



RISK MANAGEMENT

FY2016

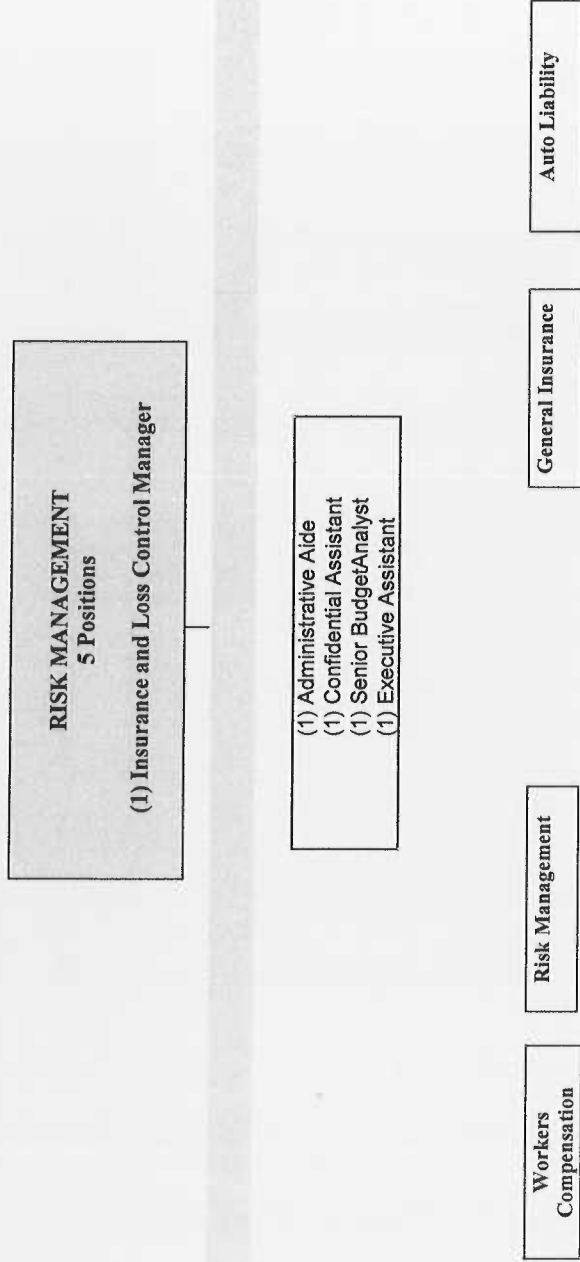
BUDGET RECOMMENDATION

TO COUNTY COUNCIL

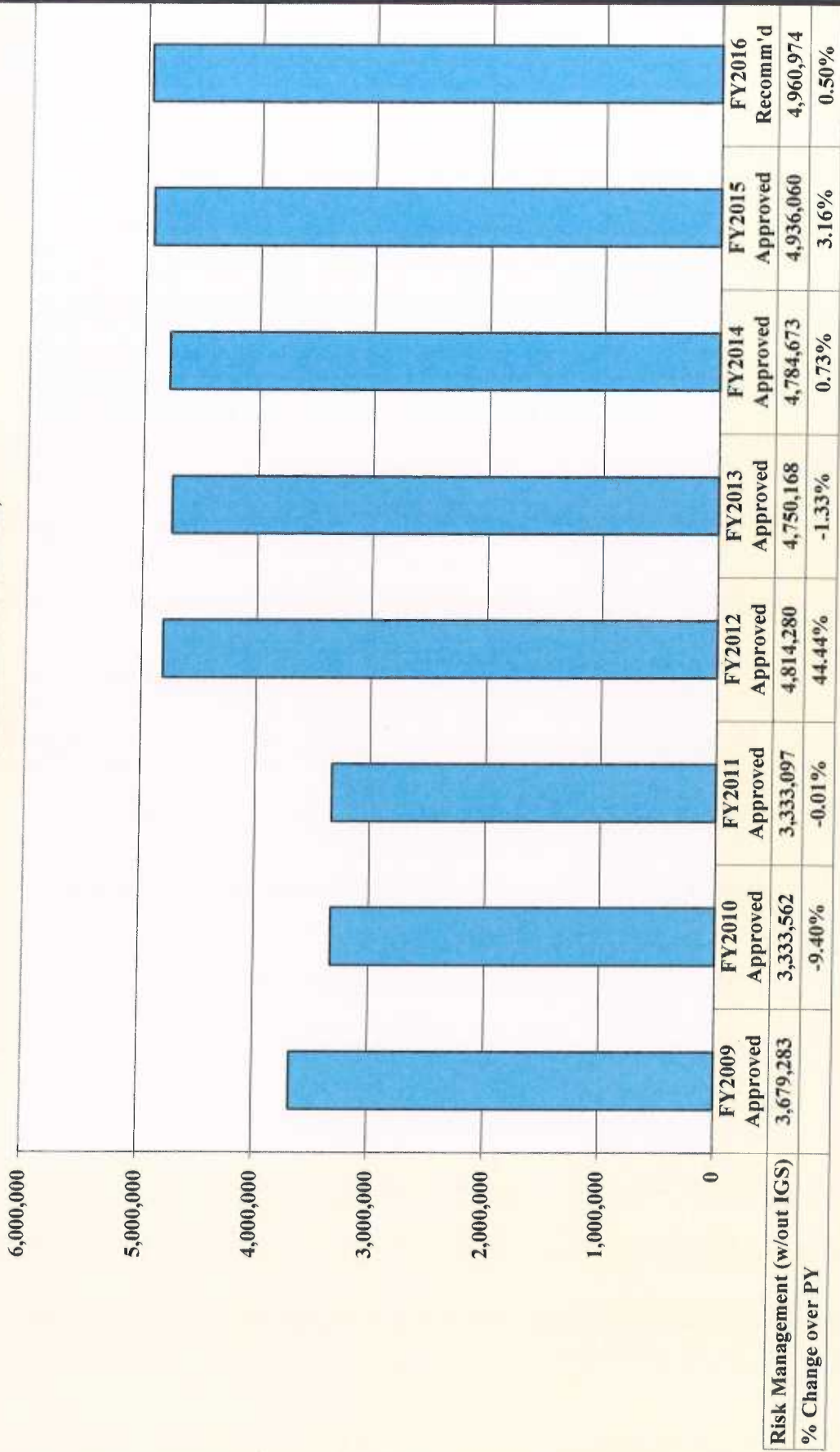
5/11/2015

MISSION.
 The Risk Management Office's mission is to:
 1) clearly define the roles and responsibilities of New Castle County employees and management personnel for reporting occupational and non-occupational injuries/illnesses, (2) to ensure quality treatment of employees, (3) to define the return to work process with special emphasis on demonstrating a caring attitude toward the injured employee.

Risk Management Fiscal Year 2016

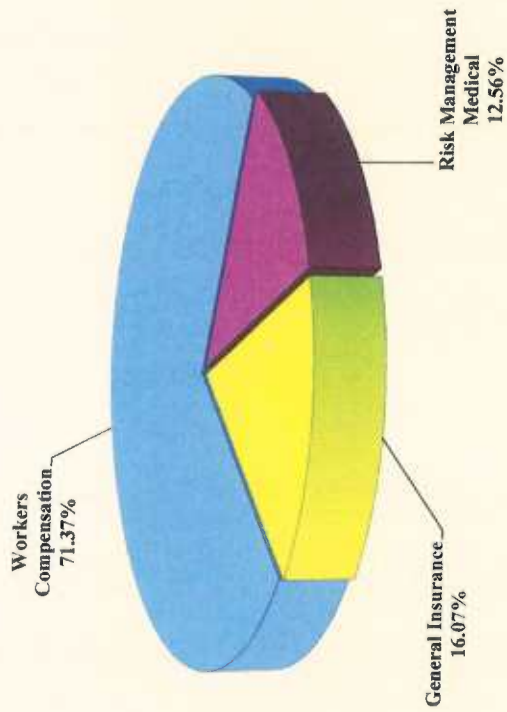


RISK MANAGEMENT
Budget History
FY2009 Approved through FY2016 Recommended
(Excludes IGS Credits)





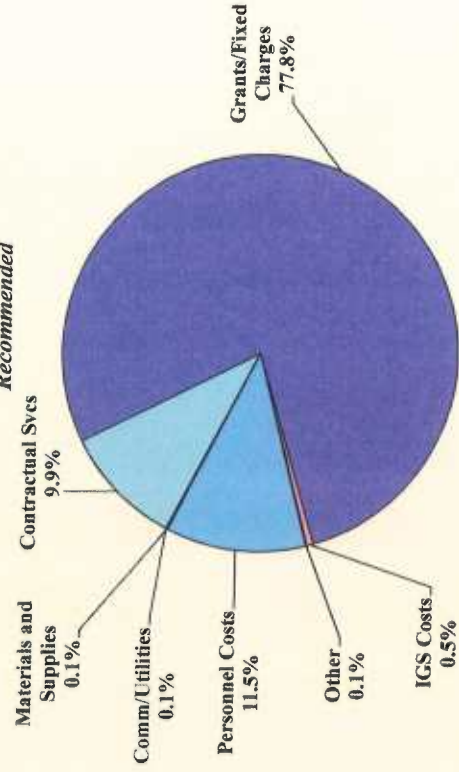
NEW CASTLE COUNTY
RISK MANAGEMENT
FY2016 BUDGET RECOMMENDED



Division	FY2016 Recomm'd
Workers Compensation	3,540,720
Risk Management/Medical	623,254
General Insurance	797,000
Recommended Budget	\$4,960,974
Less IGS Credits (Workers Comp)	(3,917,720)
Total including IGS Credit	\$1,043,254

Object Level	FY2016 Recomm'd
Personnel Costs	\$571,081
Comm/Utilities	4,700
Materials and Supplies	3,900
Contractual Svcs	491,180
IGS Costs	26,023
Grants/Fixed Charges	3,860,000
Other	4,090
Recommended Budget	\$4,960,974
Less:	
IGS Credits (Workers Compensation)	(3,917,720)
Total including IGS Credit	\$1,043,254

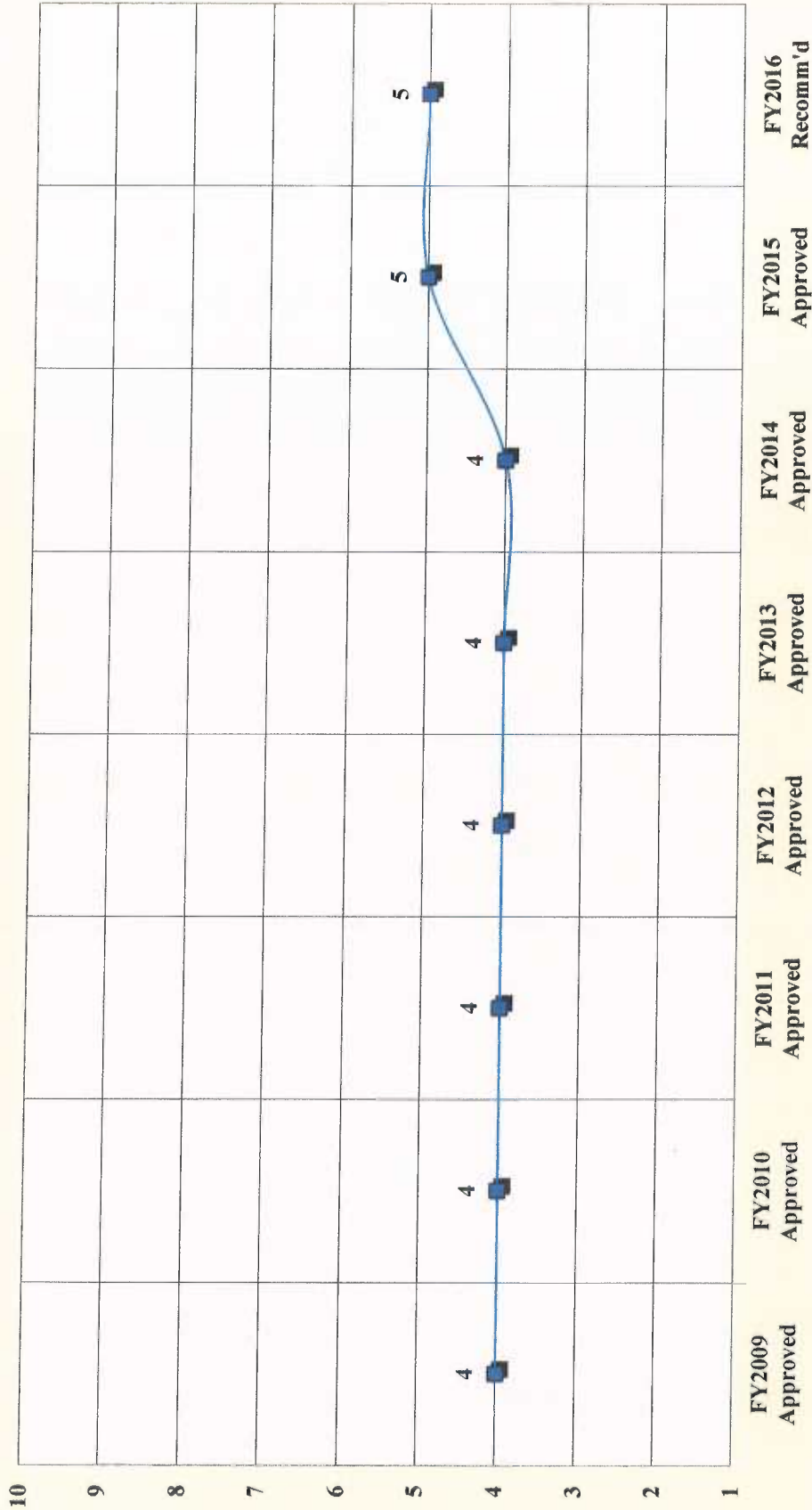
FY2016 Recommended





NEW CASTLE COUNTY
RISK MANAGEMENT
FY2016 BUDGET PRESENTATION

RISK MANAGEMENT
Position History Fiscal Years 2009 through 2016



NEW CASTLE COUNTY
RISK MANAGEMENT
FY2016 BUDGET PRESENTATION

DIVERSITY COMPARISON 2014 - 2012

JOB CATEGORIES	NUMBER OF EMPLOYEES												
	Overall Totals (Sum of Col. B-K)	MALE						FEMALE					
		A	B	C	D	E	F	G	H	I	J	K	
	White (Not of Hispanic Origin)	Black (Not of Hispanic Origin)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	White (Not of Hispanic Origin)	Black (Not of Hispanic Origin)	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native			
Officials and Administrators	2014	1											
	2013	1											
	2012	0											
Professionals	2014	1											
	2013	1											
	2012	2											
Technicians	2014	0											
	2013	0											
	2012	0											
Paraprofessionals	2014	0											
	2013	0											
	2012	0											
Administrative Support	2014	2											
	2013	2											
	2012	2											
Skilled Craft Workers	2014	0											
	2013	0											
	2012	0											
Service-Maintenance	2014	0											
	2013	0											
	2012	0											
Certain Elected/Appointed Officials	2014	0											
	2013	0											
	2012	0											
TOTAL	2014	4	0	0	0	0	4	0	0	0	0	0	
	2013	4	0	0	0	0	4	0	0	0	0	0	
	2012	4	0	0	0	0	4	0	0	0	0	0	

State and Local Government Information (EEO-4) Report Format



**Risk Management
RECOMMENDED BUDGET**

Object Level	FY2015 Approved	FY2016 Recommended	FY2015 Approved vs. FY2016 Recommended	% Incr (Decr) over FY2015 Approved
Salaries and Wages	\$381,976	\$373,743	(8,233)	-2.16%
Employee Benefits	195,954	197,338	1,384	0.71%
Training and Civic Affairs	2,590	2,590	0	0.00%
Communication and Utilities	4,700	4,700	0	0.00%
Materials and Supplies	3,900	3,900	0	0.00%
Contractual Services	489,180	491,180	2,000	0.41%
Equipment Replacement	1,500	1,500	0	0.00%
Fixed Charges	3,832,100	3,860,000	27,900	0.73%
Land/Structures	-	-	0	
Contingency	-	-	0	
IGS Costs	24,160	26,023	1,863	7.71%
Total:	\$4,936,060	\$4,960,974	24,914	0.50%
Intragov. Service Credits	(4,295,239)	(3,917,720)	377,519	-8.79%
<i>Budget Inclusive of IGS Credits:</i>	<i>\$ 640,821</i>	<i>\$ 1,043,254</i>	<i>\$ 402,433</i>	<i>62.80%</i>



**NEW CASTLE COUNTY
RISK MANAGEMENT
FY2016 BUDGET DETAILS**

Object Level	FY2016 Recommended	\$ Change	% Change
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Salaries and Wages :	\$373,743	(\$8,233)	-2.16%
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Expenditures in this line reflect the salary for five full time positions.

Employee Benefits:	\$197,338	\$1,384	0.71%
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Net Increase attributed to:
Reflects the employee benefit rate of 52.8%.

Training and Civic Affairs:	\$2,590	\$0	0.00%
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Expenditures in this line include:
Conference and seminar fees and expenses, membership and dues, mileage and parking fees.

Communication and Utilities:	\$4,700	\$0	0.00%
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Expenditures in this line include:
Local postage, overnight express postage, and all telephone service.

Materials and Supplies:	\$3,900	\$0	0.00%
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Expenditures in this line include
Books and subscriptions, office supplies, computer and printer cartridges.

Contractual Services:	\$491,180	\$2,000	0.41%
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Expenditures in this line include:
Equipment repair, printing and related expenses, Other Professional Services; Third Party Administrator in General Insurance; Health Care Provider for new employee physicals, return to work, fit for duty assessments, annual and preplacement physicals for EMS and Public Safety, CDL examinations, after hours blood draws, etc.



**NEW CASTLE COUNTY
RISK MANAGEMENT
FY2016 BUDGET DETAILS**

Object Level	FY2016 Recommended	\$ Change	% Change
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Equipment Replacement:	\$1,500	\$0	0.00%
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Expenditures in this line include:
Any safety or office equipment replacement.

Fixed Charges:	\$3,860,000	\$27,900	0.73%
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Expenditures in this line include:
Workers Compensation Indemnity payments, Workers Compensation Medical and Pharmaceutical payments, Workers Compensation Settlements and Delaware Compensation Insurance Tax which is assessed to all self-insured entities and is directly related to salary costs.

IGS Costs:	\$26,023	\$1,863	7.71%
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Net increase attributed to:
Workers Compensation - IS Data Processing charges from \$13,905. to \$10,636.
Risk Medical: IS Data Processing from \$5,755. to \$10,887.

Intragov. Service Credits:	(3,917,720)	\$377,519	-8.79%
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Net increase attributed to:
Workers Comp. IGS credits from (\$4,295,239) to (\$3,917,720).



**NEW CASTLE COUNTY
RISK MANAGEMENT
FY2016 FT POSITION ADJUSTMENTS**

Position addition

Position deletion

INCREASE	
#	Title
NONE	
0.00	TOTAL INCREASE

DECREASE	
#	Title
NONE	
0.00	TOTAL DECREASE



**NEW CASTLE COUNTY
RISK MANAGEMENT
FY2016 NEW/DELETED PROGRAMS/SERVICES**

NEW PROGRAMS/SERVICES:

N/A

DELETED PROGRAMS/SERVICES:

N/A



NEW CASTLE COUNTY RISK MANAGEMENT ACCOMPLISHMENTS

SIGNIFICANT ACCOMPLISHMENTS FY2015

The Office of Risk Management:

Direct re-pricing and payments of all claims as opposed to a Third Party Administrator in previous years.

Risk Management began a pro-active approach to develop a supportive relationship between departments and employees.

Return to work policy was revised to ensure a timely and cost effective return from non-occupational illness/injury.

Continued to manage all Workers Compensation claims in-house, including repricing to the Delaware fee schedule and processing payments for all WC claims.

Established a productive working relationship with our occupational health provider to reduce costs.

Contracted with an Investigative Agency to assist in reducing Workers Compensation fraud to promote a zero tolerance policy.



**NEW CASTLE COUNTY
RISK MANAGEMENT
FY2016 CHALLENGES**

FY2016 CHALLENGES/GOALS

To attempt to reduce the lost time by injured workers.

To continue to work directly with employees to expedite return to full duty employment.

Emphasis on case management to reduce medical costs.

To make a personalized approach in handling each employees case.

To monitor prescription drugs to avoid narcotic abuse/addiction.

To continue to use surveillance technology to prevent fraud/abuse of the NCC Workers Compensation program.

To strive to reduce Workers Compensation costs.

To stabilize insurance costs through analysis of alternative programs and use aggressive risk control methods.



VACANCIES

**New Castle County
Risk Management
VACANCIES**

Department: ADMINISTRATION - RISK MANAGEMENT

Division	Description	Date Vacated	# of positions
Risk Management	Executive Assistant	5/26/2014	1
Risk Management Total			1



CONTRACTUAL SERVICES

New Castle County
DEPARTMENT OF ADMINISTRATION
Risk Management
FY2016 Contractual Services Details

OCA	OCA Title	Obj Level	Object Level 3 Title	FY2016 Budgeted Amount	Explanation	
030143	Law-Workers Compensation					
			5406	Other Professional Services	\$ 40,000	Risk Control Program, Investigations
			5408	Attorneys Fees	\$ 40,000	Legal services for defense of cases
			Subtotal Contractual Services		\$ 80,000	
		IGS Costs	5900	IS Contract- Data Processing	\$ 10,636	IS cross charges
			Total 030143	\$ 90,636		
030144	Law-Risk Management Medical					
			5101	Equipment Repairs	\$ 200	Incidental camera repairs
			5200	Service Contracts-other	\$ 180	Fax machine contract
			5300	Printing and Related Costs	\$ 800	Envelopes, business cards, stationary, etc
			5403	Health & Medical Fees	\$ 350,000	HealthCare Provider (New Employee, return to work, fit for duty assessments, annual and preplacement physical, CDL examinations, after hours blood draws, etc.)
			Subtotal Contractual Services		\$ 351,180	
		IGS Costs	5900	IS Contract- Data Processing	\$ 10,887	IS cross charges
			5901	IS Contract- Photocopies	\$ 4,000	Copier cross charges
			5902	IS Contract- Printing & Dupl.	\$ 500	Printing cross charges
			Subtotal IGS Costs		\$ 15,387	
			Total 030144	\$ 366,567		
030145	Law-General Insurance					
			5402	Actuarial Fees	\$ 15,000	Actuarial report
			5406	Other Professional Services	\$ 10,000	Private Investigator, Surveillance
			5415	Third Party Administrator	\$ 35,000	Third Party Administrator (TPA)
			Subtotal Contractual Services		\$ 60,000	
			Total 030145	\$ 60,000		
Total Contractual Services and Cross Charges				\$ 517,203		