



## Human Resources- Workers Compensation 50501.461

### Mission Statement

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Clallam County as a self-insured workers compensation employer, protects the rights of employees by ensuring the proper delivery of benefits to employees who suffer work related injury or illness by promoting compliance with the law.

### Function

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Administer the County's self-insured workers compensation program, participate in current insurance procurement, safety and health programs, loss control, claims handling, accident investigation, adjusting services, and countywide employee orientation and training. This division is funded through Workers Compensation and Risk Management internal service funds.

### Trends/Events

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Workers Compensation trends are identified in the following areas:

1. Advancing age of workforce resulting in increased injury exposure/experience ratings.
2. Increased reporting/documentation/follow-up of claims
  - a. Claim tracking log now available in-house
  - b. Rapid response follow-up/documentation on claims
  - c. Supervisors incident report training (ongoing)
  - d. Open claims review
3. Accommodation Requirements:
  - a. Proactive ergonomics review program
  - b. Investigation of in-house ergonomics training/evaluation
4. Increasing time frames and appeals on decisions
5. Downward trend of county based worker's compensation claims.
  - a. Increased use of claim review process.

Workers Compensation events are forecasted in the following area:

1. Occupational injury claims addressed through rapid response injury follow-up and in-house tracking of individual claims.

### Goals

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1. Meet or exceed all statutory requirements for the self-insured workers compensation program.
2. Completion of the transfer to the new Third Party Administrator for Workers Compensation.

- Establish in-house personnel for ergonomic applications and evaluations via certification and  
 3. training.

### Workload Indicators

	2017 Actual	2018 Actual	6/30/19 Actual
Open Workers Compensation Claims	20	14	8
Medical Only Claims	15	5	3
Indemnity Claims	5	9	5
Claims in Litigation	0	0	0
Closed Litigated Claims	0	0	0
Proactive Ergonomic Reviews Conducted	12	9	3

### Grant Funding Sources

This fund does not receive any grant revenue.

### Revenues

	2017 Actual	2018 Actual	6/30/19 Actual	2020 Budget
Beginning Fund Balance	938,763	911,328	1,010,590	666,650
Taxes	0	0	0	0
Licenses and Permits	0	0	0	0
Intergovernmental Revenues	0	0	0	0
Charges for Goods and Services	361,830	367,939	154,854	355,943
Fines and Forfeits	0	0	0	0
Miscellaneous Revenues	0	66	250	1
Other Financing Sources	0	0	0	0
Transfers In	0	0	0	0
Total	\$1,300,593	\$1,279,333	\$1,165,694	\$1,022,594

### Expenditures

	2017 Actual	2018 Actual	6/30/19 Actual	2020 Budget
Ending Fund Balance	911,328	1,010,590	1,039,471	360,144
Salaries and Wages	26,598	27,489	14,037	34,567
Personnel Benefits	9,083	10,195	5,391	13,268
Supplies	17,990	17,536	17,914	18,600
Other Services and Charges	284,515	213,523	88,881	580,050
Intergovernmental Services	0	0	0	0
Capital Outlays	0	0	0	0
Interfund Payments for Services	0	0	0	15,965
Transfers Out	51,079	0	0	0
Total	\$1,300,593	\$1,279,333	\$1,165,694	\$1,022,594

## Staffing

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	2017 Budget	2018 Budget	2019 Budget	2020 Budget
Full Time Equivalents	0.35	0.35	0.35	0.35

FTEs redistributed between Human Resources, Risk Management & Workers Compensation.