

Sauk County, Wisconsin  
**EMBS- Risk Management Annual Report**

**2012 Mission:** Develop and maintain an effective Countywide Risk Management Program to assure a safe environment for all county employees and customers

**Departmental Program Summary:**

The Risk Management department handles all regulatory and training issues in regards to Occupational Safety and Health, the Department of Commerce, and State Statutes in regards to Workers Compensation and Liability. Risk Management is also in charge of procuring the policies and overseeing all claims filed from investigating them, to filing the claim, to follow up associated with settling those claims.

**2012 Goals Review**

**2012 GOALS REVIEW**

| OBJECTIVE  | WAS THIS OBJECTIVE REACHED IN 2012?       |
|--|---|
|  | Yes or No (If no, please provide comment) |
| To improve the Pre-Employment Physical process with new hires and update the Physical Job Analysis | Yes                                       |
| Continued Development of the Employee Wellness Program   | Yes                                       |
| Review of safety programs  | Yes                                       |

**Changes / Accomplishments:**

- In 2012 we were able to create a more comprehensive pre employment physical exam to include health history. This should help in physically fitting our employee into their job.
- The Employee Health Fair continued to evolve with new exhibits and offerings in 2012.
- All safety programs were reviewed and updated for minor changes in the statues or codes. We did add 3 new programs in Auger Safety, Heavy Equipment Inspection Reports and our Commercial Drivers License Vehicle inspections. Reviewing and observing of the Sheriff and Highway Departments trainings is an ongoing process by this department.
- Updates to our Hearing Conservation equipment made testing easier and faster for our employees. Thus, saving time and money on our training.
- Continued work with Wisconsin County Mutual on programs designed to lower our workers compensation costs and provide quicker medical services to our employees.

**Statistical Summary:** In 2012 for liability insurance claims we had three (3) claims which resulted in \$5,780 in paid losses with a reserve of \$15,219 for employment matters. In comparison 2011 had six (6) liability insurance claims, \$67,887 in losses, \$9,355 in reserve for employment matters. For workers compensation there were 65 claims with losses of \$87,874 and a reserve of \$55,466 in 2012 compared to 68 Workers Compensation claims in 2011 with losses totaling \$97,538. These are well below our annual average of \$207,744 since 1995.

An increase of 5 cases coupled with a decrease in total hours worked from 2011 to 2012 in Recordable cases involving Transitional Work caused the Recordable Accident Incident Rate to increase from 3.41 in 2011 to 4.3 in 2012. This remains well below the industry standard of 5.7 as reported by the United States Bureau of Statistics.

The Lost Workday Case Rate lowered from 1.3 in 2011 to 1.1 in 2012, again despite lower total hours worked in 2012, a decrease in Lost Workday Cases of 3 caused the number to lower. Sauk County continues to be below the industry standard of 1.8 as reported by the United States Bureau of Statistics.

**OUTPUT MEASURES**

| <b>DESCRIPTION</b>                                    | <b>2010 ACTUAL</b> | <b>2011 ACTUAL</b> | <b>2012 ACTUAL</b> |
|---|--------------------|--------------------|--------------------|
| Safety Training Services<br>(Employees Trained)       | 750 Employees      | 875 Employees      | 800<br>Employees   |
| Employee Personnel Health<br>Training and Information | 250<br>Empl.       | 220<br>Empl.       | 350<br>Empl.       |

**OUTCOME AND EFFICIENCY MEASURES**

| <b>DESCRIPTION</b>                                 | <b>2010<br/>ACTUAL</b> | <b>2011<br/>ACTUAL</b> | <b>2012<br/>ACTUAL</b> |
|--|------------------------|------------------------|------------------------|
| Recordable Incident Rate (Workers<br>Compensation) | 2.72                   | 3.41                   | 4.3                    |
| Lost Workday Cases Rate (Workers<br>Compensation)  | .51                    | 1.30                   | 1.1                    |