

SANTA BARBARA COUNTY BOARD AGENDA LETTER



Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Agenda Number:
Prepared on: 11/25/02
Department Name: General Services
Department No.: 063
Agenda Date: 12/10/02
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Ronald S. Cortez, Director
General Services

STAFF John A. Forner, Management Specialist/Risk Manager
CONTACT: 805.884.6865

SUBJECT: Workers' Compensation Injury Prevention Plans

Recommendation(s):

That the Board of Supervisors:

Execute an agreement with Bickmore Risk Services for the preparation of 21 departmental workers' compensation injury prevention plans for a cost of \$108,000.

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 3., A Strong, Professionally Managed County Organization, and with actions required by law or by routine business necessity.

Executive Summary and Discussion:

Risk Management is concerned that Santa Barbara County could be more effective in preventing injuries. Indicators of the problem include:

- ◆ The number of workers' compensation injury claims average approximately 550 new claims per year.
- ◆ Six county departments account for 80% of workers' compensation claims.
- ◆ The county's current workers' compensation liability exposure is approximately \$30 million.
- ◆ The workers' compensation injury prevention program has not previously been evaluated on a department-by-department basis. The Bickmore work is designed to be a specific, practical document that departments can use to help reduce workplace injuries.

This contract for services provides for the creation of 21 custom departmental injury prevention plans. Each work plan will contain specific and actionable tasks, plus performance measures and outcomes to assist with tracking the results of implementing the work plan for that particular department. Each plan will be accompanied by a departmental executive summary of injury and loss data, to include: a discussion of findings; specific and practical recommendations for reducing workers' compensation injuries; and, reasonable projections of cost and injury reductions obtainable if the departmental work plan is implemented as recommended.

These 21 departmental work plans will be accompanied by an Executive Summary of Findings and Actions which will: summarize significant data and findings; identify the departments with the greatest potential for improvement; summarize potential improvements achievable if plans are implemented as recommended; discuss the findings for the six departments which account for 80% of injury claims; and, specify benchmarks for evaluating the effectiveness of the workers' compensation injury prevention program. The Executive Summary and recommendations will be presented to the Board of Supervisors.

These reports and work plans will be based on the assessment of four years of loss data, evaluation of safety-related programs, staff and management interviews, safety perception surveys, and onsite inspections. The project completion date is anticipated to be 8/30/02.

The selected contractor, Bickmore Risk Services, has been in business since 1984 and is the largest independent (non-brokerage) public entity insurance pool administrator and risk management consulting firm in California.

Mandates and Service Levels:

No change in program or service levels.

Fiscal and Facilities Impacts:

The cost of the contract is \$108,000.00. The source of funds for this project is from the Worker's Compensation budget, Fund 1911, Account # 7460.

Special Instructions:

Return one copy of the executed agreement to Risk Management.

Concurrence:

Auditor-Controller
County Counsel
Risk Management