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OFFICE OF THE CITY CLERK
OAKLAND

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AGENDA REPORT

TO: FRED BLACKWELL
INTERIM CITY ADMINISTRATOR

FROM: Anil Comelo

SUBJECT: Informational Report Regarding the City's
Workers' Compensation Program for Fiscal
Year 2012-13

DATE: April 7, 2014

City Administrator
Approval

Date.

4/14/14

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff requests that Council accept this informational report regarding the City's Workers' Compensation Program for Fiscal Year 2012-13.

EXECUTIVE SUMMARY

Annually, the City expends over \$20 million on its self-insured Workers' Compensation Program. The following tables (Table 1 and Table 2) summarize the key components of Workers' Compensation expenditures incurred by the City of Oakland:

Table 1

Workers' Compensation Expenditures by type (Fiscal Years 2011-12 and 2012-13):

Category	Amount Paid 2011-12	Amount Paid 2012-13	Total Variance	Percent Change
Indemnity / Settlement	\$ 6,673,128	\$ 4,357,103	\$ (2,316,025)	-47.36%
Indemnity	\$ 6,926,550	\$ 8,709,303	\$ 1,782,753	21.52%
Medical	\$ 1,423,767	\$ 1,779,529	\$ 355,762	5.54%
Allocated	\$ 6,808,933	\$ 6,287,395	\$ (521,538)	-33.31%
Third Party Recovery	\$ (2,411,517)	\$ (645,676)	\$ 1,765,841	-460.31%
Administrative	\$ 2,745,039	\$ 2,749,036	\$ 3,997	0.17%
TOTAL	\$ 22,165,900	\$ 23,236,690	\$ 1,070,790	4.63%

Two of these components, indemnity and Medical, are directly related to benefits delivered to injured employees. These are reported annually to the State of California as part of the Public Self-Insured Program ("SIP") report. The SIP report information is summarized in Table 2. More detailed information related to the SIP report is reflected in *Attachment C*.

Item. _____
Finance & Management Committee
April 29, 2014

Table 2
State of California Annual Self-Insured Program ("SIP") Report

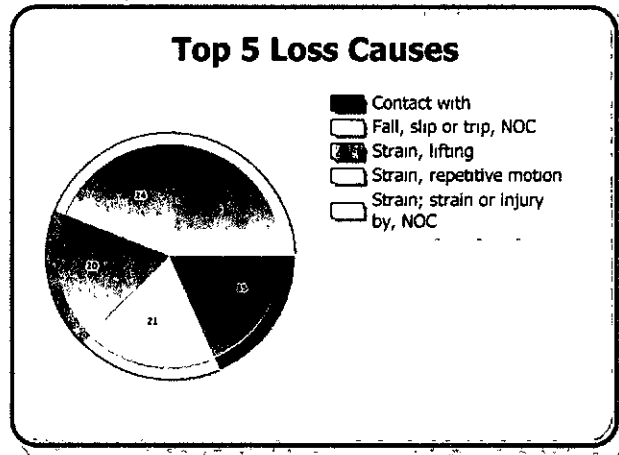
	Fiscal Year	Fiscal Year	Fiscal Year
	2010-11	2011-12	2012-13
Open Indemnity Cases	939	914	927
Number of cases reported during FY	616	598	465
Estimated Future Liability	\$39,433,208	\$35,932,649	\$34,164,988
Total Benefits Paid (Indemnity/Medical Costs Only)	\$20,158,828	\$16,901,893	\$15,611,250

Some of the key analytical drawn from *Attachments A* through *C* are listed below:

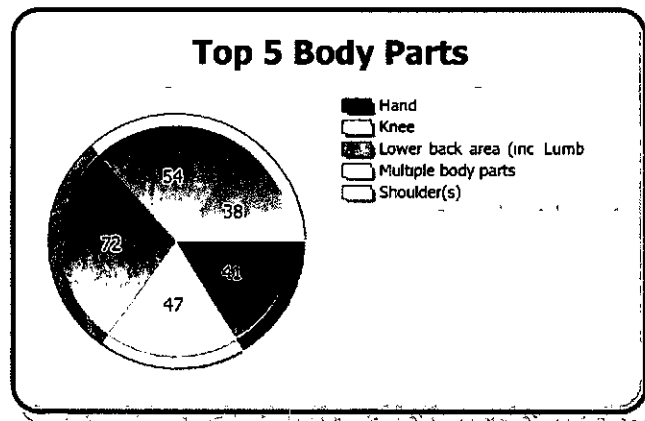
- *Total Workers' Compensation Expense for FY 2012-13* increased by \$1,066,790 (or 4.8%). The largest increase occurred in the Indemnity/Settlement area that reports expenses involving permanent disability settlements (including applicant attorney fees). This increase is attributable to the cost of negotiating closure of older claims. The City also experienced a few very serious cancer and organ-related cases that resulted in large, permanent disability settlements and significant attorney fees. Indemnity payments for temporary disabilities and medical expenses experienced the largest decline of over \$1 million combined (See *Attachment A*).
- *The Total Indemnity Cost Avoidance* attributable to the Modified Duty Program declined by \$932,040 (or 20.2%). This is predominately due to reduced Modified Duty days associated with the Police and Public Works Departments. During this same period, these departments had reduced staffing to provide internal administration of their workers' compensation cases, ensuring employees are assigned modified duty assignments upon receipt of a medical release (See *Attachment B*).
- *The Fiscal Year 2012-13 Total Benefits Paid (Indemnity and Medical Expenses only)*, as reported on the State-mandated Public Self Insurer's Annual Report was reduced by \$1,299,643 (or by 7.6%) (See *Attachment C*).
- *The Estimated Future Liability per Open Indemnity Claim* decreased by 6.3%. This was the result of continued aggressive claims management. Risk & Benefits Division has continued the emphasis of closing older, inactive indemnity claims that require a liability reserve be held. Even though the number of indemnity cases slightly increased, the Estimated Future Liability (EFL) declined to below FY 2009-10 per claim rate. (See *Attachment C*)

Attachments D and E provide Frequency Analysis data based on the Cause of Injury and Part of Body Injured. The charts below provide a summary of the top 5 causes and top 5 body parts involved in work related injuries.

- The Top 5 Leading Causes of Injury throughout the City during FY 2012-13 is depicted below (See Attachment D):



The Top 5 Body Parts injured throughout the City during FY 2012-13 is depicted below (See Attachment D):



Based on the information above, several loss prevention and loss reduction efforts have been implemented and continue to be administered throughout the City. These efforts are discussed in the body of this report, but include efforts such as Comprehensive Modified Duty/Early Return to Work Program, Workplace Ergonomics Program, Driver Safety Programs, Employee Drug Testing, Personal Protective Equipment Programs, Health & Wellness Fairs, Employee Assistance Programs, etc.

OUTCOME

Acceptance of this informational report will provide updated Workers' Compensation Program activities and statistics as of June 30, 2013.

BACKGROUND/LEGISLATIVE HISTORY

The Risk and Benefits Division of the Human Resources Management Department provides annual updates on the City's Workers' Compensation Program. This report contains information for Fiscal Year ending June 30, 2013.

ANALYSIS

The following section compiles Workers' Compensation statistical information for Fiscal Year 2012-13 (as of June 30, 2013).

A. Modified Duty/Early Return-to-Work Program

The City has had an aggressive Modified Duty/Early Return-to-Work Program for several years. In Fiscal Year 2011-12, implementation of the program was enhanced by introducing a new modified duty program and transferring financial responsibility for non-participation in the program back to departments.

Historically, the Workers' Compensation Fund (Fund 1150) served as an alternative source of funding for employee payroll while employees were not working in either a full-duty status or a modified duty status. Departments had little incentive to encourage their employees with a physician's work restriction to return to work.

Upon transferring the financial burden for non-participation back onto the department, impact of the modified duty program as a cost avoidance mechanism positively increased dramatically. The value of the program nearly tripled in its first year and continued to demonstrate considerable reductions in indemnity costs the following year.

The following chart reflects costs avoided due to transitional duty for Fiscal Years 2010-11 through 2012-13.

	2010-11	2011-12	2012-13
Transitional Assignment Cost Avoidance (City-Wide)	\$1,326,794	\$ 4,605,285	\$ 3,673,246
Transitional Duty Days	5440	22,242	16,396
# of Cases	149	460	370
Average Days on Transitional Duty	36 51	48 35	44 31

More detailed information (grouped by Police Department, Fire, Public Works Agency, and All Other) is appended to this report as **Attachment B**.

B. Workers' Compensation Program Statistical Information

This section provides information meant to provide insight into how the Workers' Compensation Program is funded and monies expended

(1) Average Time Employees Are Out On Workers' Compensation

The chart below captures all "**temporary disability**" ("TD") days incurred in a fiscal year, regardless of the date of injury.

	2010-11	2011-12	2012-13
Open Indemnity Claims (All Years)	686	631	632
Total Temporary Disability Days (All Open and Closed)	38,031	26,693	32,762
Average Temporary Disability Days per Claim	55.44	42.30	51.54
Percent Change from Prior Year	36%	-30%	23%

(2) Industrial Disability Retirement/Safety ("IDR")

The chart below provides the number of Sworn Industrial Disability Retirements granted between Fiscal Years 2010-11 through 2012-13.

	2010-11	2011-12	2012-13
Police	22	19	27
Fire	11	9	14
Total	33	28	41

Sworn employees typically seek an IDR after they have completed a full year of workers' compensation leave and their physician has determined they are not able to perform the usual and customary duties of their position. While employees are also informed of the Federal Employment and Housing Act ("FEHA") Interactive Process through which they may be able to secure an alternate position, it is not uncommon for the employee to opt for a Disability Retirement, which comes with certain enticements a service related retirement does not include, the chiefest of which is a tax-free retirement.

(3) Workers' Compensation Program Contributions and Utilization, by Department -- Workers' Compensation is financed through appropriations to Fund 1150. These appropriations are based on an annual percentage calculation of departmental payroll and are governed by Administrative Instruction 1303.

The chart below identifies the funding allocated for each department's workers' compensation burden.

DEPARTMENTAL CONTRIBUTIONS TO FUND 1150

	2010-11	2011-12	2012-13
Mayor	\$32,693	\$30,128	\$24,615
City Administrator	\$173,057	\$167,741	\$238,081
City Council	\$63,904	\$64,418	\$54,420
City Attorney	\$226,429	\$218,596	\$172,791
City Auditor	\$23,628	\$26,809	\$20,486
City Clerk	\$25,175	\$24,645	\$18,795
CEDA	\$641,177	\$633,079	\$265,996
Finance and Management Agency	\$381,684	\$433,250	\$240,924
Fire Services Agency	\$6,897,298	\$7,088,383	\$5,505,434
Housing & Community Development	--	--	\$40,838
Human Services	\$395,453	\$361,975	\$248,694
Information Technology	\$191,076	\$181,032	\$137,739
Library	\$272,367	\$387,720	\$301,915
Office of Parks and Recreation	\$173,718	\$297,372	\$209,416
Human Resources Management	\$100,154	\$94,900	\$70,457
Planning, Building & Neighborhood	--	--	--
Police Services Agency	\$8,647,464	\$6,800,907	\$5,760,126
Public Works Agency	\$1,273,012	\$1,491,321	\$1,143,760
TOTALS	\$19,518,289	\$18,302,278	\$14,576,167

Workers' Compensation Program Expenditures, by Department

In contrast to the fund allocations reported above, the following tables presents program expenditures, by department. More detailed information, including third-party recoveries and administrative expenditures, is appended to this report as *Attachment A*.

Department	2010-11	2011-12	2012-13
Police	\$10,885,351	\$12,421,701	\$9,878,957
Fire	\$6,965,379	\$5,619,375	\$6,460,387
PWA	\$1,943,992	\$2,057,114	\$2,310,163
All Others	\$2,608,443	\$1,740,049	\$2,064,991
Subtotal	\$22,403,164	\$21,838,239	\$20,714,498
Subro/Recoveries	(\$340,184)	(\$2,411,517)	(\$645,676)
Claim Cost Total	\$22,062,980	\$19,426,722	\$20,068,822

Claims Analysis – The total number of new claims (Indemnity and Medical Only), based on date of injury, by department are listed below.

	2010-11	2011-12	2012-13
Police	224	228	177
Fire	146	112	115
PWA	106	80	82
All Others	101	86	85
Total	577	506	459

(4) Bill Review Statistics – Invoices for services are required to go through a Bill Review process. This review process ensures invoiced services do not exceed the State of California Mandated Fee Schedule. The Mandated Fee Schedule establishes the maximum amount that can be billed for medical services and durable medical equipment (i.e. crutches, splints, braces, etc.). The chart below reports the amount invoices were reduced from the original billed amount.

	2010-11	2011-12	2012-13
# of Bills	19465	18515	18944
Billed Amount	\$15,899,605	\$18,348,302	\$18,355,955
Amount Paid	\$5,470,474	\$5,481,314	\$5,493,344
Reduction Savings	\$10,429,131	\$12,866,988	\$12,862,611
% of Savings	66%	70%	70%

Program Description

Several programs and initiatives have been put in place to encourage employee health and safety in an effort to reduce the frequency and severity of injury related accidents. The most visible programs are discussed below.

- A. **2013 Employee Health and Wellness Fair** – The annual Employee Health Fairs for employees was held in November and December 2013. The events are held both in a down-town location as well as at the Municipal Services Center on Edgewater Drive. Approximately 633 employees attended both health fairs.

The promotion of injury prevention and healthy lifestyles are other ways the City seeks to proactively avoid workers' compensation costs. Moreover, by holding the Health Fair during working hours, it shows that the City has a commitment to the health of its employees.

Attendees had the opportunity to talk directly with service providers about the City's Employee Assistance Program, emergency preparedness kits, the Ergonomics Program, life insurance, eyeglasses for Video Display Terminal users, and general Workers' Compensation matters. The 2013 activities roster included medical services (blood work, blood pressure and hearing tests, and flu shots), self-defense workshops, healthy

lifestyle seminars, and chair massages. The next Employee Health Fairs will be held in November and December 2014.

B. Safety & Loss Control Programs – Risk & Benefits Division (RBD) provides technical assistance and training to City departments and divisions in the areas of safety, ergonomics, indoor air quality, industrial hygiene, driver safety and loss prevention of facility structures and equipment. The objectives are to:

- Promote a safe working environment for all employees and the public.
- Promote a safety environment and create a proactive approach to safety.
- Offer safety training, education and orientation.
- Provide technical support and assistance in workers' compensation/disability management, loss control issues and risk management contract review.
- Conduct safety inspections and accident/incident investigations.
- Develop programs for the prevention and control of property loss.
- Coordinate activities that promote safety, health and the protection of property.

In FY2012-13, RBD engaged in site inspections, reviewing City facilities for safety and compliance with regulatory standards. Corrective actions were recommended to the subject department for response.

RBD also conducted a review of the Fire Alarm Systems throughout City facilities. The review was to determine condition of fire alarm systems within our buildings and identify where corrections should be made. RBD is working with PWA Facilities to develop plan of action for recommendation implementation.

C. Workstation Ergonomics – RBD administers the Citywide Ergonomics and Workstation Design program. As part of this program, all new employees undergo a workstation evaluation to ensure proper ergonomic fit in their new workstation. The intent is to reduce the likelihood of repetitive strain injury as a result of a improperly designed workstation. Upon completion of the evaluation, RBD orders and installs in the workstation ergonomic equipment based on recommendations of the evaluator. In the past year, a total of 358 workstation evaluations have been performed, at the cost of \$90,000. As a result of these evaluations, a total of \$82,966 was expended for ergonomic equipment including keyboard trays, chairs, headsets, etc. All equipment purchased was based on the recommendation of the ergonomic evaluator.

D. Employer Pull Notice/Driver Training and Accident Review – RBD administers the Citywide Employer Pull Notice (EPN) program. This program enables the monitoring of employee driving records and driver license status. Departments are notified by RBD when information is acquired from the Department of Motor Vehicles that may impact an employee's ability to operate City vehicles. Coupled with the Driver Training

Item: _____

Finance & Management Committee

April 29, 2014

program and Accident Review process, departments are equipped with resources to assist in ensuring continued safe utilization of City equipment and vehicles.

- E. **Employee Assistance Program** - Since contracting out Employee Assistance Program ("EAP") services in June 2012, the utilization of the program has increased dramatically. The chart below provides information on the program utilization by employees for Fiscal Year 2012-13.

Total Utilization Based on 3,894 Employees			
	Cases FY 2012-13	Cases FY 2011-12	Annual Utilization FY 2012-13
Total Cases	383	68	9.80%
Clinical	201	35	5 20%
Life Management	182	33	4 70%

In addition to individual counseling sessions, the EAP extends multiple training opportunities to employees and departments. It also facilitated over 50 organizational consultations covering multiple topics including facilitations on management coaching, organizational change, employee conflict, morale, etc.

- F. **Medical Provider Network** – Effective July 1, 2014, the City will begin providing medical treatment to injured employees through a Medical Provider Network ("MPN"). A MPN is an entity or group of health care providers set up by an insurer or self-insured employer and approved by the State Department of Workers' Compensation to treat workers injured on the job. Through the City's membership with CSAC-EIA, employees can receive medical care through an established MPN that was design specifically for public entities employers. Over 5,600 contracted physicians and 17 member agencies participate in the CSAC-EIA's Medical Provider Network.

The CSAC-EIA MPN delivers quality medical care through a choice of providers who are part of an exclusive network of healthcare providers, each who have been chosen by pool members, staff, and Third Party Administrators. In addition to member nominated providers, the CSAC-EIA MPN has physicians from Kaiser, Concentra, select Sutter facilities, as well as the WellComp Network.

Several advantages will be experienced both by the City and injured employees. Medical provider management will be fully under the City's control, requiring medical treatment to be provided by one of the over 5,000 physicians available within the MPN. This accomplishes greater medical cost containment for the City as we will retain medical control of claims throughout the life of the claim, rather than relinquishing control to an unlimited number of medical providers within the State. Additionally, authorized fees associated with the medical services will be capped 5% below the State mandated fee schedule. The advantage to the employee is that they would be able to

select from multiple providers as the initial treater, as opposed to having to receive treatment from a single contracted providers, as is now the case. Further, approval process for different types of procedures would be expedited. It is anticipated the Workers' Compensation Program will experience modest reductions in medical expenditures as the result of the MPN, and employee satisfaction in the treatment options should be improved.

PUBLIC OUTREACH/INTEREST

This item did not require any additional public outreach other than the required posting on the City's website.

COORDINATION

This informational report has been reviewed by the City Attorney's Office and the Budget Office.

FISCAL/POLICY ALIGNMENT

The administration of the Workers' Compensation Program supports the City Council's goal to develop a sustainable city through the development and implementation of sound financial management policies and procedures.

COST SUMMARY/IMPLICATIONS

Based on expenditures as of Jun 30, 2013, the overall cost of the Workers' Compensation Program for Fiscal Year 2012-13 experienced a moderate increase of 4.8%. The primary sources of this increase are in the areas of Indemnity/Salary expenses in the form of temporary total disability payments to injured employees as well as an increased expense on Investigative Claims Expenses.

Attachment A – The Workers' Compensation Expenditures Report provides a breakdown of Labor Code and MOU driven payments made to, and on behalf of, injured workers for the period from Fiscal Year 2009-10 through Fiscal year 2012-13.

LC4850 pay refers to disability payments made to public safety personnel mandated by Labor Code Section 4850. LC4850 requires that sworn personnel who are injured on the job receive 100 percent of their salary for up to 12 months

Of the Temporary Disability payments listed above, only one – Salary Supplement Pay – is not mandated by the State of California Labor Code. **Salary Supplement Pay** is a negotiated benefit where eligible employees receive a supplemental payment in addition to the mandated Temporary Disability payment. This supplemental payment, when combined with the Temporary Disability payment, results in the employee receiving 100 percent of their regular

pay. Other than by Memorandum of Understanding (MOU), the City has no obligation to extend this benefit to City employees.

Indemnity/settlement includes settlements, applicant attorney fees, death/survivor benefits, and life pensions, provided following career ending injuries.

Indemnity/salary includes Labor Code mandated "temporary disability" (non-sworn), 4850 "full pay" (sworn), and MOU benefits (non-sworn).

Medical includes treatment, prescriptions, hospitalization and medical management.

Allocated Expenses are listed as individual line items on **Attachment A**: rehabilitation, investigative, legal defense, and Labor Code mandated 10% penalties. The 10% penalty must be attached to any indemnity/settlement, indemnity/salary or medical payment issued beyond the time limits for payment established by the Labor Code.

PAST PERFORMANCE, EVALUATION AND FOLLOW-UP

This is a recurring informational report.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Social Equity: There are no social equity opportunities associated with this report.

CEQA

This report is not a project under CEQA.

For questions regarding this report, please contact Deborah Grant, Risk Manager, at (510) 238-7165.

Respectfully submitted,



Anil Comelo
Director
Human Resources Management

Prepared by
Deborah Grant, Risk Manager
Risk and Benefits Division

Attachments (7)

- Attachment A – WC Expenditures Report (FY 2010-11 - FY 2012-13)***
- Attachment B – Return-to-Work Program Savings (FY 2010/11 - FY 2012-13)***
- Attachment C - Self-Insurance Annual Report Data***
- Attachment D – Frequency Analysis By Body Part, City-wide FY 2012-13***
- Attachment E - Frequency Analysis by Cause, City-wide FY 2012-13***
- Attachment F – New WC Claims by Dept. (FY 2010/11 - FY 2012/13)***
- Attachment G – New WC Claims Aggregate Data (FY 2010/11 - FY 2012/13)***
- Attachment H – Cost of New WC claims By Department (FY 2010/11 - FY 2012/13)***

ATTACHMENT A
Workers' Compensation Expenditures Report
FY 2009-10 through FY 2012-13

Attachment A provides a breakdown of Labor Code and MOU driven payments, to and on behalf of injured workers

	2009-10	2010-11	2011-12	2012-13
OPERATIONS EXPENDITURES				
INDEMNITY/SETTLEMENT				
Permanent Disability	\$5,036,106	\$4,939,738	\$6,673,128	\$4,357,103
INDEMNITY/SALARY				
Non-4850				
Temporary Disability	\$1,371,942	\$1,750,928	\$1,472,842	\$1,808,078
MOU Benefits/non-sworn	\$526,605	\$626,094	\$343,426	\$420,965
Total Non-4850 pay	\$1,898,547	\$2,377,022	\$1,816,268	\$2,229,043
4850/sworn				
OPD - 4850 Pay	\$2,654,322	\$5,038,423	\$3,162,991	\$4,123,621
OFD - 4850 Pay	\$3,104,530	\$2,672,983	\$1,947,291	\$2,356,639
Total 4850 Pay	\$5,758,852	\$7,711,406	\$5,110,282	\$6,480,260
Subtotal - Indemnity/Salary	\$7,657,399	\$10,088,428	\$6,926,550	\$8,709,303
MEDICAL	\$6,346,345	\$6,393,868	\$6,808,933	\$6,287,395
ALLOCATED				
Rehabilitation	\$23,955	\$34,391	\$30,272	\$47,465
Investigative Claims Expense	\$403,961	\$468,595	\$443,173	\$392,331
Legal Defense	\$1,180,255	\$953,583	\$942,854	\$971,049
*Utilization Review	0	0	0	\$238,501
**Return to Work Services	0	0	0	\$85,637
**24hr Nurse/Injury Report Line	0	0	0	\$39,130
Labor Code 10% Penalties	\$7,894	\$8,568	\$7,468	\$5,416
Subtotal - Allocated	\$1,616,035	\$1,465,137	\$1,423,767	\$1,779,529
SUB-TOTAL OPERATIONS EXPENDITURES	\$20,655,885	\$22,887,171	\$21,832,378	\$21,133,330
3rd PARTY RECOVERY - REFUNDED TO CITY	-\$821,953	-\$340,184	-\$2,411,517	-\$645,676
TOTAL OPERATIONS EXPENDITURES	\$19,833,932	\$22,546,987	\$19,420,861	\$20,487,654
ADMINISTRATIVE EXPENDITURES				
Claims Administrator Contract	\$2,112,868	\$2,162,655	\$2,162,655	\$2,162,642
Bill Review Expense	\$582,384	\$582,384	\$582,384	\$582,384
SUBTOTAL - ADMINISTRATIVE EXPENDITURES	\$2,695,252	\$2,745,039	\$2,745,039	\$2,745,036
TOTAL WORKERS' COMPENSATION EXPENSE	\$22,529,184	\$25,292,026	\$22,165,900	\$23,232,690

*Utilization Review expenditures for fiscal years 2009/10 through 2011/12 were captured under the medical category. However, beginning FY 2012/13, due to legislative changes, all fees associated with utilization review must be segregated from the medical costs and added to the allocated expense of a claim file.

**Totals for Return to Work Services and 24hr Nurse/Injury Reporting are new allocated expenses being incorporated into FY 2012/13 allocated totals.

ATTACHMENT B

**City of Oakland
Return-To-Work Program FY 2009-10 thru FY2012-13**

	FY 2010 - 2011	FY 2011 - 2012	FY 2012 - 2013
City Wide			
# Cases	149	460	370
# Transitional Days	5,440	22,242	16,396
TTD Cost Avoidance	\$1,326,795	\$1,137,857	\$3,673,246

POLICE			
# Cases	59	212	207
# Transitional Days	2,269	10,287	9,030
TTD Cost Avoidance *	\$803,600	\$2,939,143	\$2,580,000

FIRE			
# Cases	20	51	43
# Transitional Days	473	2,019	1,836
TTD Cost Avoidance **	\$178,700	\$692,229	\$629,486

PUBLIC WORKS			
# Cases	45	133	70
# Transitional Days	1,569	6,790	3,321
TTD Cost Avoidance	\$223,408	\$738,023	\$305,727

OTHERS			
# Cases	25	64	50
# Transitional Days	1,129	3,146	2,209
TTD Cost Avoidance	\$121,087	\$235,891	\$158,033

* TTD Cost Avoidance amount for OPD Sworn based on estimated 4850 savings calculated at \$2,000/week

** TTD Cost Avoidance amount for Fire Sworn based on estimated 4850 savings calculated at \$2,400/week

Cases - Refer to cases with transitional duty day/s

**Attachment C
STATE PUBLIC SELF-INSURED PROGRAM (SIP) REPORT**

	FY 2010-11	FY 2011-12	FY 2012-13	VARIANCE FY 2011-12 & 2012-13	VARIANCE % CHANGE
Estimated Future Liability (EFL)	\$ 39,433,208	\$ 35,932,649	\$ 34,164,988	\$ (1,767,661)	-4.9%
<i>EFL - Indemnity</i>	\$ 19,917,294	\$ 14,401,160	\$ 13,558,715	\$ (842,445)	-5.8%
<i>EFL - Medical</i>	\$ 19,515,914	\$ 21,531,489	\$ 20,606,273	\$ (925,216)	-4.3%
Total Benefits Paid (TBP)	\$ 20,158,828	\$ 16,901,893	\$ 15,611,250	\$ (1,290,643)	-7.6%
<i>TBP - Indemnity</i>	\$ 13,567,901	\$ 9,874,679	\$ 9,338,130	\$ (536,549)	-5.4%
<i>TBP - Medical</i>	\$ 6,590,927	\$ 7,027,214	\$ 6,273,120	\$ (754,094)	-10.7%
Total New Claims (TNC)	614	598	465	-133	-22.2%
<i>TNC - Medical Only</i>	224	267	176	-91	-34.1%
<i>TNC - Indemnity</i>	392	331	289	-42	-12.7%
Total Open Indemnity Claims	939	914	927	13	1.4%
Total # Employees	4,714	4,921	4,424		
Total Payroll	\$ 294,243,135.00	\$ 299,259,395	\$ 270,358,254		
Total Paid per Open Claim	\$ 21,468.40	\$ 18,492.22	\$ 16,840.61	\$ (1,651.61)	-8.9%
Total Future Liability per Open Claim	\$ 41,994.90	\$ 39,313.62	\$ 36,855.43	\$ (2,458.19)	-6.3%
Total Paid per \$1000 payroll	\$ 68.51	\$ 56.48	\$ 57.74	\$ 1.26	2.2%
Total Future Liability per \$1000 Payroll	\$ 134.02	\$ 120.07	\$ 126.37	\$ 6.30	5.2%
Total Paid per Employee	\$ 4,276.37	\$ 3,434.65	\$ 3,528.76	\$ 94.12	2.7%
Total Future Liability per Employee	\$ 8,365.13	\$ 7,301.90	\$ 7,722.65	\$ 420.75	5.8%

City of Oakland

Freq Analysis-Body Part

Loss Date Between 7/1/2012 - 6/30/2013



Body Part	Open	Closed	Total	Litigated	Days		Totals Through 6/30/2013		
					Lost	Rest	Paid	Reserves	Incurred
Lower back area (inc Lumb/Lumb -Sac)	24	48	72	12	1456	2561	\$270,431 69	\$305 671 13	\$576,102 82
Multiple body parts	27	27	54	21	3243	1597	\$470 578 21	\$794,595 75	\$1,265 173 96
Knee	18	29	47	2	2109	1725	\$246,939 84	\$294,160 07	\$541 099 91
Hand	5	36	41	1	96	859	\$39,086 11	\$41,036 71	\$80,122 82
Shoulder(s)	17	21	38	6	1888	916	\$345,870 59	\$467,834 52	\$813,705 11
Finger(s)	1	26	27	0	28	221	\$18,217 99	\$7,101 55	\$25,319 54
Elbow	7	16	23	4	668	404	\$145,690 08	\$191,567 58	\$337,257 66
Ankle	6	16	22	0	813	562	\$98,372 21	\$111,289 19	\$209,661 40
Psyche	6	16	22	2	530	142	\$85,690 51	\$31,082 35	\$96,772 86
Wrist	5	16	21	2	199	855	\$34,579 97	\$43,966 58	\$78,546 55
Lung	0	18	18	0	122	0	\$39,241 38	\$0 00	\$39,241 38
Multiple neck injury	4	13	17	0	311	92	\$30,312 83	\$30,909 62	\$61,222 45
No physical injury	3	11	14	3	407	43	\$87,440 31	\$157,952 53	\$245,392 84
Foot	2	10	12	2	472	211	\$121,313 00	\$60,260 55	\$181,573 55
Lower arm	1	10	11	0	3	4	\$10,185 30	\$7,966 86	\$18,152 16
Skull	2	9	11	1	194	123	\$50,944 95	\$54,785 09	\$105,736 04
Eye(s)	0	10	10	0	131	0	\$39,541 73	\$23,651 62	\$63,193 35
Thumb	1	9	10	1	421	7	\$4,903 47	\$6,054 96	\$10 958 43

ATTACHMENT D-1

City of Oakland

Loss Date Between 7/1/2012 - 6/30/2013

Freq Analysis-Body Part



Body Part	Open	Closed	Total	Litigated	Days		Totals Through 6/30/2013		
					Lost	Rest	Paid	Reserves	Incurred
Internal organs	4	3	7	4	56	33	\$41,806 15	\$102,364 34	\$144,190 49
Lower leg	1	6	7	1	26	0	\$9,773 29	\$0 00	\$9,773 29
Upper back area (Thoracic area)	1	6	7	0	0	185	\$5,921 27	\$2,297 87	\$8,219 14
Abdomen incl. groin	1	5	6	0	132	40	\$37,048 79	\$33,200 32	\$70,249 11
Chest (inc ribs, stern , soft tiss)	0	6	6	0	42	32	\$19,726 21	\$5 194 27	\$24 920 48
Ear(s)	4	2	6	3	17	0	\$10,143 26	\$47 521 95	\$57,665 21
Heart	3	3	6	4	42	45	\$25,655 04	\$22 774 13	\$48,429 17
Body system and Mult. Body systems	0	5	5	0	41	27	\$19,143 96	\$0 00	\$19,143 96
Hip	3	2	5	0	253	93	\$5,448 35	\$85,056 71	\$90,505 06
Upper leg	0	5	5	0	0	35	\$826 82	\$3,175 00	\$4 001 82
Other facial soft tissue	1	3	4	1	0	0	\$2,384 84	\$14,690 28	\$17,075 12
Toe(s)	0	4	4	0	0	0	\$3,513 17	\$0 00	\$3,513 17
Multiple upper extremities	2	1	3	0	303	181	\$34,069 07	\$38,552 40	\$72,621 47
Upper arm incl. Clavicle and Scapula	0	3	3	0	0	0	\$1,595 60	\$0 00	\$1 595 60
Soft tissue neck	0	2	2	0	0	0	\$510 00	\$0 00	\$510 00
Wrist(s) and hand(s)	1	1	2	1	1	190	\$4 580 76	\$575 57	\$5 156 33
Brain	0	1	1	0	0	0	\$75 00	\$0 00	\$75 00
Buttocks	0	1	1	0	0	15	\$1,379 37	\$0 00	\$1,379 37
Disc (neck)	1	0	1	1	91	0	\$350 00	\$16,650 00	\$17,000 00

Item: _____
 Finance & Management Committee
 March 2014

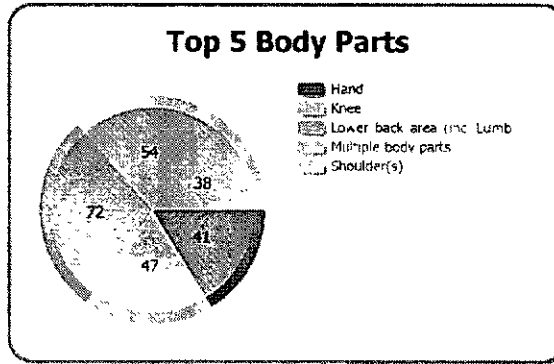
JT2IGREG

Freq Analysis-Body Part



ATTACHMENT D-3

Body Part	Open	Closed	Total	Litigated	Days		Totals Through 6/30/2013		
					Lost	Rest	Paid	Reserves	Incurred
Larynx	0	1	1	0	0	0	\$231.12	\$0.00	\$231.12
Mouth	0	1	1	0	0	0	\$75.00	\$0.00	\$75.00
Multiple Lower Extremities	1	0	1	1	481	0	\$72,025.12	\$96,533.78	\$168,558.90
Spinal cord	1	0	1	0	0	0	\$0.00	\$0.00	\$0.00
Unclassified	1	0	1	0	0	0	\$0.00	\$0.00	\$0.00
Totals:	154	402	556	73	14576	11198	\$2,415,622.36	\$3,098,493.28	\$5,514,115.64
Grand Totals:	154	402	556	73	14576	11198	\$2,415,622.36	\$3,098,493.28	\$5,514,115.64



Freq Analysis-Loss Cause

Loss Date Between 7/1/2012 - 6/30/2013



Loss Cause	Open	Closed	Total	Litigated	Days		Totals Through 6/30/2013		
					Lost	Rest	Paid	Reserves	Incurred
Strain; repetitive motion	17	37	54	6	1462	1521	\$135,781 98	\$135,381 55	\$271,163 53
Strain; strain or injury by, NOC	18	36	54	2	1017	802	\$141,158 28	\$213,209 08	\$354,367 36
Fall, slip or trip, NOC	14	33	47	8	1536	1854	\$389,276 05	\$466,644 86	\$855,920 91
Strain; lifting	13	32	45	5	1332	869	\$253,502 48	\$281,477 33	\$534,979 81
Contact with	2	43	45	2	60	0	\$35,796 95	\$55,429 14	\$91,226 09
Cumulative (NOC)	31	10	41	25	1289	417	\$122,532 59	\$504,581 84	\$627,114 43
Strain; twisting	13	12	25	6	2019	1463	\$288,631 63	\$354,999 72	\$643,631 35
Strain, pushing or pulling	7	14	21	1	678	598	\$125,131 04	\$162,974 16	\$288,105 20
Vehicle, collide with other vehicle	4	15	19	1	598	192	\$70,586 81	\$101,909 49	\$172,496 30
Injured by; another person	2	12	14	1	292	160	\$29,572 55	\$16,334 43	\$45,906 98
Injured by; animal or insect	0	13	13	0	6	66	\$4,718 41	\$3,069 46	\$7,787 87
Adverse reaction	1	10	11	1	483	96	\$113,889 04	\$124,384 00	\$238,273 04
Injured by, hand tool or machine in use	1	9	10	0	50	404	\$6,698 54	\$7,913 81	\$14,612 35
Fall or Slip from Different Level	5	4	9	2	170	664	\$33,393 93	\$32,511 41	\$65,905 34
Injured by, struck or injured NOC	0	9	9	0	7	11	\$10,826 10	\$1,975 00	\$12,801 10
Injured by, object being lifted/handled	1	7	8	1	42	189	\$22,336 71	\$44,187 78	\$66,524 49
Strike, against or stepping on NOC	1	7	8	0	180	38	\$7,447 34	\$1,975 00	\$9,422 34
Fall, on stairs	3	5	8	1	591	205	\$85,797 97	\$62,094 65	\$147,892 62
Cut, caught, punctured, scraped, NOC	0	8	8	0	0	0	\$3,529 14	\$1,925 00	\$5,454 14

ATTACHMENT E-1

Item: Finance & Management Committee
March 2014

Freq Analysis-Loss Cause



Loss Cause	Open	Closed	Total	Litigated	Days		Totals Through 6/30/2013		
					Lost	Rest	Paid	Reserves	Incurred
Defensive Tactics	1	6	7	0	300	173	\$46,400 11	\$18,227 15	\$64,627 26
Contagious or occup. disease	1	6	7	1	194	33	\$13,607 33	\$18,805 82	\$32,413 15
Injured by, falling or flying object	1	5	6	0	20	199	\$11,679 36	\$23,059 93	\$34,739 29
Caught, in, under, between, NOC	0	6	6	0	16	42	\$6,548 50	\$2,475 00	\$9,023 50
Foreign matter (body) in eye(s)	0	6	6	0	131	0	\$38,517 00	\$23,651 62	\$62,168 62
Vehicle; motor vehicle NOC	1	4	5	1	23	97	\$9,982 33	\$14,116 55	\$24,098 88
Sports/physical fitness	0	5	5	0	6	58	\$5,936 15	\$1,200 00	\$7,136 15
Burn, Hot object or substance	0	5	5	0	22	0	\$9,029 68	\$0 00	\$9,029 68
Person in act of crime	4	1	5	4	854	158	\$165,862 49	\$155,990 40	\$321,852 89
Stroke, stationary object	1	3	4	0	3	7	\$4,407 09	\$1,633 90	\$6,040 99
Police/fire physical fitness	0	4	4	0	44	43	\$17,844 11	\$0 00	\$17,844 11
Strain; reaching	0	4	4	0	15	1	\$8,811 48	\$0 00	\$8,811 48
Fighting fire	0	4	4	0	48	0	\$17,683 22	\$0 00	\$17,683 22
Gunshot	1	2	3	0	400	0	\$47,085 90	\$54,888 04	\$101,973 94
Fall, from liquid or grease spills	1	2	3	0	255	92	\$23,806 12	\$21,334 42	\$45,240 54
Noise Exposure	2	1	3	2	0	0	\$3,400 98	\$32,641 36	\$36,042 34
Bending	1	2	3	0	5	145	\$3,030 47	\$12,235 63	\$15,266 10
Injured by, patient assault, fellow work	0	3	3	0	0	0	\$776 98	\$5,223 02	\$6,000 00
Slipped, did not fall	2	1	3	1	119	226	\$350 00	\$18,900 00	\$19,250 00
Misc; other - miscellaneous, NOC	2	0	2	0	0	0	\$0 00	\$0 00	\$0 00

ATTACHMENT E-2

City of Oakland

Loss Date Between 7/1/2012 - 6/30/2013

Freq Analysis-Loss Cause



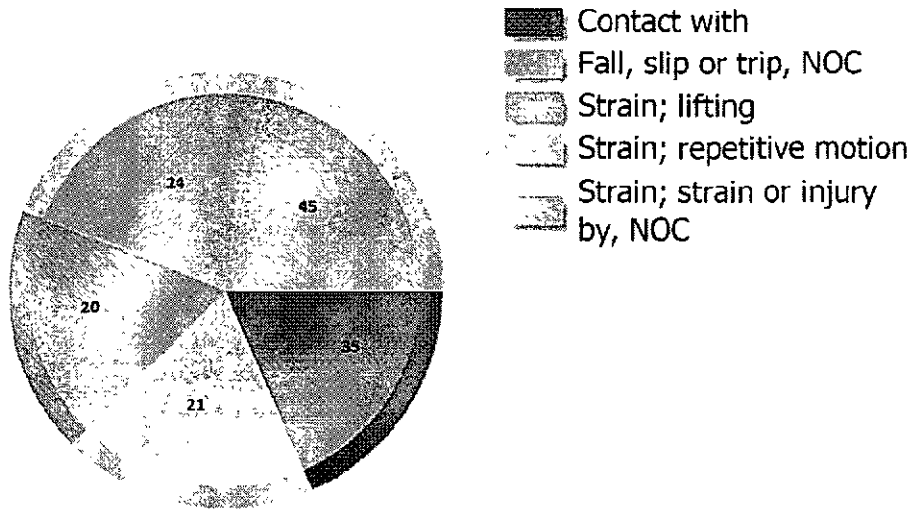
Loss Cause	Open	Closed	Total	Litigated	Days		Totals Through 6/30/2013		
					Lost	Rest	Paid	Reserves	Incurred
Skin Disease or disorders	0	2	2	0	6	0	\$6,365.06	\$0.00	\$6,365.06
Cut, broken glass	0	2	2	0	0	3	\$1,103.87	\$0.00	\$1,103.87
Slip or Fall Same Level	0	2	2	0	0	15	\$2,084.69	\$0.00	\$2,084.69
Climbing	0	2	2	0	12	50	\$8,009.82	\$6,189.33	\$14,199.15
Stepping, on sharp object	1	0	1	1	3	210	\$4,829.06	\$14,509.74	\$19,338.80
Strain; jumping	0	1	1	0	0	0	\$0.00	\$2,250.00	\$2,250.00
Injured by Stabbing	0	1	1	0	0	0	\$673.89	\$0.00	\$673.89
Heat stress related	0	1	1	0	0	0	\$491.00	\$0.00	\$491.00
Misc;absorption/ingestion/inhalation	0	1	1	0	0	0	\$75.00	\$0.00	\$75.00
Strike, object being lifted or handled	0	1	1	0	0	0	\$589.35	\$0.00	\$589.35
Strike, moving parts of machine	0	1	1	0	0	0	\$110.00	\$0.00	\$110.00
Baton Training	1	0	1	0	0	97	\$0.00	\$5,750.00	\$5,750.00
Fitness Training	1	0	1	1	271	0	\$67,545.66	\$92,433.66	\$159,979.32
Burn, temperature extremes	0	1	1	0	17	0	\$6,107.87	\$0.00	\$6,107.87
Horseplay	0	1	1	0	0	0	\$2,170.25	\$0.00	\$2,170.25
Grand Totals	154	402	556	73	14576	11198	\$2,415,622.36	\$3,098,493.28	\$5,514,115.64
Totals	154	402	556	73	14576	11198	\$2,415,622.36	\$3,098,493.28	\$5,514,115.64

ATTACHMENT E-3

Item: Finance & Management Committee
March 2014

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Top 5 Loss Causes

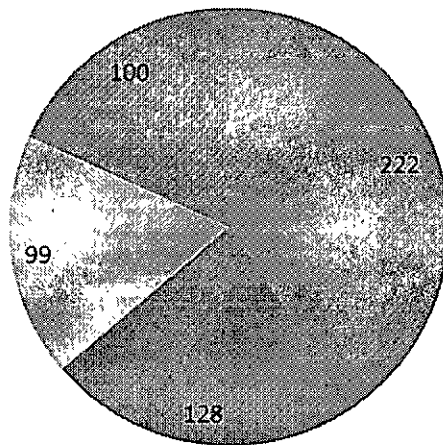


ATTACHMENT F

Number of New Workers' Compensation Claims by Department
Fiscal Years 2010/11 through 2012/13

Fiscal Year	Police	Fire	Public Works	All Others	Total
2010-11	214	143	115	104	576
2011-12	236	115	84	85	520
2012-13	216	127	98	112	553
Average	222	128	99	100	550

Average New Claims per Department



- Police
- Fire
- Public Works
- All Others

ATTACHMENT G

**New Workers' Compensation Claims
Aggregate Data
Claims Received Fiscal Years 2010/11 through 2012/13**

Fiscal Year	# New Claims	Total Cost at End of FY	Lost Days	Average Claim Cost
2010-11	576	\$5,081,440	18,464	\$8,822
2011-12	520	\$3,006,691	11,123	\$5,782
2012-13	553	\$2,398,266	7,713	\$4,337
Average	550	\$3,495,466	12,433	\$6,317

ATTACHMENT H

**Costs of New Workers' Compensation Claims
By Department**

Fiscal Year	Police	Fire	Public Works	All Others	Total at End of FY
2010-11	\$2,734,199	\$1,571,222	\$562,579	\$213,439	\$5,081,440
2011-12	\$1,392,673	\$1,128,778	\$290,729	\$194,511	\$3,006,691
2012-13	\$1,069,058	\$973,656	\$206,669	\$148,883	\$2,398,266
Average	\$1,731,977	\$1,224,552	\$353,326	\$185,611	\$3,495,466

Average Claim Expense per Department

