

Insurance Committee
January 26, 2023

A meeting of the Insurance Committee of the Board of Finance was held on January 26, 2022 in Meeting Room 1 of City Hall West. The following were in attendance: Committee Members: John Smith, Ron Burns and Marie O'Brien City: Diane Waldron and Robin Manuele BOE: Sam Galloway and Lynn Boisvert Future Comp: Tony Szwecz, Steve Grahm and Fonda Carmody Lockton: Lisa Daley and Brenton Milardo

1. Call to order.

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

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

FutureComp reviewed the report with the Committee for the first six months of fiscal year 2023. Open claim counts and financials for all fiscal years as of December 31 were reviewed totaling \$11,906,180. Open indemnity and medical claim counts by Department for all fiscal year's total 165, 115 for indemnity and 50 for medical, which includes all departments and heart and hypertension. Of the 55 BOE claims, 30 are indemnity and 25 are medical. For the BOE, West Bristol has the most claims followed by Bristol Central and Hubbell. The details of all claims are included in the report. Assault injury claims were reviewed, it was discussed if Special Education claims can be separated out as they are classified in this category of assault. A five-year claims comparison was reviewed.

For the City there are 93 Claims, 59 indemnity and 31 medical. The Police and Fire Departments have the most claims. Motor Vehicle injuries were reviewed on the City side as well as the top 5 causes of injuries. A claim cost comparison for ten years was presented, with a total of 3,177 claims overall. Overall total paid claims are down approximately \$1 million.

Recently there have been three City Workers' Comp settlements, reducing the long-term future exposure. There was one paid H&H claim since June 30, which was a Fire claim.

Training was discussed, Chairman Smith stated the City or FutureComp need to be more aggressive with training, which can focus on certain areas such as slips/falls which is prevalent with Cafeteria workers. The more accidents the City can avoid the more dollars that can be put into something else. Commissioner O'Brien stated simply sending communications on reminding people how to be safe would be beneficial. Mark Penney stated the Safety Committee does meet, and there is discussion on the larger claims.

Robin explained the City's Excess Workers Comp policy is quoted through HD Segur, but the City may want to look at different options this year.

FutureComp left the meeting at 9:50 a.m. and Lockton entered.

3. To discuss the City's Health Insurance with Lockton Companies and to take any action as necessary.

Brenton reviewed the quarterly claim experience for the City and BOE for medical, November and December are higher than expected but not concerning. The plan experience was compared to prior policy years' experience. The same data was reviewed by group - Actives, Active Non-Cobra, Cobra Active, Retiree, 65+ Retiree Medical and Under 65 Retiree Medical. Brenton compared the plan cost per employee of each group, which is consistent with the prior year.

The high claims were reviewed, currently there are five claims over \$200K. Last year the City had 12 claims over \$200,000 and one claim which went over \$1 million.

The Dental experience detail was reviewed which is tracking below budget even with December as a high month.

Marie questioned the average age of the employee population, Diane stated this information can be found in the actuarial report, Lockton will look into a demographic analysis to provide that information.

4. Adjournment.

Commissioner O'Brien made a motion "to adjourn" seconded by Commissioner Burns. Motion approved.

Jodi A. McGrane
Recording Secretary