



Human Resources- Workers Compensation 50501.461

Mission Statement

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

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

Continued monitoring regarding COVID-19 impacts.

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

1. Meet or exceed all statutory requirements for the self-insured workers compensation program.

2. **Goal met in 2020** - Completion of the transfer to the new Third Party Administrator for Workers Compensation.
3. Establish in-house personnel for ergonomic applications and evaluations via certification and training. Certification process on hold due to COVID-19.

Workload Indicators

	2018 Actual	2019 Actual	6/30/20 Actual
Open Workers Compensation Claims	14	17	9
Medical Only Claims	5	13	4
Indemnity Claims	9	4	5
Claims in Litigation	0	1	1
Closed Litigated Claims	0	0	1
Proactive Ergonomic Reviews Conducted	9	22	17

Grant Funding Sources

This fund does not receive any grant revenue.

Revenues

	2018 Actual	2019 Actual	6/30/20 Actual	2021 Budget
Beginning Fund Balance	911,328	1,010,590	1,037,440	730,969
Taxes	0	0	0	0
Licenses and Permits	0	0	0	0
Intergovernmental Revenues	0	0	0	0
Charges for Goods and Services	367,939	312,548	186,884	355,944
Fines and Forfeits	0	0	0	0
Miscellaneous Revenues	66	33,291	33	35
Other Financing Sources	0	0	0	0
Transfers In	0	0	0	0
Total	\$1,279,333	\$1,356,429	\$1,224,357	\$1,086,948

Expenditures

	2018 Actual	2019 Actual	6/30/20 Actual	2021 Budget
Ending Fund Balance	1,010,590	1,037,440	755,153	422,086
Salaries and Wages	27,489	28,248	8,818	35,580
Personnel Benefits	10,195	10,862	3,563	13,465
Supplies	17,536	18,278	6,209	18,600
Other Services and Charges	213,523	228,823	434,647	580,050
Intergovernmental Services	0	0	0	0
Capital Outlays	0	0	0	0
Interfund Payments for Services	0	32,778	15,967	17,167
Transfers Out	0	0	0	0
Total	\$1,279,333	\$1,356,429	\$1,224,357	\$1,086,948

Staffing

	2018 Budget	2019 Budget	2020 Budget	2021 Budget
Full Time Equivalents	0.35	0.35	0.35	0.35

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