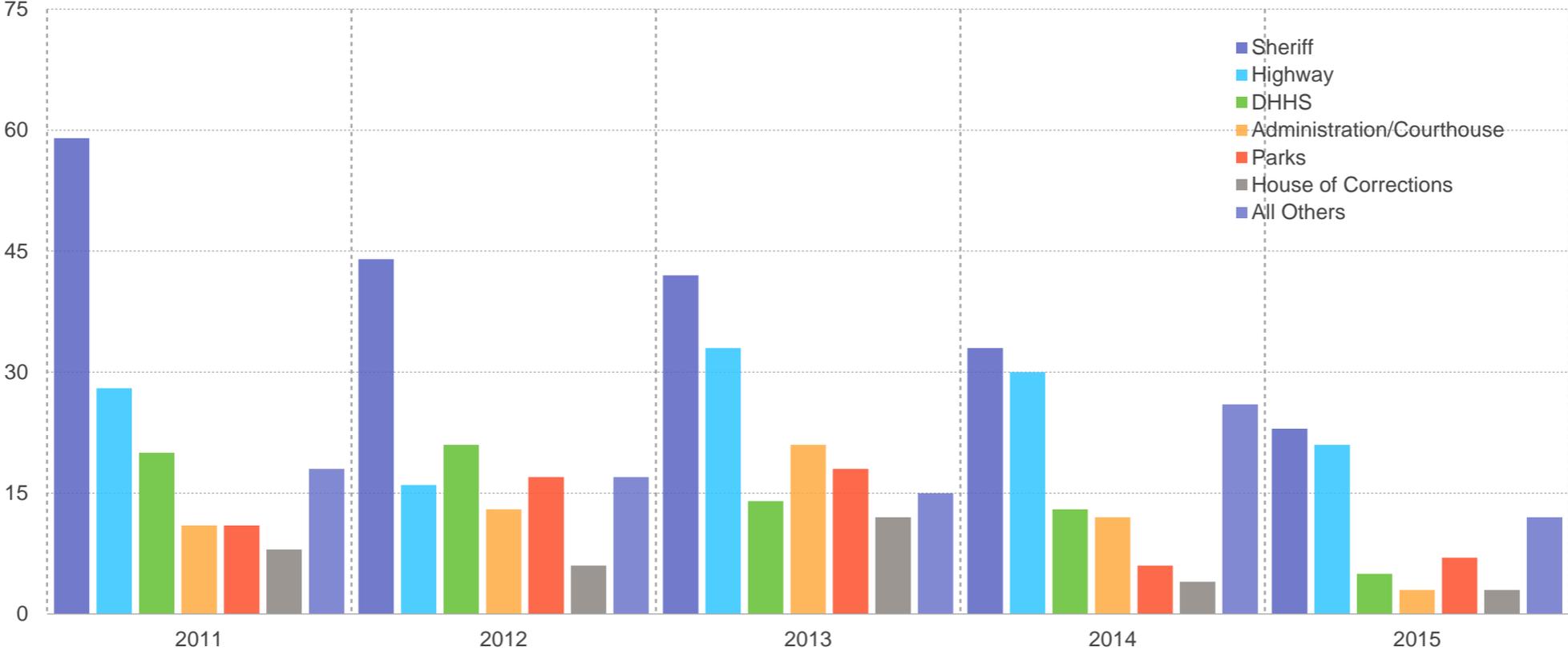
General Liability- Countywide

Annual Claim Frequency by Department

Annual Claim Frequency by Department | 2011 - 2015

	2011	2012	2013	2014	2015	Total
Sheriff	59	44	42	33	23	201
Highway	28	16	33	30	21	128
DHHS	20	21	14	13	5	73
Administration/Courthouse	11	13	21	12	3	60
Parks	11	17	18	6	7	59
House of Corrections	8	6	12	4	3	33
All Others	18	17	15	26	12	88
TOTAL	155	134	155	124	74	642

Annual Claim Frequency by Department | 2011 - 2015



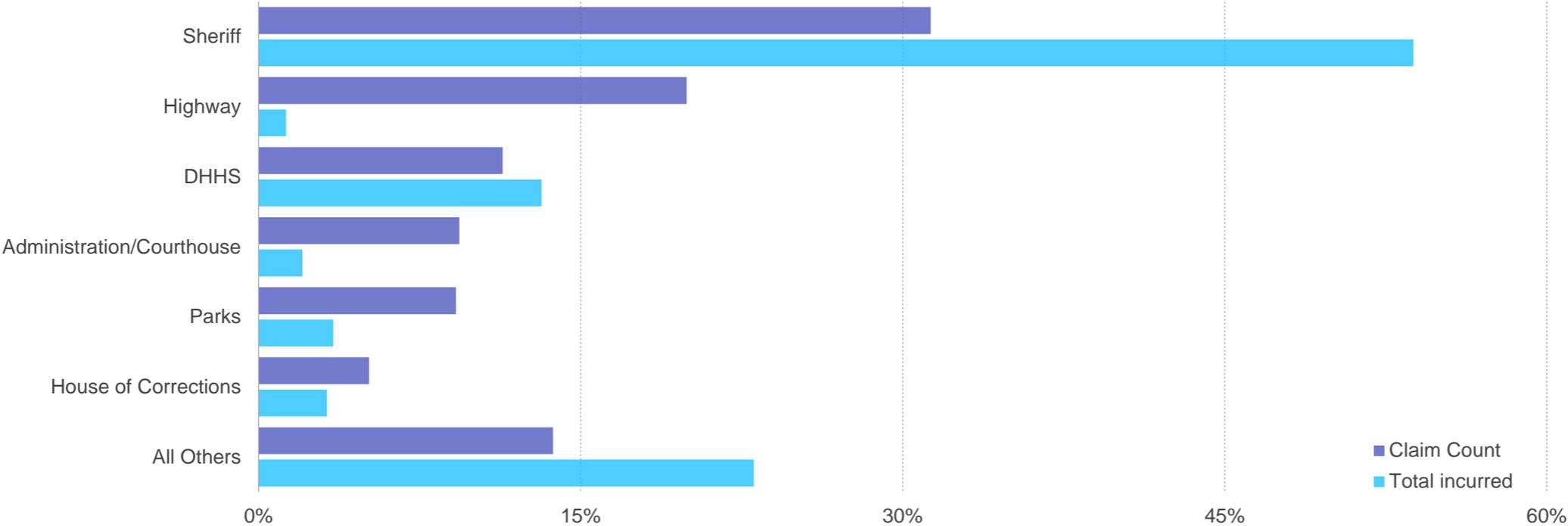
General Liability - Countywide

Claim Frequency & Severity by Department

Claim Frequency & Severity by Department | 2011 - 2015

	Claim Count	Total Incurred
Sheriff	201	\$1,789,472
Highway	128	\$42,443
DHHS	73	\$438,627
Administration/Courthouse	60	\$67,918
Parks	59	\$115,308
House of Corrections	33	\$105,691
All Others	88	\$767,325
TOTAL	642	\$3,326,785

Claim Frequency & Severity by Department | 2011 - 2015



General Liability

Loss Control Initiatives

Process Review

- **Slip, Trip and Fall prevention**
 - **Documentation and detailed log books**
 - **Walking working surfaces inspections**

Employee Training

- **Ethics & diversity in the workplace**
- **Sexual harassment**
- **Continuous improvement: new employee hiring procedures**
- **Manager ADA / FMLA**

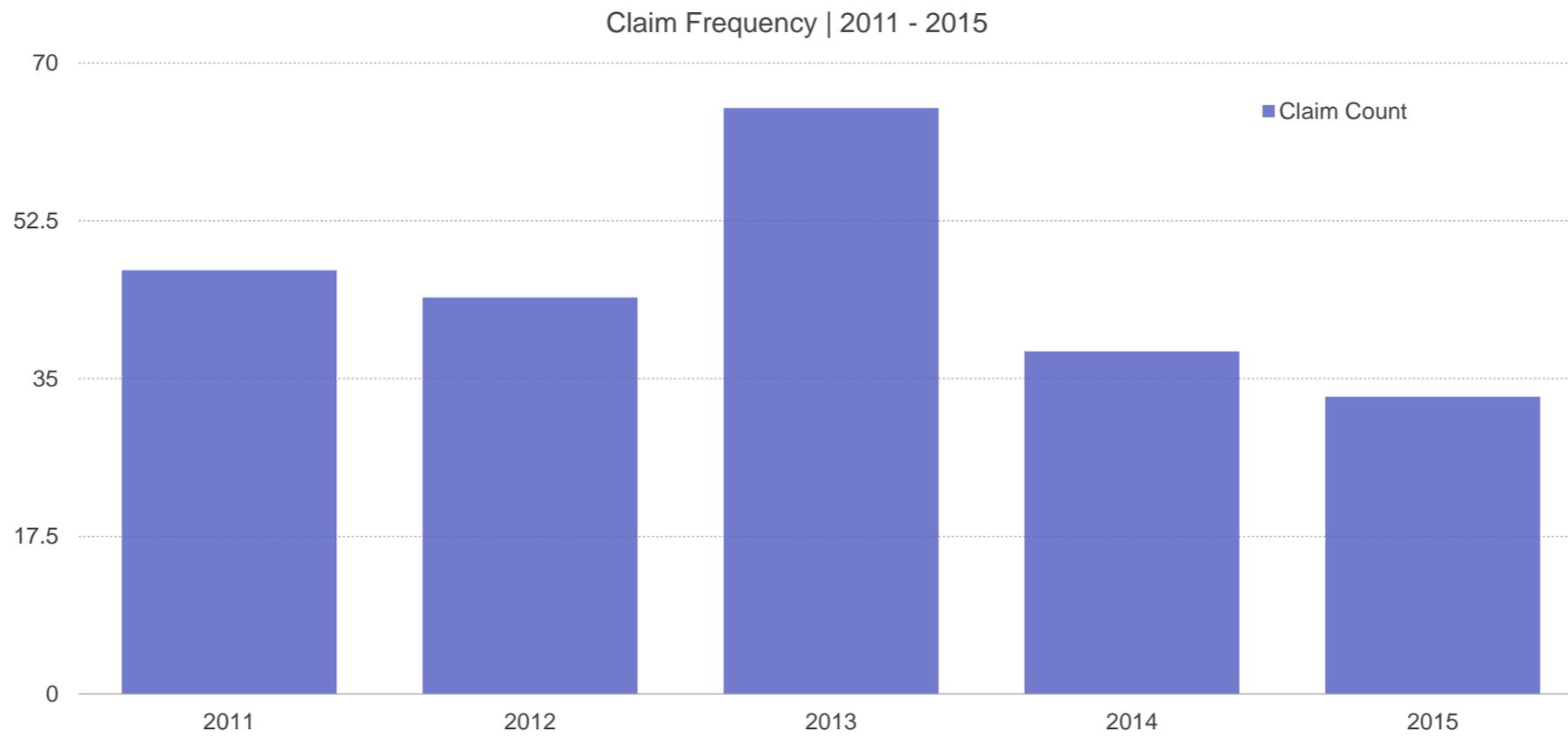
Auto Liability

- Auto Liability refers to all third party claims arising from our fleet and driving operations
- Milwaukee County has 1,825 total vehicles and pieces of fleet related equipment such as plows, mowers, and trailers
- Self-insure first party physical auto damage

Automobile Liability - Countywide Claim Frequency

Claim Frequency | 2011 - 2015

	Claim Count
2011	47
2012	44
2013	65
2014	38
2015	33
TOTAL	227

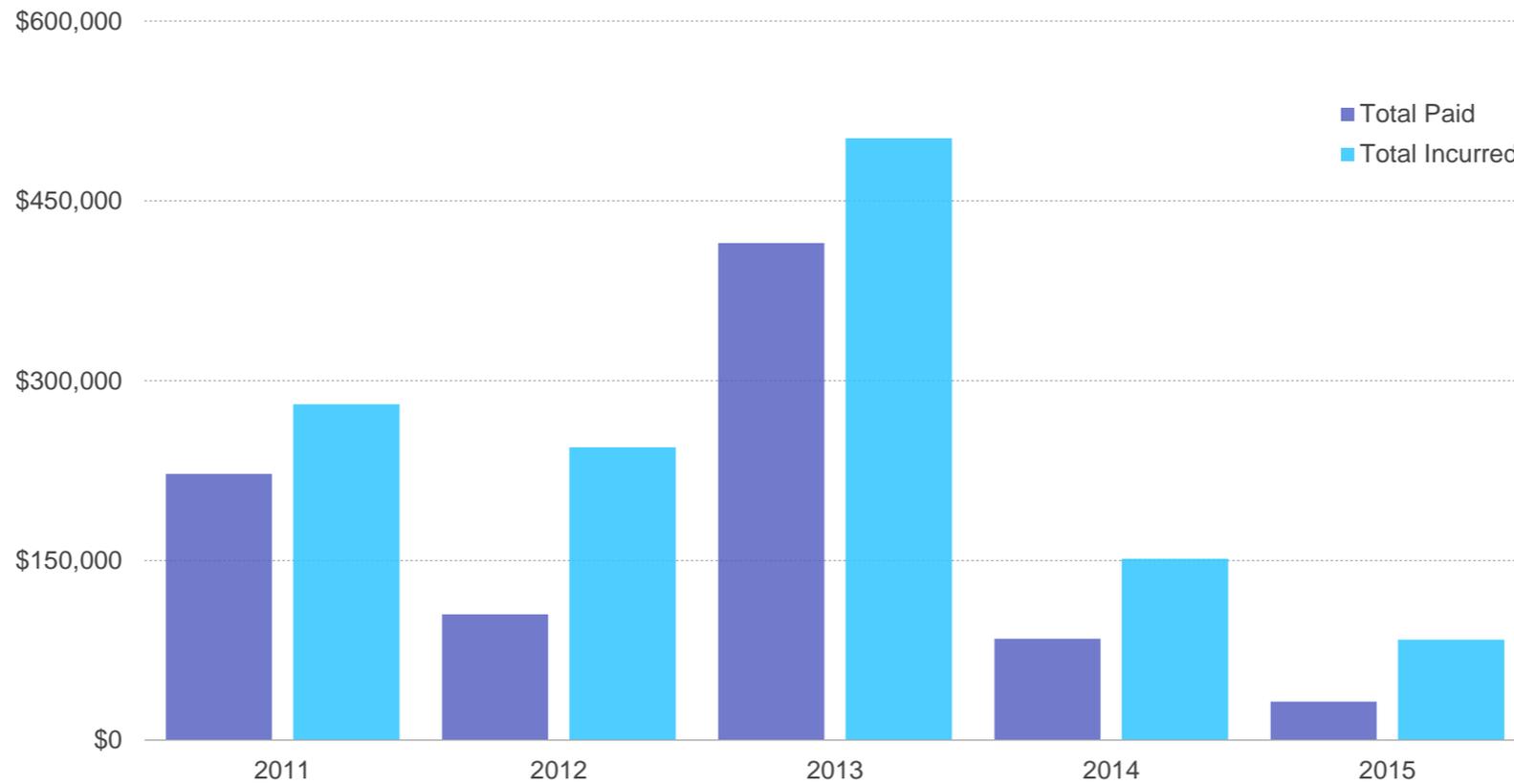


Automobile Liability - Countywide Claim Financial Summary

Claim Financial Summary | 2011 - 2015

	Total Paid	Total Incurred
2011	\$222,305	\$280,330
2012	\$104,943	\$244,320
2013	\$414,769	\$502,269
2014	\$84,699	\$151,435
2015	\$32,154	\$84,018
TOTAL	\$858,869	\$1,262,372

Claim Financial Summary | 2011 - 2015



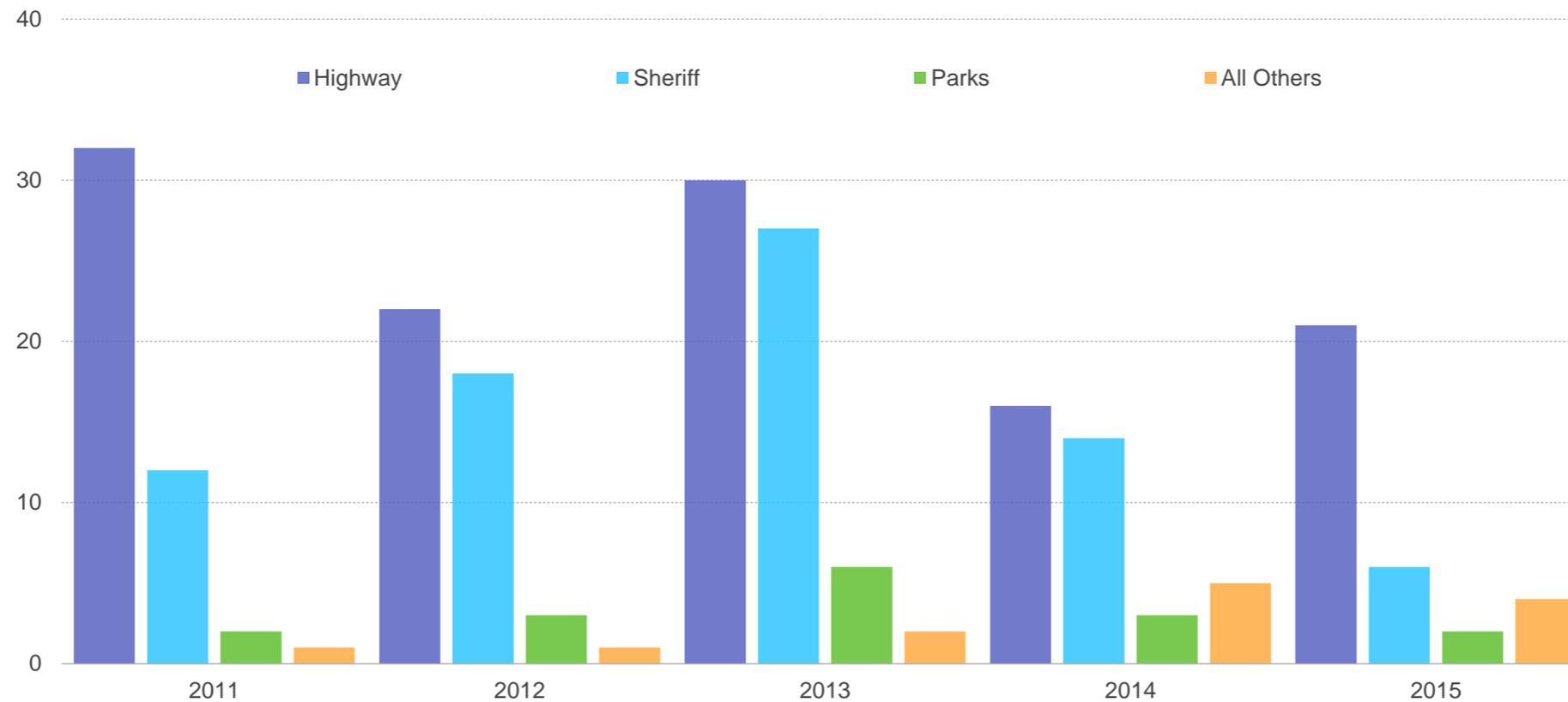
Automobile Liability - Countywide

Annual Claim Frequency by Department

Annual Claim Frequency by Department | 2011 - 2015

	2011	2012	2013	2014	2015	Total
Highway	32	22	30	16	21	121
Sheriff	12	18	27	14	6	77
Parks	2	3	6	3	2	16
All Others	1	1	2	5	4	13
Total	47	44	65	38	33	227

Annual Claim Frequency by Department | 2011 - 2015



Automobile Liability

Loss Control Initiatives

Milwaukee County Programs & Policies

- 100% compliance with Milwaukee County's Vehicle Operation & Driving Agreement
- Vehicle Accident Review Committee (VARC)

Milwaukee County Employee Engagement Initiatives

- Milwaukee County DOT Safety "Road-eo"

Employee Training

- Defensive Driving Training
- Supervisor follow-through on VARC recommendations