



Safety & Risk Management Committee Update

June 27, 2013
Kevin Coyne, Risk Manager



AGENDA

- ▶ Goals
- ▶ Accomplishments
- ▶ Results
- ▶ New Initiatives



GOALS

- ▶ Create a Safety Culture within SLPS
- ▶ Reduction in the number of Workers' Compensation Claims
- ▶ Reduction in Workers' Compensation Cost
- ▶ Specifically focus on reduction in the severity of claims and the number of slips/trips and falls

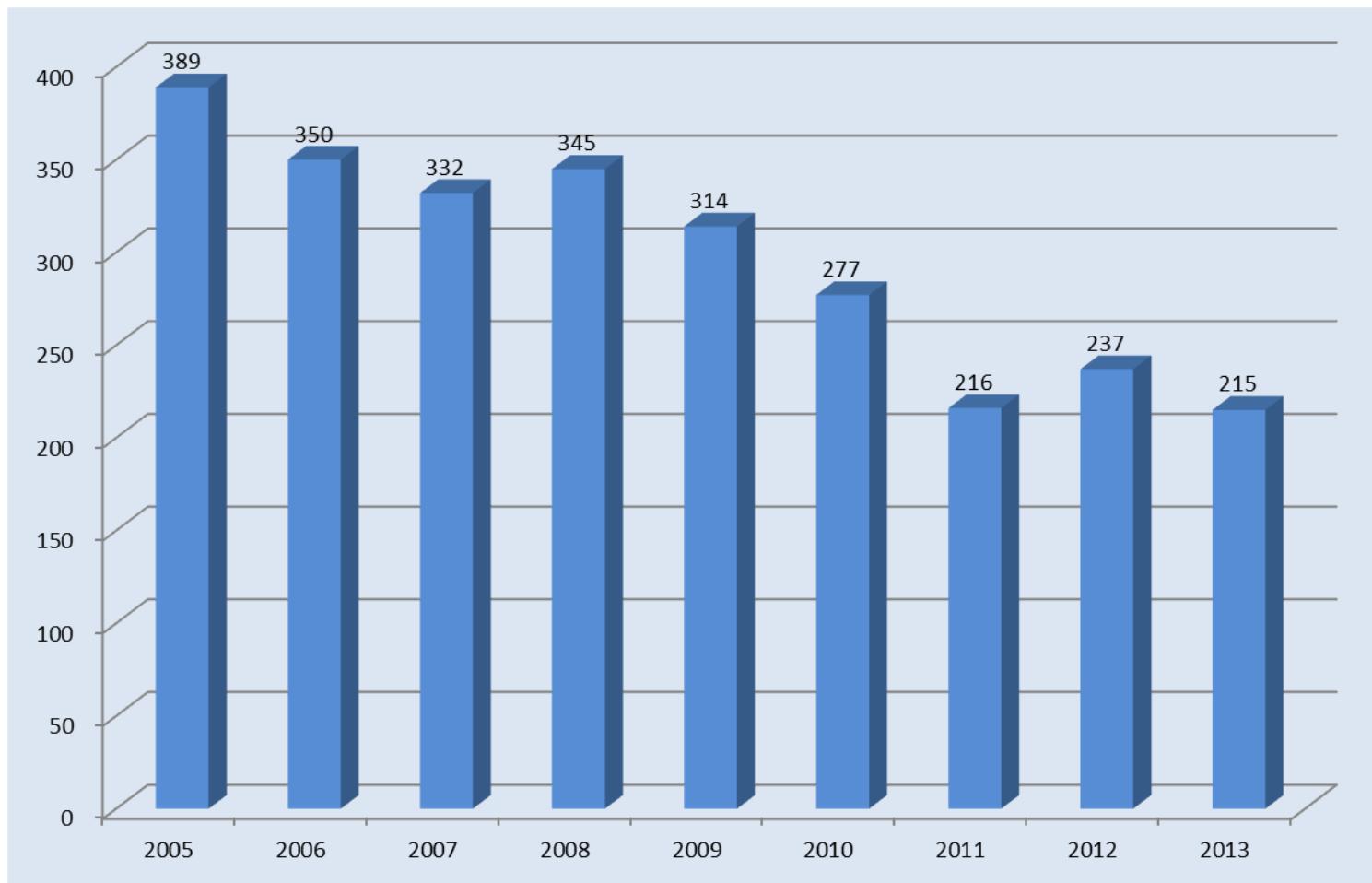


Results

- ▶ **We are creating an SLPS Safety Culture**
 - Report Lag has been reduced
 - More injuries are being reported – Not as claims
 - Number of schools with 0 claims is increasing (12-13 = 16, 11-12 = 9)
 - Training is in place
- ▶ **Other Initiatives**
 - Drug testing of new employees
 - Updating job descriptions with physical capacities
- ▶ **Bullying Pledge Drive**
 - 11,000 Students signed the pledge
 - 29 schools met the 70% level
- ▶ **Issues to Address**
 - Claim Severity
 - Slips and Falls

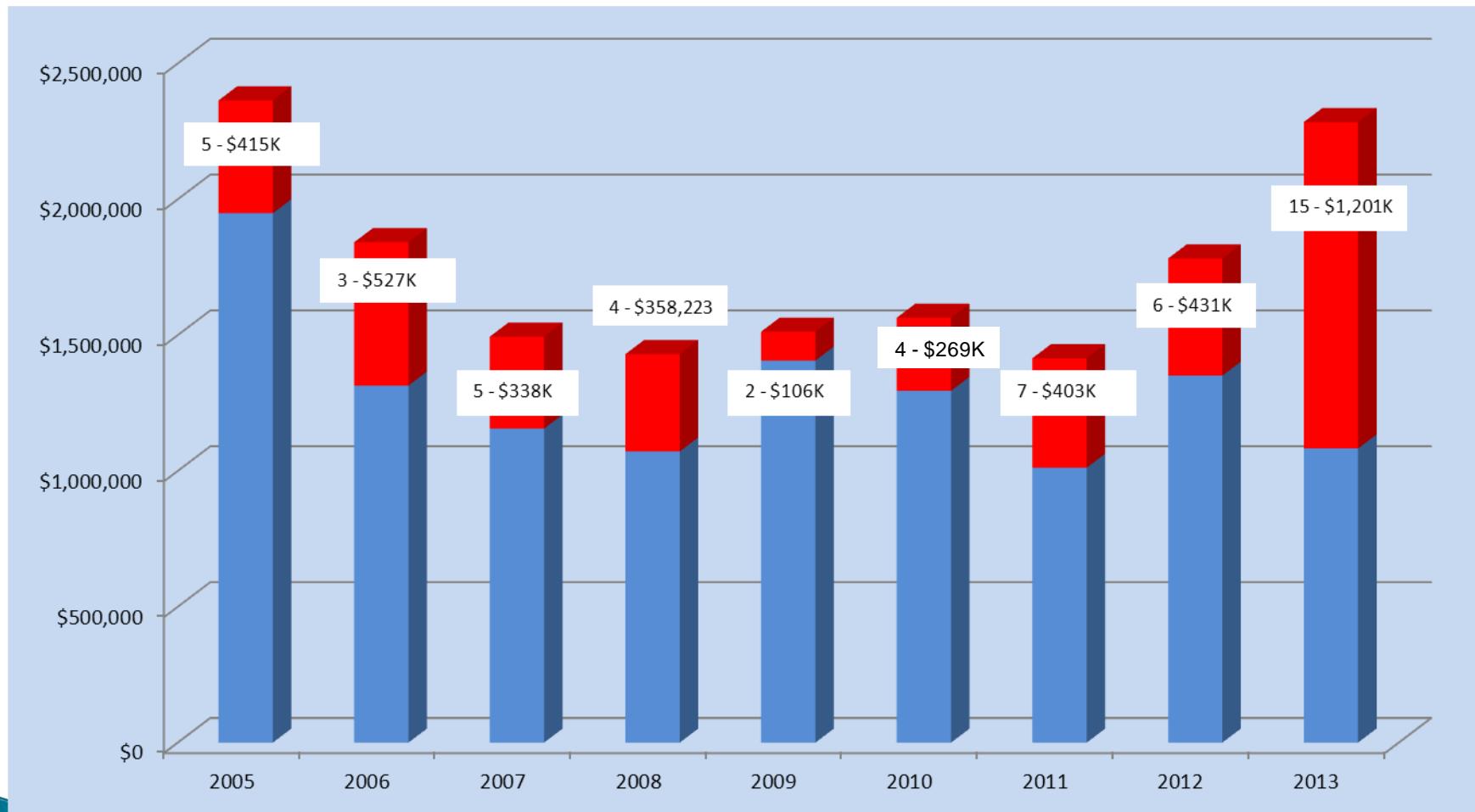


Historical Workers' Compensation Claim Count (5/31 Valuation Date)





Historical Workers' Compensation Incurred Cost (5/31 Valuation Date)

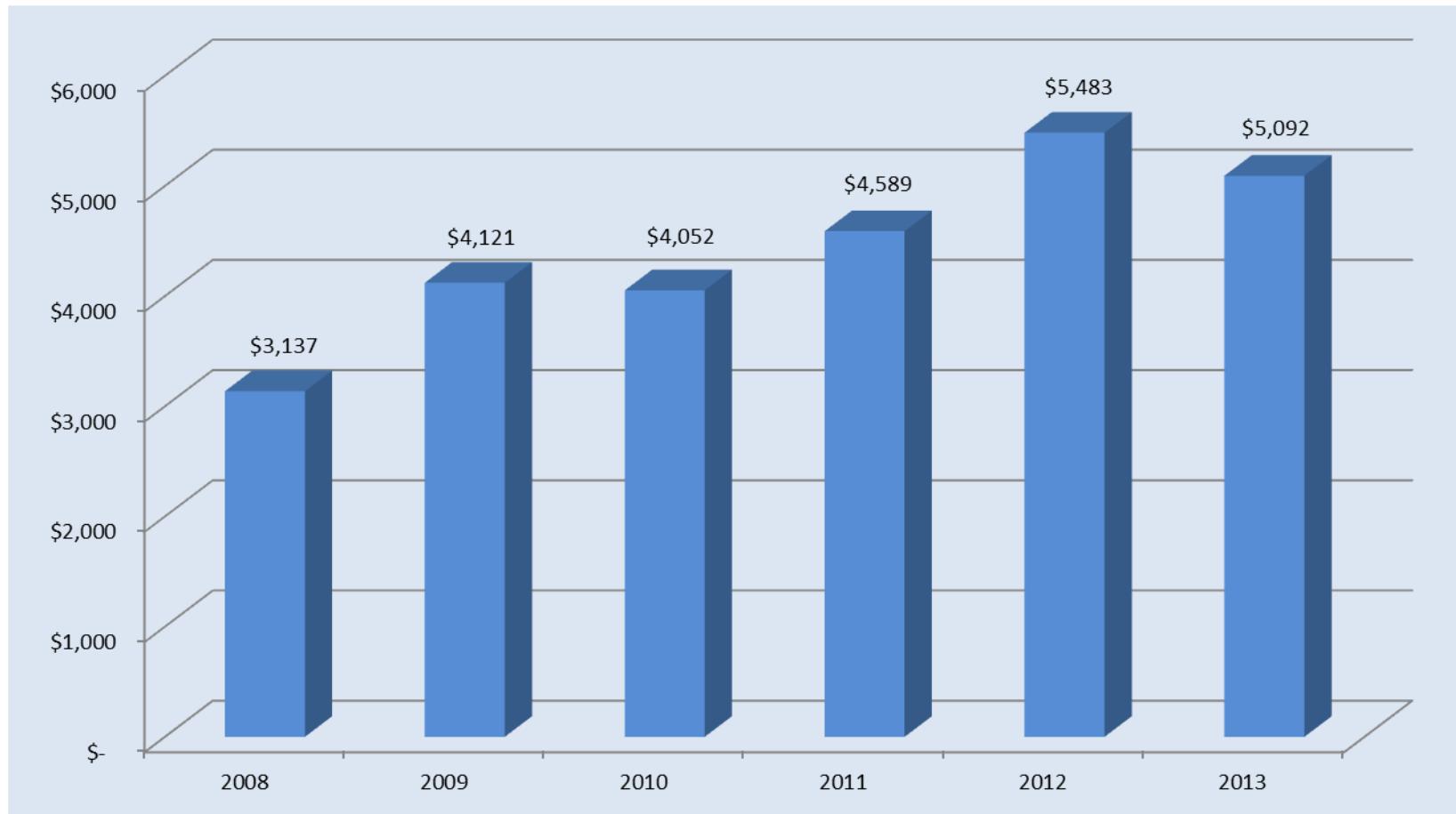




Historical Workers' Compensation

Average Cost Per Claim (5/31 Valuation)

Excludes Claims > \$50,000





2013-14 INITIATIVES

- ▶ Gathering Best Practices from the Principals who have been most successful
- ▶ Continuation of Training
- ▶ Continuing the WC Incentive Program
- ▶ Custodian/Tradesman Incentive Program
- ▶ Safety Coordinator Pilot Program for High Schools
- ▶ Safety Tips to schools on a monthly basis
- ▶ **GOAL: Reduce Severity and # of Slips and Falls**



2013-14 Proposed Incentive Program

► Continuing

- Safety Training – to be completed by October 15
- No Loss Bonus for high risk schools
- School Payouts (Mid Year and Year End)
 - Changing Payout Structure

► Additions

- Safety Coordinator for High Schools
- Custodian/Tradesman Incentive Program