

**City of Bristol, Connecticut
Insurance Committee Meeting
October 15, 2020**

A meeting of the Insurance Committee of the Board of Finance was held on October 15, 2020 in the City Hall Council Chambers. The following were in attendance: Committee Members: John Smith, Ron Burns and Marie O'Brien City: Diane Waldron, Robin Manuele, Mark Penney Future Comp: Tony Szwecz, Steve Grahn, Sarah DePergola, Fonda Carmody, Julia Coco, and Lori Corso.

1. Call to order.

John Smith called the meeting to order at 9:00 a.m.

2. To discuss the City 's Self Insured Worker 's Compensation Program with FutureComp and to take any action as necessary .

FutureComp reviewed the quarterly report with the Committee. Open claim counts and financials for all fiscal years as of September 30 was reviewed totaling \$41,706,753. FutureComp is still reviewing claims so some of the reserves may change based on the review. Marie asked about benchmarking and a percentage based on payroll. FutureComp can obtain the payroll information to provide that detail. Open indemnity and medical claim counts by Department for all fiscal years total 118 for indemnity and 53 for medical, which includes all departments and heart and hypertension. For this fiscal year July had 31 claims, August 14 and September 29. 25% of September claims reported are COVID related, with the trend continuing into October. Discussion was held on the COVID related claims as the City has seen some in the Police Department and now Fire Department. The City is incurring loss time claims as employees are needing to quarantine after coming in contact with another employee who has tested positive. Although it cannot be traced back to where the employee contracted the virus to test positive the City is accepting and paying the claim at this point. Each claim is investigated individually as received. The Board of Education and Police Department have the most claims for all fiscal years. For this fiscal year, 70 claims have been reported with Police and BOE having the most reported. Last fiscal year, 292 claims were reported with the BOE having 152 and the City 140. Claims by injury code were reported for various years. The top five categories remain consistent over the years, with the exception of COVID coming in the highest for the current fiscal year to date. Marie questioned if the injuries were typical of other municipalities, which FutureComp confirmed they were.

John discussed sharing the information with Department Heads and asking what data they may need to manage their injuries. Specifically what Ray Rogozinski may need for Public Works could be different than what Rob Longo needs for Water.

Discussion was held on what types of training FutureComp can offer. Tony explained there are a variety of online trainings offered, Mark Penney stated he does have access to the online trainings and the Safety Committee is reviewing what is offered. Sam Galloway stated the trainings should mirror the hot spots for injuries. Tony stated there are fees associated with loss control trainings but the risk management software is included free. Marie would like to see the City focus on risk management, if any injuries can be prevented.

John questioned if there were any issues with providers, Fonda confirmed there have not been.

Diane discussed giving the claim information to Department Heads and having them come up with a plan, if the reports can be segregated by Department, to put the accountability back on the Department Heads. Lisa Corso stated giving the Departments several years would allow them to have the full picture of what is happening year to year. Marie stated it would be important to relay this information to the Boards and Commissions for the larger Departments as well, as safety should be put on their Agenda.

Robin asked FutureComp how they felt it was going and the transition. Everyone felt it was going well, Mark Penney agreed, a few minor glitches that were worked out, but would have happened had the City been with FutureComp for years. The transition was seamless with a good response from everyone.

3. Adjournment.

Ron Burns made a motion to adjourn seconded by Marie O'Brien at 10:08 a.m.

Respectfully Submitted,

John Smith/jam
John Smith, Chairman