

# Lines of Business Reduction Impact Statements

## *County Insurance*

### **501-06-28 Eliminate Use of Outside Consultants to Perform Ergonomic Assessments**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>501-01</b>	<b>Safety and Loss Prevention</b>	<b>0 / 0.0 SYE</b>	<b>\$25,000</b>	<b>\$0</b>	<b>\$25,000</b>

#### **DESCRIPTION OF REDUCTION**

This reduction eliminates the contract for outside consultants to perform ergonomic assessments. The reduction will require County agencies to solicit contracts on an as-needed basis for ergonomic consultations.

#### **IMPACT OF REDUCTION**

For employees with complex needs, the Risk Management Division uses the contract services for approximately 18 to 20 ergonomic assessments each year. Since the staff infrequently draws upon this service, the division proposed eliminating this contract and empowering those agencies who had complex needs to secure services for ergonomic assessments on an as-needed basis. Eliminating the services poses some potential for employee injuries resulting from improperly set-up work environments. However, employees and their supervisors will have the ability to use a self-assessment process already available through Risk Management on the Infoweb. This reduction does not have any impact on mandated services.

### **501-06-29 Eliminate Contract with Consultant Service for Workplace Environmental Health Evaluations**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>501-01</b>	<b>Safety and Loss Prevention</b>	<b>0 / 0.0 SYE</b>	<b>\$45,000</b>	<b>\$0</b>	<b>\$45,000</b>

#### **DESCRIPTION OF REDUCTION**

This reduction eliminates the use of outside consultants to perform workplace environmental health evaluations. Terminating this contract requires County agencies to fund as-needed consultations.

#### **IMPACT OF REDUCTION**

The Risk Management Division receives reports from agencies regarding potential environmental issues such as mold, lead, asbestos, air quality, and insect/rodent infestations. Since incidents such as these may be beyond the technical expertise of internal staff, the Risk Management Division uses outside consultants to address these issues. This reduction eliminates the safety prevention element of this program and funding associated with this work. The Risk Management Division proposed eliminating this service and had proposed that, when such a need arises, agencies will need to address these issues on a case-by-case basis. It is possible that, in some cases, expert investigation and intervention may be mandated by federal and state law, and therefore the agency in need of such services will be required to identify funds for essential outside consulting. Failure to identify potential health hazards in a timely manner could result in an unsafe and unhealthy workplace, increase staff absences, and increase workers' compensation costs.

## Lines of Business Reduction Impact Statements

### *County Insurance*

#### **501-06-30 Reduce Services within the Public Access Automated External Defibrillator (AED) Program**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>501-01</b>	<b>Safety and Loss Prevention</b>	<b>0 / 0.0 SYE</b>	<b>\$100,702</b>	<b>\$0</b>	<b>\$100,702</b>

#### **DESCRIPTION OF REDUCTION**

This reduction eliminates certain aspects of the Public Access AED Program, focusing on elimination of the use of contractor to perform training, maintenance, and other program monitoring.

#### **IMPACT OF REDUCTION**

In FY 2008, the County completed the implementation of the Public Access Defibrillator program. The Risk Management Division oversees this program, maintaining several hundred AEDs at various worksites. These units require maintenance, regular quality assurance testing, physician oversight, and training on such a device. The AEDs enable individuals without training in life-saving techniques to employ them in an emergency. To ensure effective use of the AED device, training is offered through a contractor and oversight provided by the Risk Management staff; this training includes effective AED use, special needs of infant and child emergencies, and CPR. Without these trainings, the program is inherently less effective. The reduction has proposed elimination of the use of a contractor for certain services for which the Risk Management staff can absorb workload for, as well as looking for opportunities that can replace classroom trainings and use Web tools, video, etc...to deliver the same level of services once provided under contract. Also, since the reduction eliminated the aspects of the contract that addressed annual maintenance requirements for these devices (annual battery replacement and testing, paddle replacement, miscellaneous items as required), the reduction may divert staff from other assigned duties under this program as staff will be focused on assuming the maintenance needs and for monitoring the equipment on site.

#### **501-06-31 Eliminate the Risk Analysis and Trend Identification Program**

<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>601-01</b>	<b>Safety and Loss Prevention</b>	<b>1 / 1.0 SYE</b>	<b>\$87,620</b>	<b>\$0</b>	<b>\$87,620</b>

#### **DESCRIPTION OF REDUCTION**

This reduction eliminates the risk analysis and trend identification program. This reduction will affect the Risk Management program's ability to proactively identify new or increased risk levels. Further, this reduction eliminates the Risk Analyst position associated with this program.

#### **IMPACT OF REDUCTION**

The Risk Management Division uses several data points, including claims loss data, in-house data collection, and insurance carrier data. Analysis under this program focuses on gathering such information to create reports for claim loss trends, on safety training needs, protective equipment reviews and modification, and identification of risk for determination of self-insurance or commercial insurance. The lack of analytic data will reduce efforts to focus on loss prevention and proactive measures for reducing injuries and illnesses. This could lead to increased lost time by affected employees and higher workers' compensation costs. This program's workload will be absorbed within the Risk Management Division and the requirements for this task will be completed by other means of collection, information technology, field assessment process change, etc.

## Lines of Business Reduction Impact Statements

<i>County Insurance</i>					
<b>501-06-32 Reduce Contracted Claims Investigation and Settlement Process</b>					
<b>LOB Number</b>	<b>LOB Title</b>	<b>Positions</b>	<b>Expenditures</b>	<b>Revenue</b>	<b>Net Reduction</b>
<b>501-02</b>	<b>Claims and Rehabilitation</b>	<b>0/ 0.0 SYE</b>	<b>\$189,263</b>	<b>\$0</b>	<b>\$189,263</b>
<b>DESCRIPTION OF REDUCTION</b>					
This reduction reduces the use of a contract for claims investigations and settlement process. Automobile liability and general liability claims (involving storms, sewers, public safety incidents) now handled by a third-party claims administrator, will be handled internally by the Risk Management Division's staff.					
<b>IMPACT OF REDUCTION</b>					
The Risk Management Division contracts out for a third-party to process automobile liability and general liability claims (involving storms, sewers, public safety incidents). This reduction will require these claims to be processed in house. Because the Risk Management Division staff will be assuming this new duty, the division anticipates the potential for claims resolution and settlements to be delayed, technical expertise will be diminished and issue resolution will be extended. The additional workload on Risk Management staff may delay action on all other types of claims with adverse effect on property damage and claims resolution. The Risk Management Division proposes this reduction because process workflow and changes in technology may offset some of the workload increases and could make processes more efficient.					