



SHASTA-TRINITY SCHOOLS
INSURANCE GROUP

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MINUTES

WORKERS' COMPENSATION COMMITTEE MEETING

Wednesday April 10, 2019 9AM

Committee Members Present:

Robert Fellingner	Redding/ Igo Ono/ Shasta Union ESD
Michelle Glover	Columbia/ Black Butte/ Junction/ North Cow Creek ESD
Heather Brown	Grant ESD
Jason Rubin	Gateway Unified SD
Melanie Holmes	Trinity COE

Others Present:

Brooks Rice, STSIG	Kurt Walling, STSIG
Lisa Blakeslee, STSIG	Leah Grant, STSIG

CALL TO ORDER

Robert Fellingner called the meeting to order at 9:06AM.

GENERAL BUSINESS

1. Kura MD Telemedicine Option

SIA has been vetting Kura MD since July 2018 and they formally met in person in January 2019. Kura MD is being considered as a workers' compensation provider since access to doctor's in our area is so limited. Prestige needs to hire a doctor before they can increase their workers' compensation workload and there is no expected date for that. The SIA medical director is doing research, but STSIG would like to move forward with a test program with a few larger districts (Enterprise, Redding, and Shasta High). Robert Felling from Redding SD volunteered to participate in the program test. Follow-up needs for the test injured workers will be with Prestige as Hilltop clinic will not see an injury case where they have not provided the first medical visit. Kura MD may also be an option for after-hours needs. They would only provide services for work related injuries and illnesses.

2. June 30, 2019 Actuarial Reports

The meeting material included Bickmore's Actuarial Review Summary. STSIG is recommending a rate of \$2.46 which includes STSIG and SIA administration costs.

The reports show that the excess over the 90% confidence level is \$22.7M which has increased from \$500K in 2003-04. The difference in the program claims and reserves over the last 5-6 years is very significant and therefore the option to buy down the rate to \$2.36 would not produce an adverse effect.

Prior to SIA management the program rate was \$3.25. The decrease in rates and required reserves resulting from the new management has been significant and the proposed rate of \$2.46 should be celebrated. The committee discussed how much to reduce the overall rate this year and next. The proposal is a 7.5% reduction for 2019-20 and 2020-21.

Michelle Glover moved to accept the recommended rate of \$2.46 and the overall reduction of 7.5% for fiscal year 2019-20 and 2020-21. Melanie Holmes seconded.

Approved: Robert Fellingner, Michelle Glover, Heather Brown, Melanie Holmes, and Jason Rubin.

Opposed: None. Motion carried. Unanimous.

3. Workers' Compensation Financial Review

Meeting material included information explaining the program and its history.

Brooks explained that the program is doing well, and that SIA has been successful in reducing the open claims and continues to manage claims efficiently resulting in increasing the program surplus above the desired confidence level.

The materials show that the program is well funded with 22.7M above the 90% confidence level. The number of claims, claim's average costs, and required claim reserves all continue to decline while the surplus increases. The program is on track for financial stability long into the future and the ability to absorb a crisis should one occur without a significant affect on rates.

The minimum target continues to be a 90% confidence level. The long-term plan is to continue to build the surplus while maintaining the 90% confidence level for the next several years, then stop future rate adjustments while maintaining the surplus at a level that will absorb any claims excesses.

At this time, the program is doing better than expected and the overall rate this year can be 5%-7.5% reduction.

No action needed.

4. Workers' Compensation Rates and Mod-Rates

Last year a 10% cap on mod-rates was approved. That means that regardless of experience a district's mod-rate can only move 10% positive or negative. Then it is adjusted by the overall increase or decrease in the program. This year a 5%-7.5% decrease is proposed.

Robert Fellingner moved to accept the rates and mod-rates as presented. Michelle Glover seconded.

Approved: Robert Fellingner, Michelle Glover, Heather Brown, Melanie Homes, and Jason Rubin.

Opposed: None. Motion carried. Unanimous.

5. 2019-20 Loss Incentive Program Design

Kurt Walling presented the 2017-18 LPI results and a list of safety items purchased by districts. He explained that it may be time to modify the requirements for the incentive program because most districts have completed the major activities such as the IIPP written program. He also suggested that we reduce or eliminate the district workers' compensation review requirement for smaller districts as the district feedback suggests the review is of little value when there are no significant claims. It is also hard to get the claims data from SIA since they are enrolling new members who are using their limited resources.

Kurt suggested that having him start a Train-the-Trainer program would help reduce his training workload as district trainers could provide a portion of the trainings.

The committee suggested that Kurt create and present a revised requirement list for the incentive program to share with the Executive Committee at their next meeting which would include a menu of activities the districts could choose from.

Kurt presented an update of the status of the online and scenario-based ALICE Active Shooter training program.

The committee also suggested that Kurt record some of his trainings that employees could watch as an alternative to in-person training.

Michelle Glover moved to approve the creation and presentation of a revised incentive activity list at the next Executive Committee meeting. Robert Felling seconded.

Approved: Robert Felling, Michelle Glover, Heather Brown, Melanie Holmes, and Jason Rubin.

Opposed: None. Motion carried. Unanimous.

6. Adjourn to Closed Session at 11:05am.
7. Reconvene in Open Session/Announcement of reportable action taken in Closed Session:

Melanie Holmes moved to approve the stipulated settlement case of Craft v Evergreen Union School District for \$68,583.60. Michelle Glover seconded.

Approved: Robert Felling, Michelle Glover, Heather Brown, Melanie Holmes, and Jason Rubin.

Opposed: None. Motion carried. Unanimous.

PUBLIC ADDRESSES BOARD ON MATTERS NOT ON THE AGENDA

None

ADJOURN

The meeting was adjourned at 11:18AM.