

KMU: Safety and Job Training Resources for Municipalities

Kansans have a long and proud history of communities working together to leverage their resources in order to achieve a common goal. This has been demonstrated many times, from communities assisting one another during times of natural disasters, to municipal utility crews assisting one another completing large projects. This history of municipalities working together in order to leverage resources and be better stewards of those resources entrusted to them by the communities they serve is what birthed organizations like **Kansas Municipal Utilities (KMU)** in 1928.

The mission of KMU has always been one of service, and providing programs and services that help in strengthening the municipal utility community. KMU's and KMIT's missions naturally complement each other extremely well. While KMIT's and KMU's *primary purposes* are unique to each organization, the two have worked together throughout the last decade to amplify our efforts in achieving an accident/incident- free workplace for all of the member cities of each.

One of the ways this partnership has assisted our collective members has been through the *sharing of aggregate incident rate data* by KMIT, and then KMU using this data to provide safety training that is relevant and timely for members. Working together has enabled both KMU and KMIT to leverage resources to assist the municipalities with providing a safer work environment.

KMU has been able to support its members (along with KMIT cities which are a part of KMU) has been through offering safety and job training services and programs that members do not have the resources to provide for themselves on their own. For nearly ten years, **KMU Job Training & Safety (JT&S)** staff has assisted members in mitigating operational costs through comprehensive safety and job training programs. The KMU JT&S staff has focused on achieving this mission by providing services that assist members in ensuring a safe, efficient, and effective utility workforce.

These services and programs include job training programs such as line-worker apprenticeship, power plant operator and natural gas operator training, as well as safety training and program management programs.

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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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Official Notice: KMIT Annual Meeting; Sunday, October 9, 2016

Please make plans now to attend the 23rd Annual Meeting of the Kansas Municipal Insurance Trust (KMIT) workers compensation pool. The KMIT Annual Meeting will be held at the 4:30 p.m. in Overland Park, during the LKM Annual Conference.

KMIT is a group of 155 cities in Kansas (plus the League) who have chosen to work together to provide workers comp for their employees, via a ***self-funded insurance pool***.

The formal KMIT Business Meeting will be called to order by **2015/2016 KMIT President Tim Hardy** at approximately 5:00 p.m., following an opening food and drink reception.

The 2016 Annual Meeting will feature recognitions for longevity and exceptional performance by member cities. Six Board of Trustee positions will be filled for the upcoming 1-2 years, and President Hardy will brief the KMIT Membership on this past year's Pool activities and accomplishments.

As always, we will be giving away some 'fun' *post-adjourment* drawing gifts, including the popular 'books about Kansas' feature.

ALL KMIT Cities' officials and spouses/significant others are invited to attend.

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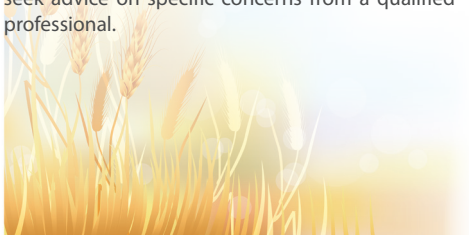
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Safety and Job Training... Municipalities

The safety services provided by KMU include both the **Regional Training Group (RTG) program**, and the **Safety Compliance & Management (SCM) program***. The RTG program consists of KMU staff providing monthly safety training classes for all city personnel. The training consists of both regulatory-required training and classes related to common incidents within the state. This program has assisted members in their overall efforts of providing a safe and healthful workplace. One member recently shared that they have seen a reduction in the severity and number of workplace injuries (ie, work comp incidents) during the time they have been enrolled in KMU's RTG program. This member attributed their success to not only partnering with KMU, but also implementing suggestions that KMU staff recommended for their safety programs.

In an effort to better assist members in occupational safety and compliance program management, JT&S staff launched the **Safety Compliance & Management program** in 2014. This program has built upon the successes of KMU's existing safety training provided through the RTG program. As part of this new program, JT&S staff also take a more active role in the review and development of city specific workplace safety programs, coordinate safety committees, conduct facility audits and inspections, as well as additional safety program management duties. This program is the result of many brainstorming and information gathering sessions with members about how KMU could help municipalities in achieving specific safety goals, such as updating and aligning members' programs and policies with new and/or revised OSHA regulations. KMU members enrolled in this program can utilize safety expertise on a monthly basis to assist them in achieving organizational safety goals and objectives.

The many programs and services that KMU provides are designed to assist members in achieving operational and organizational objectives in a cost effective manner. By working together, municipalities are able to bring additional expertise into their organizations that may otherwise be unavailable. Utilizing these resources is just another way that cities can leverage their membership with organizations like KMU and KMIT. For more information about KMU's job training and safety programs, please visit www.kmunet.org, or contact **Rick Aguilar, KMU Director of Job Training & Safety**, raguilar@kmunet.org.

**KMIT member cities receive direct and specific 'credit' on the annual risk control assessment for being a part of KMU safety programming.*

2017 Supervisor Seminar 'World Tour': Expanding to SIX Stops

'Due to popular demand', along the desire to cover the entire state even better, and starting next year, KMIT is adding two sites to its traditional annual Supervisor Seminar Series. The 2017 'World Tour' will include stops in the following cities:

- Marysville (April 27)
- Parsons (June 22)
- McPherson (at the NEW KMU Training Center*, August 24)
- Atchison (September 13)
- Edgerton (September 14)
- Cheney (September 21)

[The 2016 seminar sites were: Garden City, Goodland, Hoisington and Wellington; 2015 stops were in Bel Aire, Independence, Tonganoxie and Herington.]

* <http://www.mcphersonsentinel.com/article/20151012/NEWS/151019945>



Farewell and Good Luck to Nathan McCommon

Nathan began his tenure as City Manager in Tonganoxie in May of 2012, and was elected to the KMIT Board of Trustees in October 2014.

Now, following the first twenty-two years of his career in municipal government (mostly in Kansas and KCMO), Nathan has accepted the position of Deputy City Manager with the City of Bellevue, Washington, effective in early October, and, so, he will be moving on.

Thanks a bunch, Nathan, for your work on the KMIT Board and your friendship. We wish Nathan and Roz the very best as they begin the next phase of their life together, in the beautiful Seattle area.

[Visit <http://www.rozmusicsite.com/> or at www.facebook.com/Roz-141603973877/, and see Roz and Nathan (along with Soltri) perform, as they did for the KMIT Board at its late-June meeting in Tonganoxie. They are really good!]



KMIT Annual Renewals

Each KMIT city should have received a renewal letter during the first week of September. This renewal is due on Friday, September 30.

As always, **the key to a good quote is good payroll information** from the city.

If you have not received your renewal or have questions, PLEASE contact Deanna Furman, at deanna.furman@corisksol.com or 785-272-2608.

Safety Training Tips:

How A Piece of Paper Can Keep Safety Top-of-Mind

If you really want your workers to think safety and keep working toward that goal, the best thing you can do is have them put pen to paper.

According to psychologists, you're three times more likely to follow through on a goal if you put it in writing. So ask workers to think of their top safety goals and have them put them down on a sheet of paper.

Then have them keep that paper somewhere by their work station so they can see it while they're working. By putting the goals in writing, and keeping them front of mind at all times, they'll be less likely to get lost in the shuffle of day-to-day tasks.

Plus, workers will be able to see what their co-workers think of safety – which strengthens the message.

[Reprinted with permission from Supervisors Safety Bulletin – Malvern, PA 19355; 800.220.5000]





City Safe



Autumn 2016

Provided by: Kansas Municipal Insurance Trust

IMPORTANT NOTICE SEND ALL CLAIMS INVOICES TO KMIT

ALL bills associated with KMIT work comp claims **MUST be sent to KMIT (CORnerstone) for payment processing**, including procedures such as first office visit, x-rays, lab work, etc.

The City is NOT to pay ANY work comp claims-related invoices.

Please be sure to send all bills relating to KMIT work comp claims to the following:

CORnerstone Risk Solutions
KMIT Claims Manager
PO Box 2992
Wichita, KS 67201

OR email to: gene.miller@corisksol.com

Should you have any questions, please do not hesitate to contact Gene Miller* (gene.miller@corisksol.com) or CORnerstone** at 1-800-288-6732 Ext. 3691.

(The Kansas Insurance Department is auditing claims to ensure all bills are being sent to CORnerstone, and being paid by KMIT, rather than by each city.)

*Gene Miller is the KMIT Claims Manager

**CORnerstone (IMA) is KMIT's provider for all work comp claims services



KMIT Calendar 2016-2017

Week of September 5 – Renewal application mailed out to cities

September 15, 21, 22 – Supervisor training sessions

Fall issue of CompControl/City Safe distributed – end of September

September 30 – Friday, @ 5 p.m. **renewal application** and payroll estimate **due** October 9 – KMIT Annual Meeting @ 4:30 p.m., Overland Park

First Week in December – Premium notice, quote, invoice and certificates of coverage mailed out, due upon receipt; **past due January 31, 2017**

Winter issue of CompControl/City Safe distributed – end of December

End of December – Payroll audit figures requested by Legacy Partners, Inc. (KMIT Auditor is Carma Drehle-Neth at carmaneth.legacy@gmail.com)

January 1, 2017 – May 1, 2017 Safety Certification inspection

Second week of February – Payroll audit info due to Carma Drehle-Neth (of Legacy Partners, Inc.)

Spring issue of *CompControl/City Safe* distributed – end of March

Mid-April – payroll audit refunds and invoices mailed out; commission reconciliations out to agents

Summer issue of *CompControl/City Safe* distributed – end of June

August 1 – All **safety certification responses due** to Renee Rhodes at renee.rhodes@imacorp.com.

NOTICE!

When completing and submitting a **FIRST REPORT OF INJURY** statement, please indicate in which department the injury **OCCURRED**, rather than the department in which the employee works. KMIT thanks you in advance for your help.



Safe Cities

Admire	Eastborough	Lake Quivira	Ramona
Allen	Edgerton	Larned	Ransom
Altamont	Edwardsville	LKM	Reading
Andale	El Dorado	Lecompton	Roeland Park
Andover	Elkhart	Lenora	Rose Hill
Arkansas City	Ellsworth	Leoti	Satanta
Atlanta	Esbon	Lincoln Center	Scranton
Baldwin City	Eudora	Logan	Sedan
Basehor	Florence	Lucas	Sedgwick
Bel Aire	Ford	Maize	Sharon Springs
Belle Plaine	Fort Scott	Marion	Smith Center
Belleville	Fowler	Marysville	Spearville
Bennington	Frankfort	McFarland	Spring Hill
Benton	Fredonia	Medicine Lodge	St. Francis
Beverly	Galena	Melvern	St. John
Bird City	Glasco	Minneapolis	Sterling
Blue Mound	Glen Elder	Moline	Stockton
Blue Rapids	Goessel	Montezuma	Sylvan Grove
Brewster	Grainfield	Mound City	Tampa
Centralia	Grandview Plaza	Moundridge	Tescott
Chapman	Great Bend	Neosho Rapids	Tipton
Chautauqua	Greeley	North Newton	Tonganoxie
Cherryvale	Grenola	Oakley	Turon
Clay Center	Grinnell	Ogden	Ulysses
Clearwater	Halstead	Olpe	Valley Center
Columbus	Hamilton	Osawatomie	WaKeeney
Concordia	Hartford	Oskaloosa	Wakefield
Conway Springs	Herington	Oswego	Walton
Council Grove	Hiawatha	Palco	Wamego
Cullison	Independence	Paola	Wellington
Damar	Jetmore	Parsons	Wellsville
De Soto	Kingman	Princeton	Westwood

Safe Cities are as of 9-1-16. If you would like assistance returning an injured employee to work, or need ideas for modified duty, please contact 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 1-1-16.



By the Numbers

KMIT Injury Stats (As of September 1, 2016)

Department	Count	Total Incurred
Administration	18	\$ 153,439.14
Airport	1	\$ 1.50
Animal Control/Shelter	5	\$ 50,951.50
Cemetery	10	\$ 2,844.81
Electric	20	\$ 37,632.09
Emergency	6	\$ 83,654.27
Fire	45	\$ 101,673.44
Fire/EMS	3	\$ 10,600.00
Golf	1	\$ 1,300.00
Landfill	1	\$ 1.50
Library	1	\$ 1.50
Maintenance	14	\$ 39,503.09
Miscellaneous	1	\$ 238.04
Municipality	2	\$ 3.00
Park	43	\$ 28,526.05
Plant	1	\$ 2,600.00
Police	131	\$ 174,576.63
Public Works	49	\$ 133,501.33
Recycling	3	\$ 84.90
Road and Bridge	1	\$ 409.43
Sanitation	12	\$ 6,079.00
Solid Waste	2	\$ 104.81
Nursing Home	1	\$ 1,300.00
Street	53	\$ 311,604.64
Wastewater	3	\$ 20,100.00
Water	29	\$ 82,799.01
Zoo	3	\$ 1,053.00
	459	\$ 1,244,582.68

KMIT Nature of Injury Totals (As of September 1, 2016)

Nature of Injury	Total	Incurred
Abrasion	23	\$ 6,405.76
All Other	3	\$ 453.31
All Other Cumulative Injuries	2	\$ 21,001.50
All Other Occupational Disease	5	\$ 4,375.71
Burn – Chemical	4	\$ 2,232.16
Burn – Flash	1	\$ 238.04
Burn – Temperature Extremes	5	\$ 3,636.12
Concussion	1	\$ 1,879.52
Contagious Disease	32	\$ 18,693.32
Contusion	67	\$ 295,844.26
Crushing	7	\$ 90,173.32
Dermatitis	21	\$ 10,575.45
Electric Shock	1	\$ 1,300.00
Foreign Body	13	\$ 8,219.79
Fracture	7	\$ 104,593.59
Hearing Loss (Traumatic Only)	1	\$ 1,300.00
Heat Prostration	15	\$ 19,473.70
Hernia	2	\$ 16,552.19
Infection	1	\$ 1,300.00
Inflammation	7	\$ 3,241.70
Laceration	58	\$ 81,321.47
N/A	13	\$ 1,671.24
Puncture	36	\$ 30,608.21
Respiratory Disorders (Gases, Fumes)	6	\$ 8,292.39
Severance	1	\$ 274.08
Sprain	18	\$ 42,985.25
Strain	109	\$ 467,941.14
	459	\$ 1,244,582.68

KMIT Balance Sheet (As of August 31, 2016)

Assets	
Checking Accounts	\$ 374,534
Investments	\$ 14,114,570
Accrued Interest	\$ 138,047
Accounts Receivable	\$ 3,415
Excess Premium Receivable	\$ 22,030
Specific Recoverable	\$ 365,960
Aggregate Recoverable	\$ 8,559
Prepaid Expenses	\$ 192,102
Total Assets	\$ 15,226,218

Liabilities & Equity	
Accounts Payable	\$ –
Excess Premium Payable	\$ –
Reserve for Losses	\$ 3,045,393
IBNR Reserve	\$ 4,500,968
Deposits on Premium	\$ 1,720,863
Accrued Taxes and Assessments	\$ 393,966
Total Liabilities	\$ 9,661,190
Total Equity (NET WORTH)	\$ 5,565,028
Total Liabilities and Equity	\$ 15,226,218

Did You Know?

1. That workers considered **'most obese'** file **TWICE as many work comp claims** as workers with weights considered healthy? And, that more than 20% of the adult population (in all states except Colorado) is obese? [What percent of your city's workforce is considered obese?]
2. That **medical claims are SEVEN TIMES higher for obese workers** than for others?
3. That **work fatalities increase sharply with age**, and that the nation's work force will continue to grow older as workers remain on the job longer?
4. That the median **time lost for injuries involving workers 65 and older is 50% greater** than workers between 35 and 44?
5. That highway accidents remain the *leading cause of occupational deaths* (across all work sectors)... while working drivers of all types of vehicles and equipment are increasingly being distracted by their cell phones? [Does your city have a cell phone usage policy which addresses talking, or 'texting', while driving or while operating equipment? **Why not?**]

[Lightly-edited reprint from the Fall 2009 *CompControl/City Safe*.]



Risk Management Seminar

The Kansas Chapter of PRIMA is holding its annual Fall Education Day on October 7, in Lawrence.

PRIMA provides a number of learning opportunities, in keeping with its mission to enhance public risk management information and services.

The October session titles include: "Enterprise Risk Management", "Public Entity Cyber Risk Trends and Treatments", "The Future of Workers Compensation" and "Embezzlement", all presented by experts on the subjects.

KMIT cities would certainly benefit from attending this worthy educational setting.

The cost of this one-day training is \$50, including lunch.

For more information, and/or to obtain a flyer/enrollment form contact Sid Cumberland: scumberland@bluevalleyk12.org. [You can also get a flyer by emailing KMIT Pool Administrator Don Osenbaugh: dosenbaugh@cox.net.]

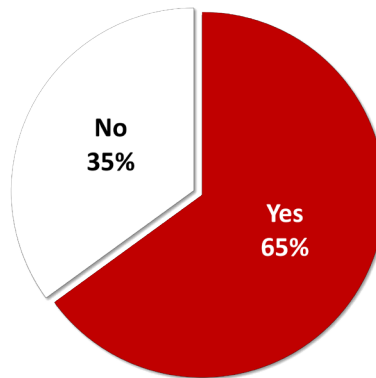
What Safety Officers Told Us

Disciplining Workers For Safety

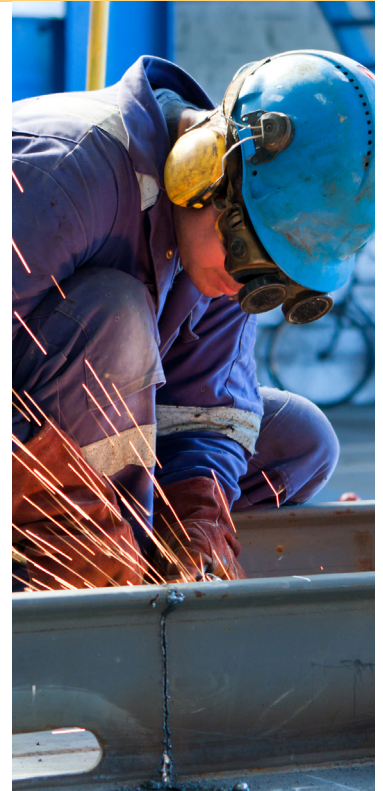
Have you ever fired a worker for unsafe behavior?

Successful safety programs include consequences for workers who don't follow the rules. Disciplining rule-breakers is more important than having a safety policy itself.

Each issue of Safety Compliance Alert contains an exclusive survey to give safety professionals insight into what their peers nationwide are thinking and doing.



Exclusive PBP survey
of 359 safety pros



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