

CompControl



Volume 25 | Issue 1 | Spring 2014

The Official KMIT Member Newsletter

NEW! Video Library Expands, Adds Live Streaming Video

As a member of KMIT, you now have access to more than TWO HUNDRED Safety DVDs, or live-stream Safety Videos, via the IMA DVD *Lending Library* program powered by Aurora Pictures.

With hundreds of titles to choose from in multiple languages, let IMA's On-Demand Safety Training Resources help you with your every day safety-training needs.

Features:

- Hundreds of Safety Training DVDs at the click of a mouse;
- One-time, quick-account registration process (handled by KMIT);
- Free online previews of each title offered;
- Nearly all titles are available in multiple languages;
- 3-5 day ground shipping on every order.

Browse and Order DVDs

Within the next few weeks, you will receive a welcome letter with your user ID and password ready to use. Ordering instructions will be provided in your welcome letter.

After receiving your user name and password, you will be able to browse the entire library and order DVDs of interest or download a streaming video instantly.

Terms and Conditions:

There is no charge for streaming video rentals.
DVDs on loan are also available from Aurora Pictures.
Up to three DVDs may be borrowed at one time.
DVDs must be returned within 28 days from the date of the receipt.

IMPORTANT REMINDER: Renter will be invoiced for lost DVDs at a price of 50% of the retail purchase price of the DVD.

Please contact Deanna Furman if you have any questions.
Deanna Furman: 785.272.2608 | deanna.furman@imacorp.com

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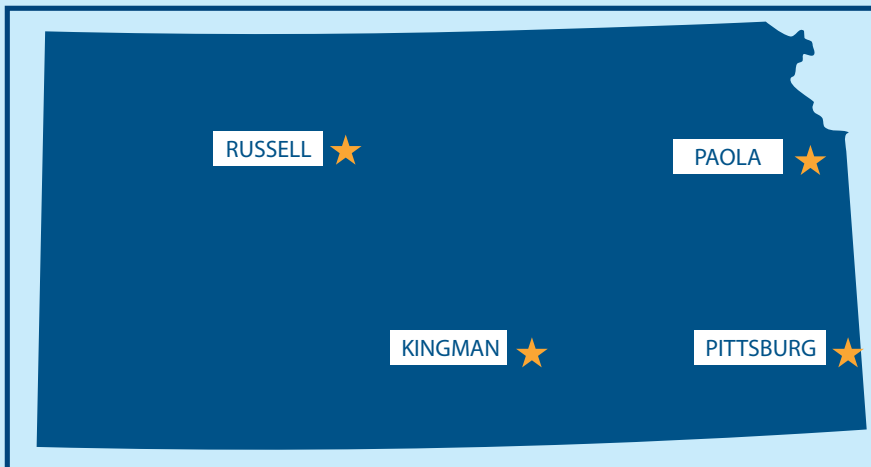
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CompControl and City Safe are publications of the Kansas Municipal Insurance Trust for the purpose of educating and information cities about loss control methods and risk management. If you have any questions concerning KMIT workers' compensation or risk management that you would like to see answered in this newsletter, please direct those inquiries to:

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2014 KMIT Regional Supervisor Seminars

KMIT's 2014 Supervisor Seminar 'World Tour' dates have been set. All four training dates are in September.

We will open the tour with a stop in **Kingman** (9AM-Noon) on Thursday, September 11. The following week, we will be on stage in **Paola** on Wednesday, September 17 (1-4PM), and, then, the very next day (Thursday 9/18), we will be in **Pittsburg** from 9AM-Noon. Our final tour stop will find us in **Russell**, on Thursday, September 25, from 1-4PM.

This long-standing series is designed for supervisors at all levels of your city's organization, from working line-supervisors, in all departments, up through department heads, and including City Clerks, HR Directors and City Managers and Administrators. *The most successful work comp programs feature **thorough knowledge** of how to make work comp work well by **ALL supervisors**, bottom to top.*

This year, there are a couple of new and exciting features which we will show in our supervisor presentation. So, even if your supervisors have attended one of our sessions before, they will gain from coming again.

Best of all, this training is FREE.

Contact Deanna Furman, at deanna.furman@imacorp.com for registration details.



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Special Partnership Pilot Project Announced by KMIT

At its meeting in Hillsboro on February 21, the KMIT Board of Directors voted unanimously to approve a special "Pilot Project", which will partner KMIT with **ARC Physical Therapy+ (ARC+)** [www.arcpt.com].

In its December (2013) *CompControl* (the KMIT newsletter, see www.kmit.net), KMIT featured ARC+, and the concepts/processes involved, in *The Importance of a Job Analysis and Pre-Employment Testing*.

Now, KMIT will partner with ARC+, to develop such a program as part of the services of KMIT. To that end, ARC+ will begin work with KMIT member city **Wellington**, toward the establishment of a pilot project, which will, ultimately, provide KMIT cities with the option of making even better decisions about which applicant is most physically capable of doing the job you have, and then establishing job-specific parameters for each new employee, in the jobs they are being hired to do. After that, post-injury wellness would include specific therapy related to each job and to each individual employee.

The first step in the Pilot Project will be developing a specific job analysis for each of the majority of class codes (types of jobs) in the KMIT pool, toward which the City of Wellington will provide the 'takeoff platform', and provide its experience and expertise, along with a significant investment of time and effort.

It is expected that work on this Pilot Project will start sometime in March.

Look for updates on this project in each upcoming *CompControl*, and in periodic posts on www.kmit.net.



"The Plain Truth About Risk Management"

2014 MO/KS PRIMA Conference

April 23-25, 2014

Overland Park DoubleTree

Keynote Speaker

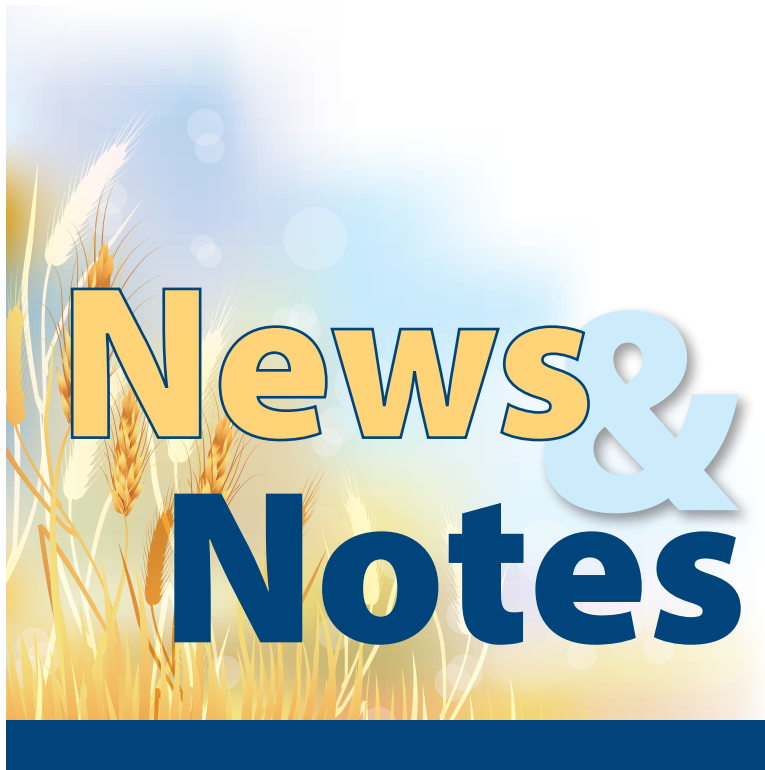
Bernie Hayen*: "The Truth About Ethics"

Session Topics include:

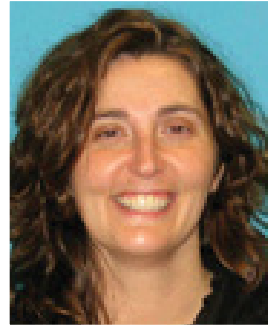
- The National Flood Insurance Program (NFIP)...A Time of Change
- Moneyball for Risk Managers: Harnessing the Power of Predictive Analytics
- Surety Bonds—The How and Why
- Concussions in the Workplace
- Is Your Property Adequately Insured?
- Legislative Developments in Kansas and Missouri
- A New Look at Negligence
- Covering the Bases When Claims Happen
- Trending Claim Issues Affecting Public Entities

For registration details, go to <http://kansasprima.org/>

*Bernie is the "Father" of KMIT. Bernie developed KMIT and was its first Pool Administrator



Meet KMIT's Newest Trustee



Megan Fry, HR Director for the City of Pittsburg, has been appointed by KMIT President Herb Llewellyn, to take the position vacated by Doug Gerber. Megan will attend her first Board meeting in Garden City on May 2.

Megan has been employed as the Director of Human Resources with the City of Pittsburg since August 23, 2010. She came to the City of Pittsburg after 13 years with the human resources department at Via Christi Hospital-Pittsburg. The last position she held there was the Director of Human Resources and Organizational Development.

She is a graduate of Pittsburg State University with a Bachelor's degree in Business Management with a minor in Political Science. Megan also received her paralegal certificate from Johnson County Community College. She is a member of the Society of Human Resource Management, both at the national and local level.

Two KMIT Trustees Move On to New Positions

Time to say 'goodbye' to two of our KMIT Trustees.



Kathy A. Axelson, City Administrator/City Clerk
City of Rose Hill

Elected to the KMIT Board just last October, Kathy has resigned her position from Rose Hill, and KMIT, to take the City Administrator/City Clerk position in Fairway. Best of luck, Kathy.



Doug Gerber, City Manager
City of Goodland

First elected to the KMIT Board in October 2009, Doug has announced his resignation, to take the position of Financial and Administrative Services Director for the City of Topeka. Doug is expected to make that transition in early April. Many thanks Doug, for the time, effort and expertise you have provided to KMIT and its member cities over these past nearly four-and-a-half years.



KMIT Loss Prevention Program Questionnaire Improvements for 2014

Did you know that as a member of KMIT, your city has the ability earn discounts up to 5% of the total premium for the city's workers' compensation insurance coverage?

Premium discounts are based off of the city's performance, as measured by the satisfactory completion of safety and claims activities listed on the KMIT Loss Prevention Certification Program Questionnaire.

The following is a look at the **2013 KMIT Safety Audit Results** (for 2014 Premium Discounting):

Gold Rating (5% Premium Discount): 76 member cities (in 2013, 50.3% of all member cities)

Silver Rating (3% Premium Discount): 23 member cities (15.2%)

Bronze Rating (1% Premium Discount): 12 member cities (7.9%)

NO Rating (NO Premium Discount): 40 member cities (26.5%)

Each KMIT city should expect to hear from IMA's Risk Control team soon as they schedule annual on-site city safety inspections. In preparation for site visits, KMIT would like to share modifications to the program for 2014.

A Short Synopsis of the Changes for 2014:

Question 1-3 – No changes

Question 4 – Weighting factor went from 5 to 4

Question 5 - Weighting factor went from 5 to 2

Question 6 – New question – Replacing winter preparedness question

Question 7-10 – Weighting changed from 4 to 5

Question 11 - Weighting factor went from 5 to 4

Question 12 - Weighting factor went from 6 to 5

Question 13 – Potential to get bonus points for having 0 Claims

Question 14 - Weighting factor went from 3 to 2

Question 15 - Weighting factor went from 1 to 2

Question 16 - Weighting factor went from 5 to 4

Question 17 – No change

Question 18 - Weighting factor went from 5 to 2

Question 19 - Weighting factor went from 2 to 6 and potential to receive bonus points for performing Functional Capacity Evaluations (FCEs) on all employees including seasonal employees

Question 20 - Weighting factor went from 5 to 4

Question 21 - Weighting factor went from 5 to 6

Question 22 – No change



2014 Improvements (Cont'd)

The weighting changed on a number of questions this time around, because we are trying to change focus on some questions, thus increasing their importance, and decreased the emphasis in some other areas, such as stretching—because so many cities are volunteer Fire Department; stretching is difficult to monitor, and also hard to require volunteers to perform on their own time.

Another question on which the weighting decreased is Accountability—there are a number of cities that do not believe in performance evaluations, and they feel they are being penalized for not performing them.

What it comes down to, is that each year we try to challenge cities to increase safety activities, and point out the areas that will make a difference in promoting a safe work environment, such as employee training and FCEs or physicals.

In previous years, cities could max out at 150 points, but because we have two questions with bonus points in 2014, **cities can now exceed 150 points**—*IF cities complete all aspects of the program, and since cities won't lose any points on the performance questions.*



For more information on the Changes and Updates, please contact:

Renee Rhodes
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316.250.2121

NEW! Safety Training Notebook Offered to KMIT Cities

In an effort to assist KMIT members with safety training, Renee Rhodes has created a new safety training notebook, which offers safety training materials for each month of the year, along with a page to document your safety training performed.

If you are interested in having a KMIT Safety Training Notebook mailed to you, please contact Renee Rhodes. Requested notebooks will be mailed upon request.



KMIT Comments Corner

"Working with the professionals at KMIT has been a great experience for us. When we began our relationship with KMIT in 2005 our experience modifier was 1.74. Through the guidance given and intensive claims management, by KMIT staff, our 2014 modifier rate is now .89!"

From training to claims management the KMIT team has provided us the support needed to make the City of Arkansas City a safer place to work. Of course, money saved on premiums is great; but, the real reward is in knowing we are providing a safer work environment for our employees.

The KMIT program is uniquely structured to address the work safety issues faced by Kansas municipalities. The knowledgeable professionals at KMIT have provided us with sound policies/procedures, excellent claims management and superior customer service."

- Marla McFarland, HR - City of Arkansas City

Admire	Esbon
Allen	Eudora
Altamont	Eureka
Andale	Florence
Andover	Ford
Arkansas City	Fowler
Atlanta	Frankfort
Augusta	Fredonia
Baldwin City	Galena
Basehor	Garden City
Bel Aire	Girard
Belle Plaine	Glasco
Belleville	Glen Elder
Bennington	Goodland
Benton	Grainfield
Beverly	Grandview Plaza
Bird City	Greeley
Blue Mound	Grenola
Blue Rapids	Grinnell
Bonner Springs	Halstead
Brewster	Hamilton
Centralia	Hartford
Chapman	Haysville
Chautauqua	Hiawatha
Cheney	Hill City
Cherryvale	Hillsboro
Clay Center	Hoisington
Clearwater	Horton
Columbus	Independence
Concordia	Jetmore
Conway Springs	Johnson City
Council Grove	Kingman
Cullison	Kinsley
Damar	La Cygne
De Soto	Larned
Douglass	League
Eastborough	Lecompton
Edgerton	Lenora
Edwardsville	Leoti
El Dorado	Lincoln Center
Elkhart	Lindsborg
Ellsworth	



Logan	Ransom
Lucas	Reading
Maize	Roeland Park
Marysville	Rose Hill
McFarland	Russell
Medicine Lodge	Satanta
Melvern	Scranton
Minneapolis	Sedan
Moline	Sedgwick
Montezuma	Sharon Springs
Mound City	Smith Center
Moundridge	Spearville
Neodesha	Spring Hill
Neosho Rapids	St. Francis
North Newton	Stockton
Oakley	Sylvan Grove
Oberlin	Tampa
Ogden	Tescott
Olpe	Tipton
Osage City	Tonganoxie
Oskaloosa	Turon
Oswego	Ulysses
Palco	Valley Center
Paola	Valley Falls
Park City	WaKeeney
Peabody	Wakefield
Pittsburg	Walton
Princeton	Wellington
Ramona	Wellsville

Safe Cities are as of 3-1-14. If you would like assistance returning an injured employee to work, or need ideas for modified duty, please contact Marla or Gene at 1.800.288.6732 or kmitclaims@imacorp.com.

KMIT cities are considered Safe Cities if no lost time claims have been reported during the calendar year, beginning 1-1-14.



By the Numbers

KMIT Injury Stats

(As of March 1, 2014)

Department	Count	Total Incurred
Administration	1	\$1,300
Airport	1	\$1,300
Animal Control	2	\$3,950
Cemetery	1	\$1,300
Electric	5	\$6,500
Fire	9	\$11,600
Maintenance	3	\$9,930
Miscellaneous	3	\$3,900
Park	4	\$6,550
Police	22	\$35,600
Premier Surgical Institute	2	\$2,600
Recycling	1	\$1,300
Sanitation	2	\$19,400
Street	12	\$35,727
Water	5	\$34,200
Zoo	1	\$1,300
Grand Total	74	\$176,457

KMIT Nature of Injury Totals

(As of March 1, 2014)

Nature of Injury	Total	Incurred
Abrasion	3	\$3,900
All Other	2	\$0
Burn - Chemical	1	\$1,300
Burn - Flash	2	\$1,409
Burn - Temperature Extremes	1	\$1,300
Concussion	1	\$1,300
Contagious Disease	3	\$3,900
Contusion	4	\$3,900
Crushing	3	\$20,700
Foreign Body	4	\$4,030
Laceration	8	\$11,700
Puncture	5	\$6,500
Sprain	1	\$12,000
Strain	36	\$104,518
Grand Total	74	\$176,457

KMIT Balance Sheet (As of February 28, 2014)

Assets	
Checking Account	\$7,060,411
Investments	\$8,911,000
Accrued Interest	\$16,185
Accounts Receivable	\$101,490
Excess Premium Receivable	-
Specific Recoverable	\$358,252
Aggregate Recoverable	\$85,127
Prepaid Expenses	\$445,492
Total Assets	\$16,977,956

Liabilities & Equity	
Accounts Payable	\$32,598
Excess Premium Payable	-
Reserve for Losses	\$3,326,228
IBNR Reserve	\$3,244,298
Deposits on Premium	\$4,755,290
Accrued Taxes and Assessments	\$305,102
Total Liabilities	\$11,663,515
Total Liabilities and Equity	\$16,977,956
Total Equity (NET WORTH)	\$5,314,441

'Summer Help' Time Coming Soon

It's time to start thinking about your 'Summer Help' plans again. *Seasonal employment is different* from full-time, and presents different types and degrees of challenges than full-time.

First of all, most 'summer help' is *young...much younger on average than the rest of your work force*. And 'young' means, almost by definition, **less experienced**. And less experience often leads to more accidents. Less experience means **less job training**, overall, and less training on specifics, and it means **less time spent in a variety of working conditions**, and under a variety of circumstances. In sort, it means **less wisdom**, when one understands that wisdom is the result of understanding (training) PLUS experience (life lessons).

And, it is, in fact, **more likely that a temporary ('seasonal', 'summer', etc.) employee will get hurt**, while doing the exact same task, than an experienced hand.



What can/should you do differently with 'summer help' than you may have done last time around?

1. **Hiring.** If you can (if they are good employees and available), hire the same young people as last year and the year before. If not, hire the ones you believe to be the most trustworthy, are 'teachable', and able to work without constant supervision—and most likely to be able to work for you again next year.
2. **Training.** Have a good trainer show them the specifics of each (and every) task they are sent to do. Don't assume they know how to do the job, even if you think they 'should' already know. A lack of training is probably the biggest reason for injuries of summer workers. And, remember that there are many 'little things' that experienced workers know, and take for granted, than you might realize (such as poison ivy, heat stroke, etc.).
3. **Safety Equipment.** Obviously, be very sure you make the necessary safety equipment available to summer help, and BE SURE they use it—EVERY time. Make seat belts, safety goggles, hats and gloves the first things on the list.
4. **Supervision.** EVERYBODY needs some supervision. Temporary help probably needs more supervision than others. Even the 'best' summer employee is likely still in the developing stage of understanding the role of the employee, and also needs more guidance from time-to-time than he/she will ask for.
5. **Communication.** Keep summer help on board with the rest of the crew. Pair them up with experienced hands when possible. Provide them with communication devices ('walkies', etc.), and encourage them to check in regularly.
6. **Remember: A young person is someone's very special child.** Give them the advantage of your experience. Keep them safe.

[Originally published in CompControl in the 2010 Spring edition.]

Stay Connected with Work Comp Connection

Did you know that the Kansas Department of Labor's Division of Workers' Compensation publishes a monthly newsletter to which you can subscribe?

Topics in the February newsletter include: law updates, fraud and abuse information, what's new to workers' compensation in Kansas, who is working for you at KDOL-WC, fast facts and continuing education.

Click the link: [http://www.kmit.net/documents/99/February%20Newsletter%20\(1-31-14\)_201403031123426483.pdf](http://www.kmit.net/documents/99/February%20Newsletter%20(1-31-14)_201403031123426483.pdf) to view the February publication.

To subscribe to this monthly newsletter, contact Shirley Hastings at Shirley.Hastings@dol.ks.gov; or (785) 296-4000, opt. 0, x2150.



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