

AGENDA ITEM 1 F
Consent Item

MEMORANDUM

DATE: **October 3, 2024**

TO: **El Dorado County Transit Authority**

FROM: **Maria Harris, Human Resources Manager**

SUBJECT: **Workers Compensation Trending Report**

REQUESTED ACTION:

BY MOTION,

Receive and File Only

BACKGROUND

Through its membership in the Special Districts Risk Management Authority (SDRMA) Workers' Compensation Insurance Pool (Self-Insurance Program), El Dorado County Transit Authority (Transit) partners with SDRMA, to administer all claims management which are now managed in-house by their highly experienced claims specialists. Previously administered by Sedgwick and later Intercare, SDRMA's direct management aims to ensure efficient and streamlined handling of all workers' compensation claims.

Beginning in 2017, Transit began reviewing workers compensation trends for the previous years to develop strategies in maintaining a safe workplace and improving risk management. SDRMA prepares the annual report that provides an assessment of all claims from the previous five (5) fiscal years.

DISCUSSION

The Workers' Compensation Trending Report (Report) for Transit provides a comprehensive analysis of workers' compensation claims over the past five fiscal years. It identifies key trends and patterns, offering valuable insights into claim frequency, severity, causes, department impacts, and outcomes. The Report is designed to give Transit a clear understanding of its workers' compensation landscape while highlighting opportunities to enhance workplace safety, risk mitigation, and employee well-being.

The Report reveals a sustained downward trend in claims filed over the past four fiscal years. Importantly, it indicates no significant areas of concern for potential hazards. Consistent claims management efforts, including an effective return-to-work program, have successfully reduced the amount paid out in claims by minimizing lost workdays. As a standard procedure, staff

evaluates any work restrictions after an industrial injury and accommodates the employee's return to work as quickly as possible.

By proactively addressing these trends and implementing strategic actions, Transit can continue to cultivate a safer, more productive work environment, reinforcing its commitment to the well-being and success of its workforce. El Dorado Transit remains dedicated to educating staff on industry trends and maintaining a responsive approach to claims, further reducing costs.

FISCAL IMPACT

None



El Dorado County Transit Authority Workers' Compensation Trending Report

Fiscal Years 2020 - 2024

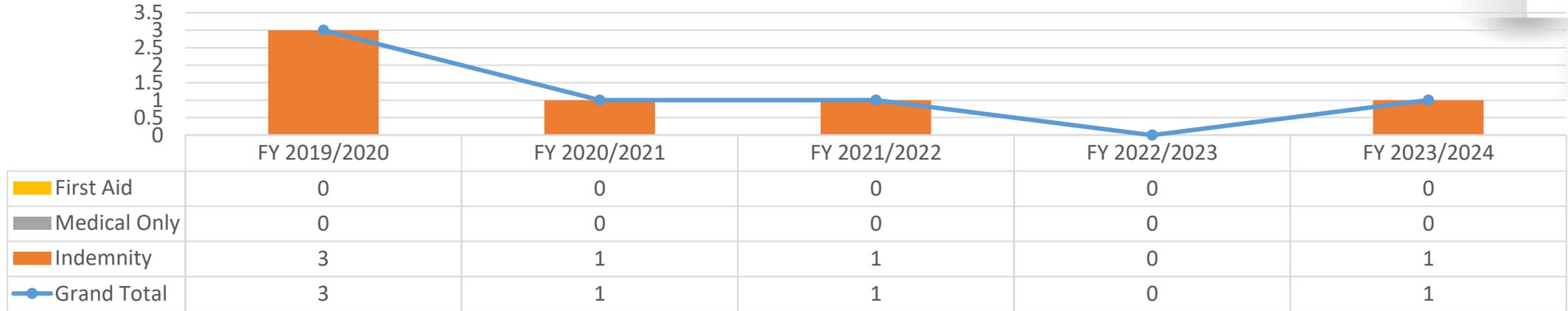
Presented by:

Danielle Buri-Beaton, SVP Client Services Division

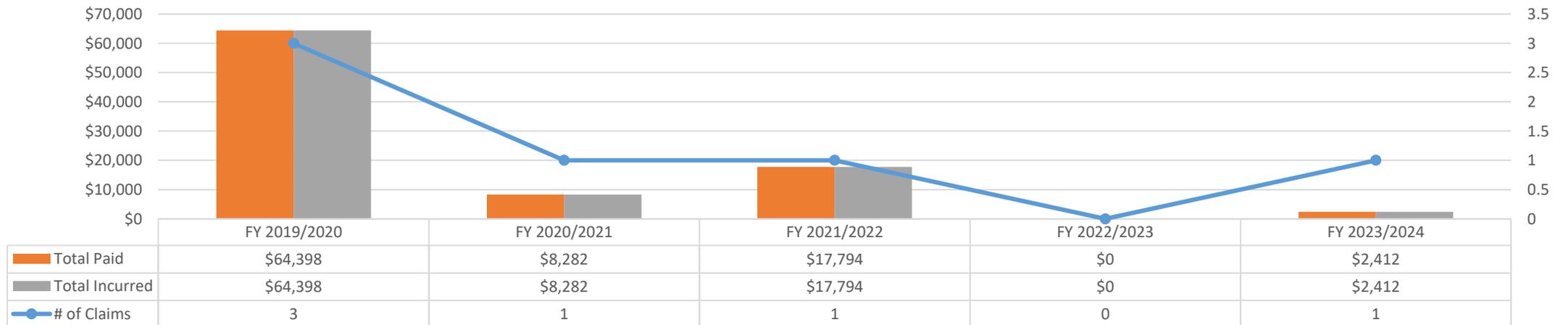
El Dorado County Transit Authority - Workers' Compensation Trending Report

Fiscal Years 2020 - 2024

Claim Type By Fiscal Year of Injury valued as of 6/30/24



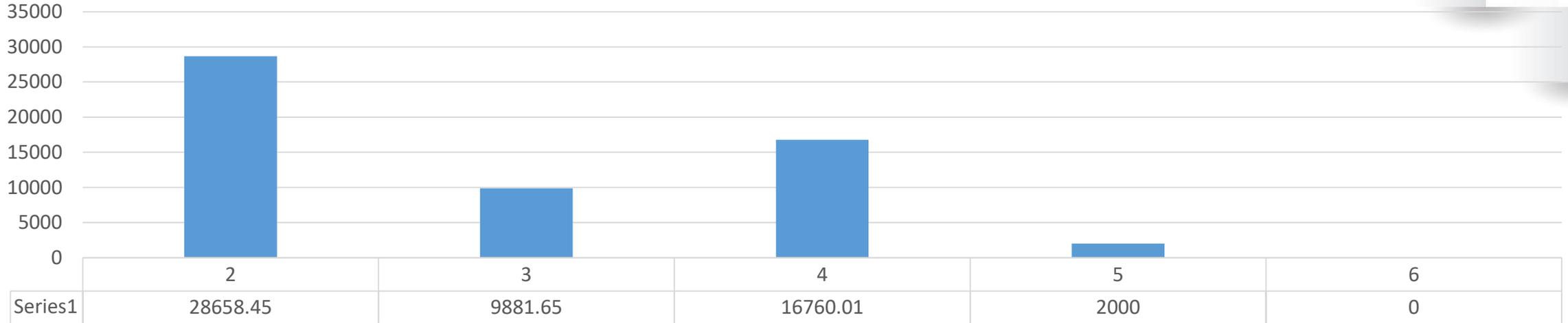
Total Paid and Incurred by Fiscal Year of Injury valued as of 6/30/24



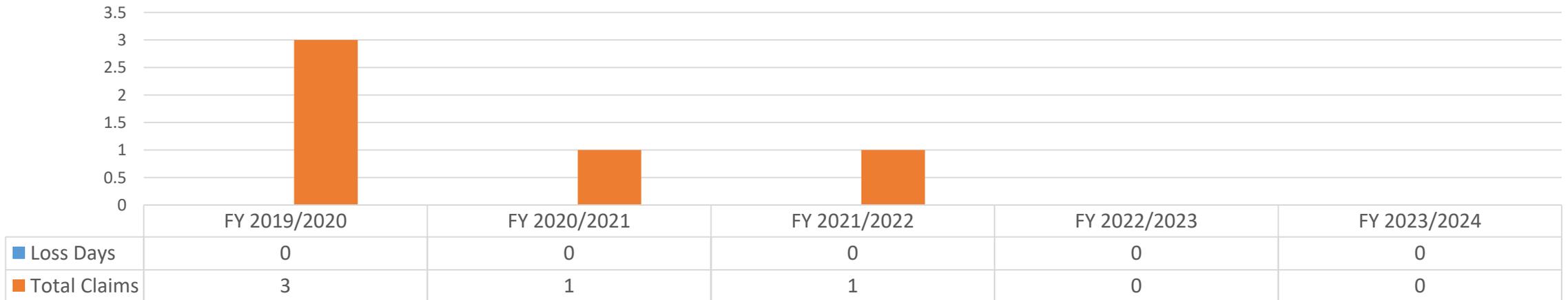
El Dorado County Transit Authority - Workers' Compensation Trending Report

Fiscal Years 2020 - 2024

Total Temporary Indemnity Paid During Fiscal Year Regardless of Injury Date

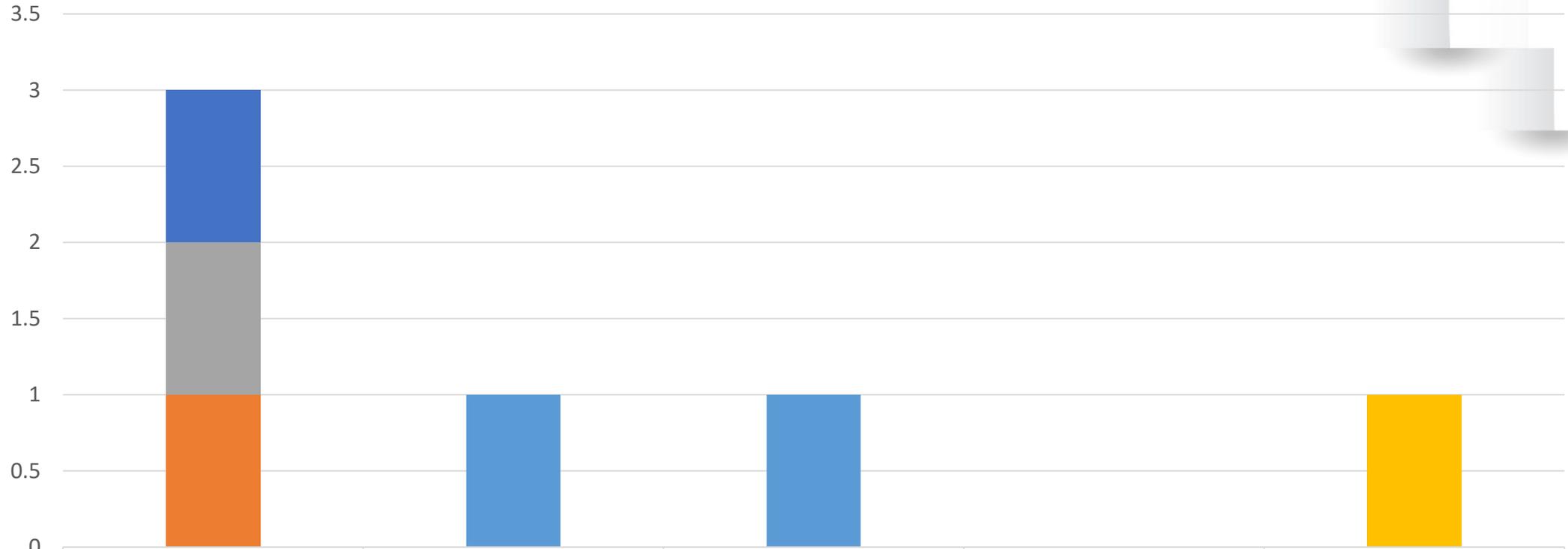


Loss Days for Injuries within Fiscal Year



El Dorado County Transit Authority – Frequency by Body Part

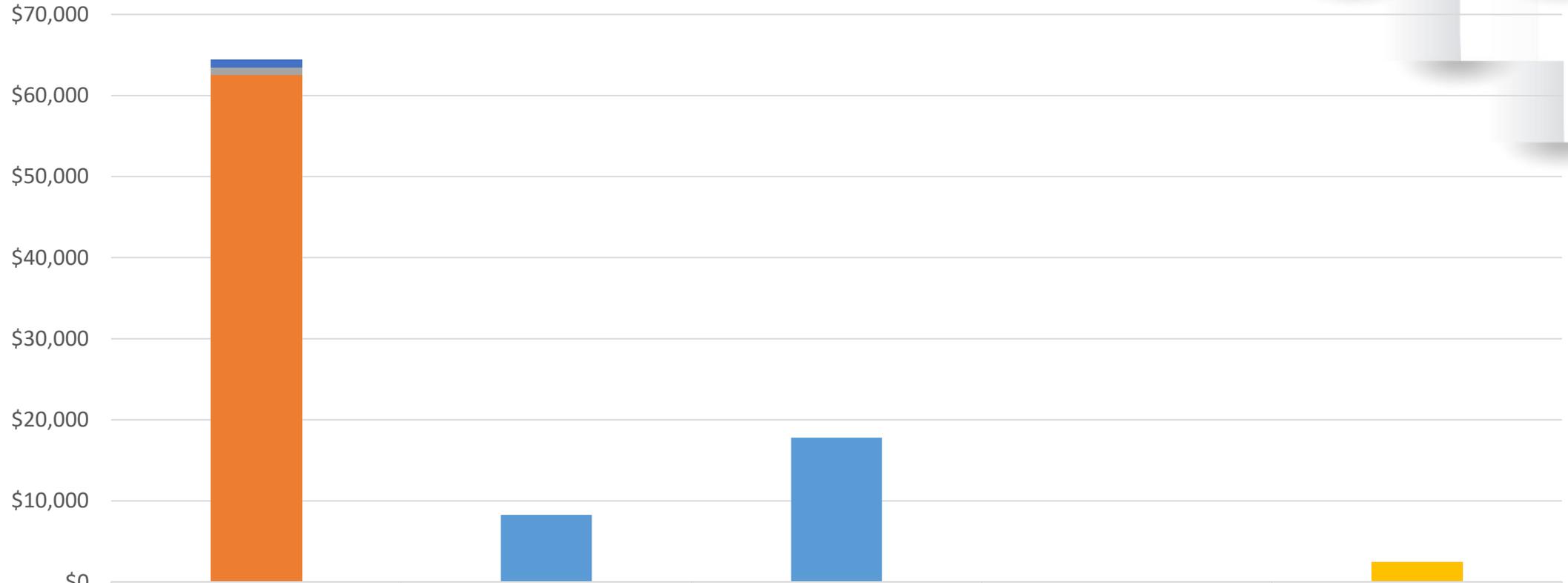
Fiscal Years 2020 - 2024



| | FY 2019/2020 | FY 2020/2021 | FY 2021/2022 | FY 2022/2023 | FY 2023/2024 |
|-----------------------|--------------|--------------|--------------|--------------|--------------|
| ■ Buttocks | 1 | 0 | 0 | 0 | 0 |
| ■ Foot | 0 | 0 | 0 | 0 | 1 |
| ■ Heart | 1 | 0 | 0 | 0 | 0 |
| ■ Multiple Body Parts | 1 | 0 | 0 | 0 | 0 |
| ■ Shoulders | 0 | 1 | 1 | 0 | 0 |

El Dorado County Transit Authority – Severity by Body Part

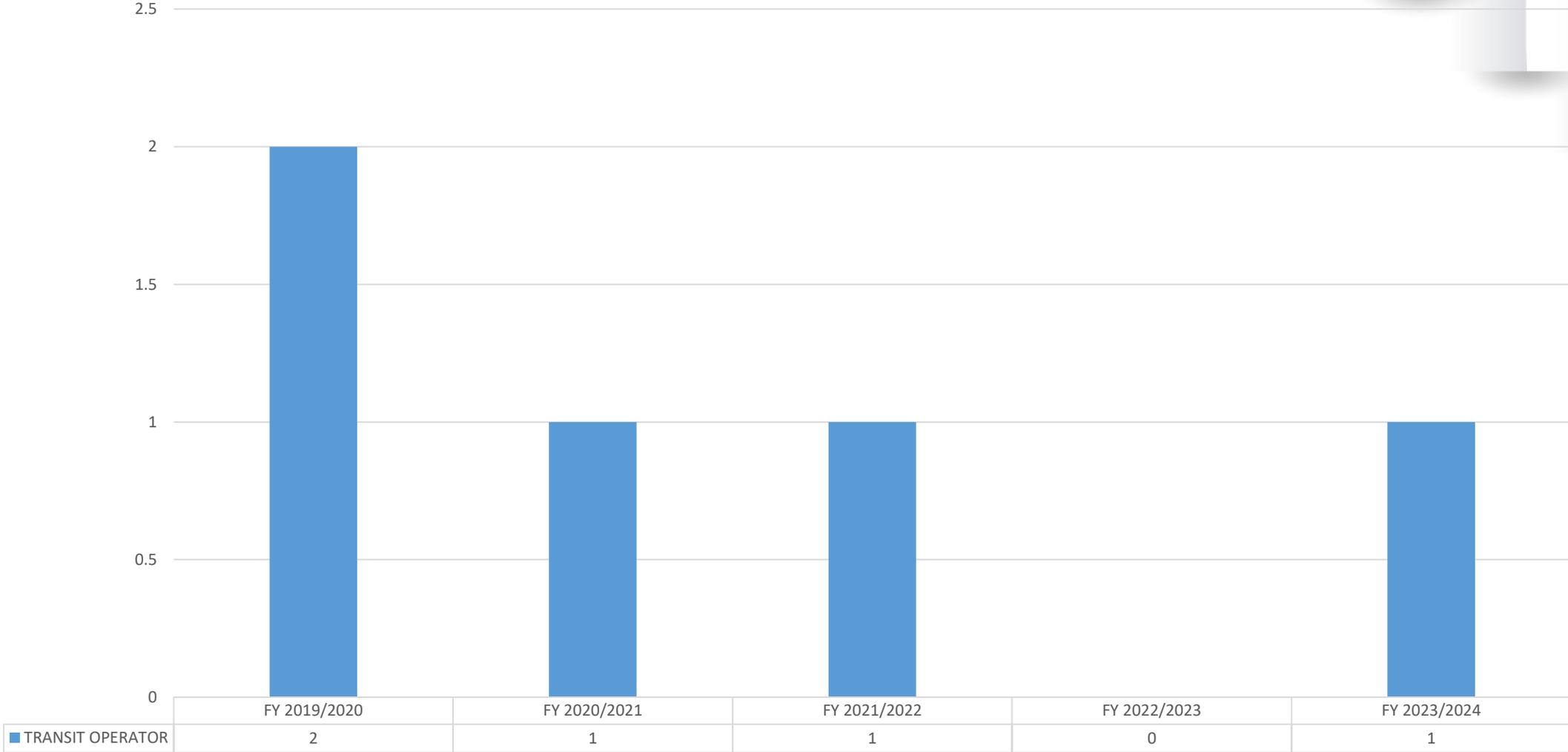
Fiscal Years 2020 - 2024



| | FY 2019/2020 | FY 2020/2021 | FY 2021/2022 | FY 2022/2023 | FY 2023/2024 |
|-----------------------|--------------|--------------|--------------|--------------|--------------|
| ■ Buttocks | \$926 | \$0 | \$0 | \$0 | \$0 |
| ■ Foot | \$0 | \$0 | \$0 | \$0 | \$2,412 |
| ■ Heart | \$954 | \$0 | \$0 | \$0 | \$0 |
| ■ Multiple Body Parts | \$62,518 | \$0 | \$0 | \$0 | \$0 |
| ■ Shoulders | \$0 | \$8,282 | \$17,794 | \$0 | \$0 |

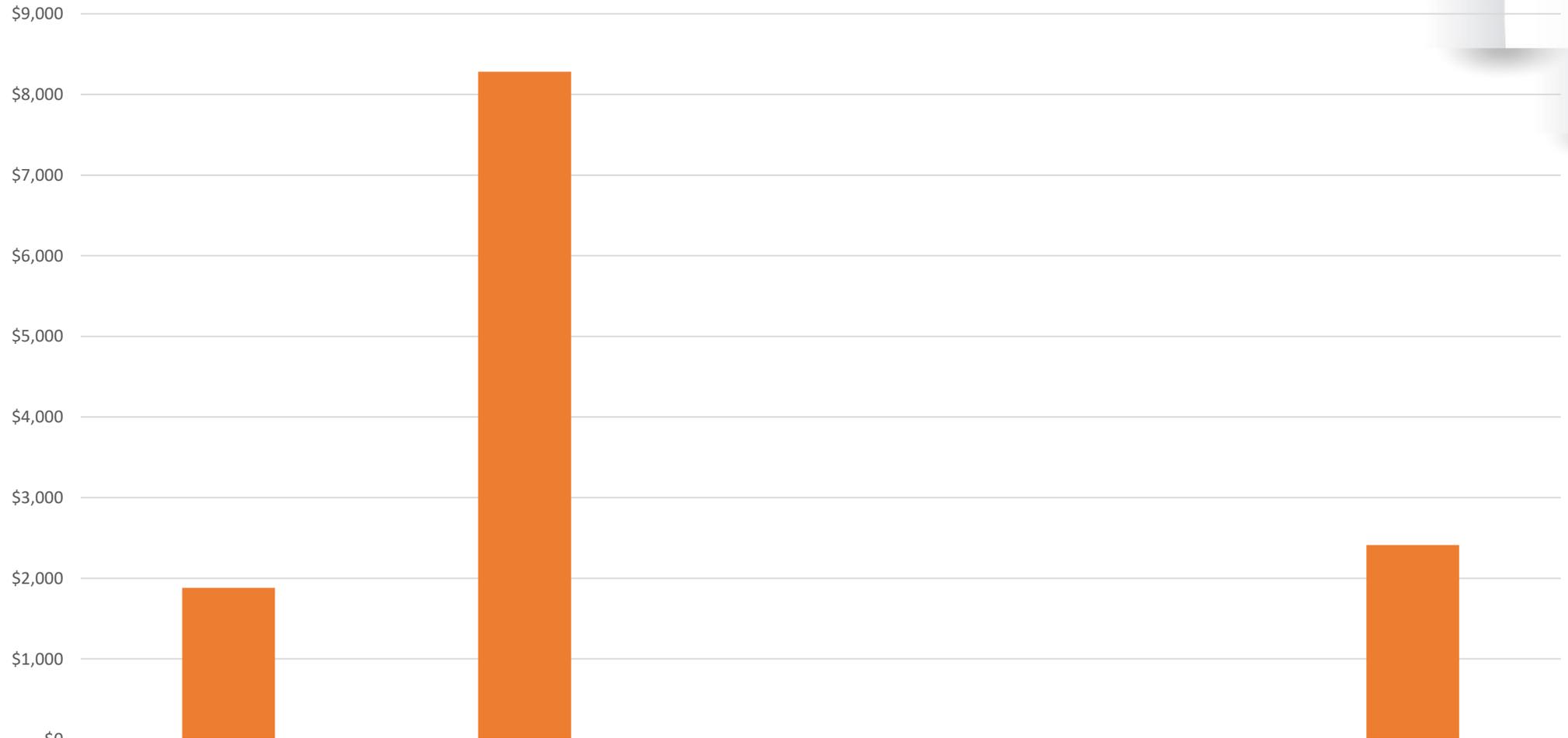
El Dorado County Transit Authority – Frequency by Occupation

Fiscal Years 2020 - 2024



El Dorado County Transit Authority – Severity by Occupation

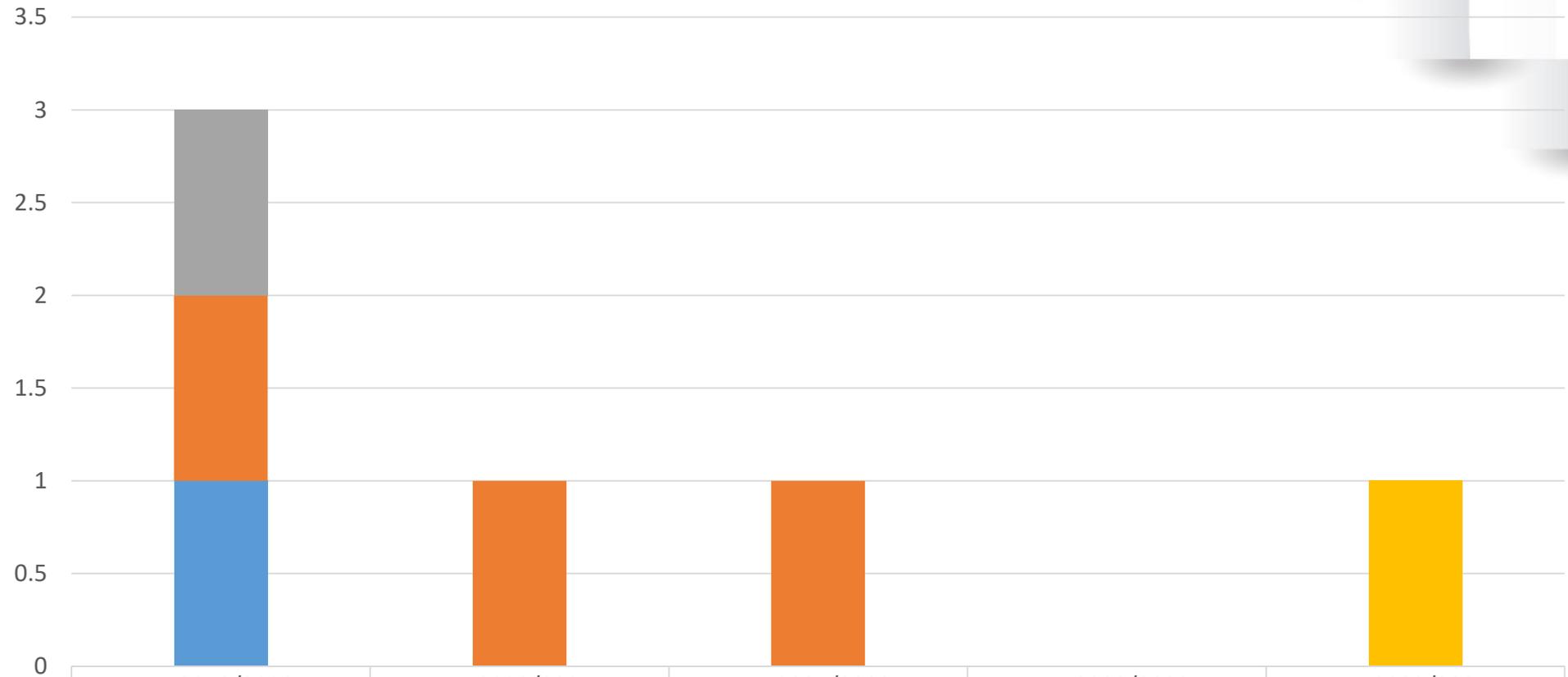
Fiscal Years 2020 - 2024



| | FY 2019/2020 | FY 2020/2021 | FY 2021/2022 | FY 2022/2023 | FY 2023/2024 |
|------------------|--------------|--------------|--------------|--------------|--------------|
| TRANSIT OPERATOR | \$1,880 | \$8,282 | \$0 | \$0 | \$2,412 |

El Dorado County Transit Authority – Frequency by Nature

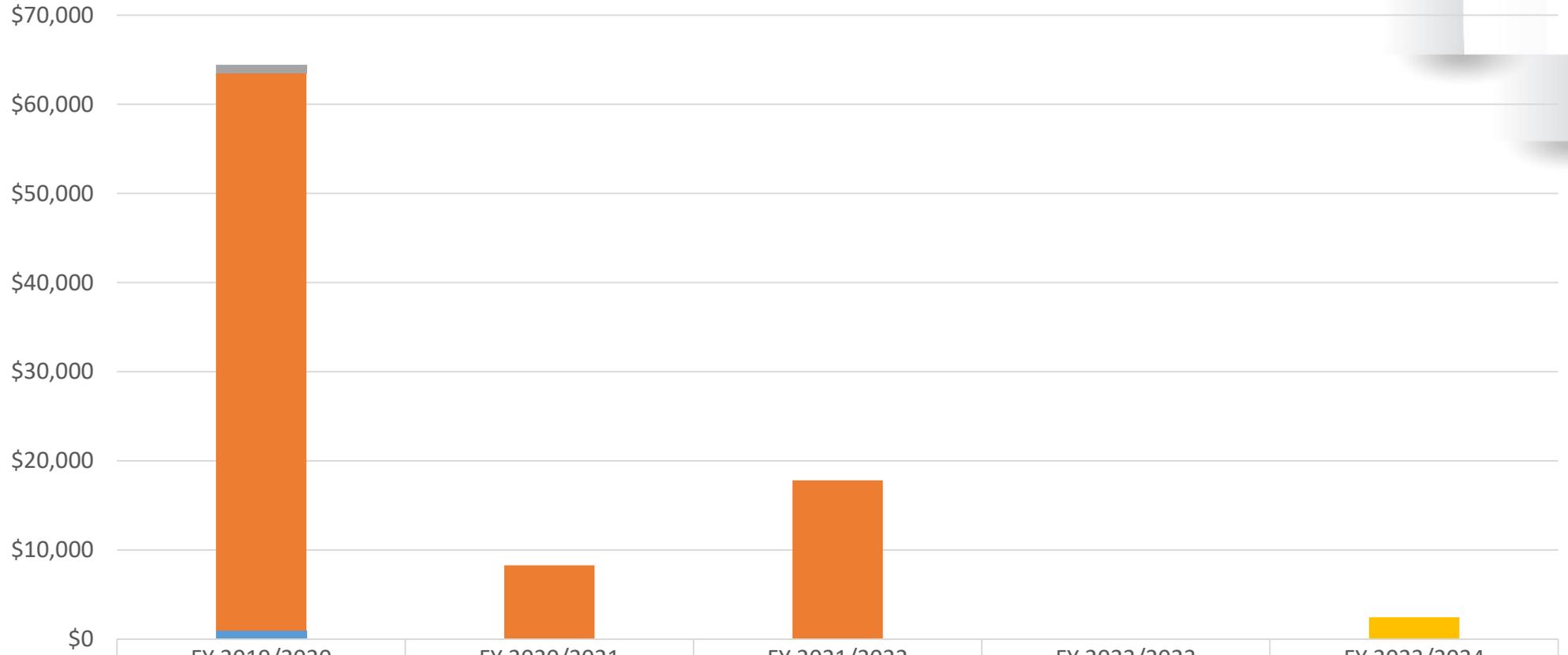
Fiscal Years 2020 - 2024



| | FY 2019/2020 | FY 2020/2021 | FY 2021/2022 | FY 2022/2023 | FY 2023/2024 |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|
| All Other Specific Injuries, NOC | 0 | 0 | 0 | 0 | 1 |
| Inflammation | 1 | 0 | 0 | 0 | 0 |
| Strain | 1 | 1 | 1 | 0 | 0 |
| Vascular | 1 | 0 | 0 | 0 | 0 |

El Dorado County Transit Authority – Severity by Nature

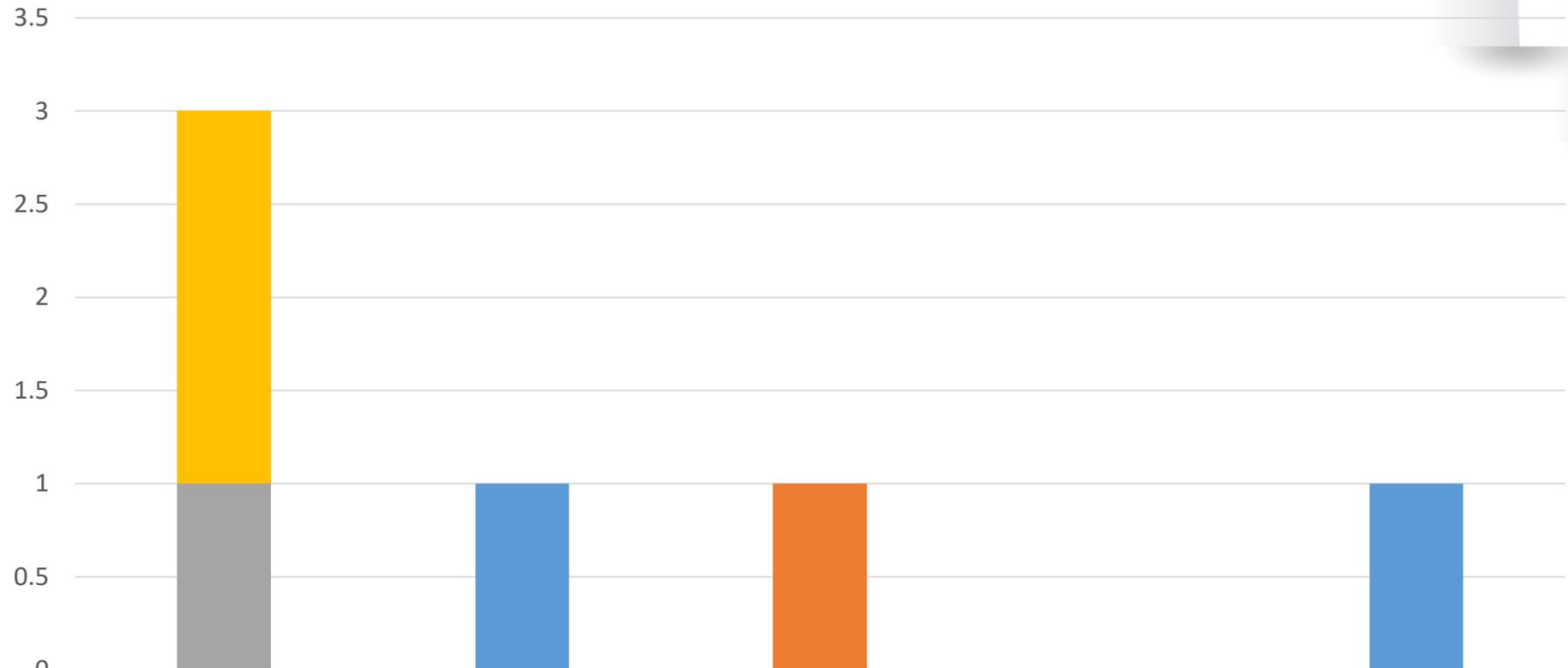
Fiscal Years 2020 - 2024



| | FY 2019/2020 | FY 2020/2021 | FY 2021/2022 | FY 2022/2023 | FY 2023/2024 |
|------------------------------------|--------------|--------------|--------------|--------------|--------------|
| ■ All Other Specific Injuries, NOC | \$0 | \$0 | \$0 | \$0 | \$2,412 |
| ■ Inflammation | \$926 | \$0 | \$0 | \$0 | \$0 |
| ■ Strain | \$62,518 | \$8,282 | \$17,794 | \$0 | \$0 |
| ■ Vascular | \$954 | \$0 | \$0 | \$0 | \$0 |

El Dorado County Transit Authority – Frequency by Cause

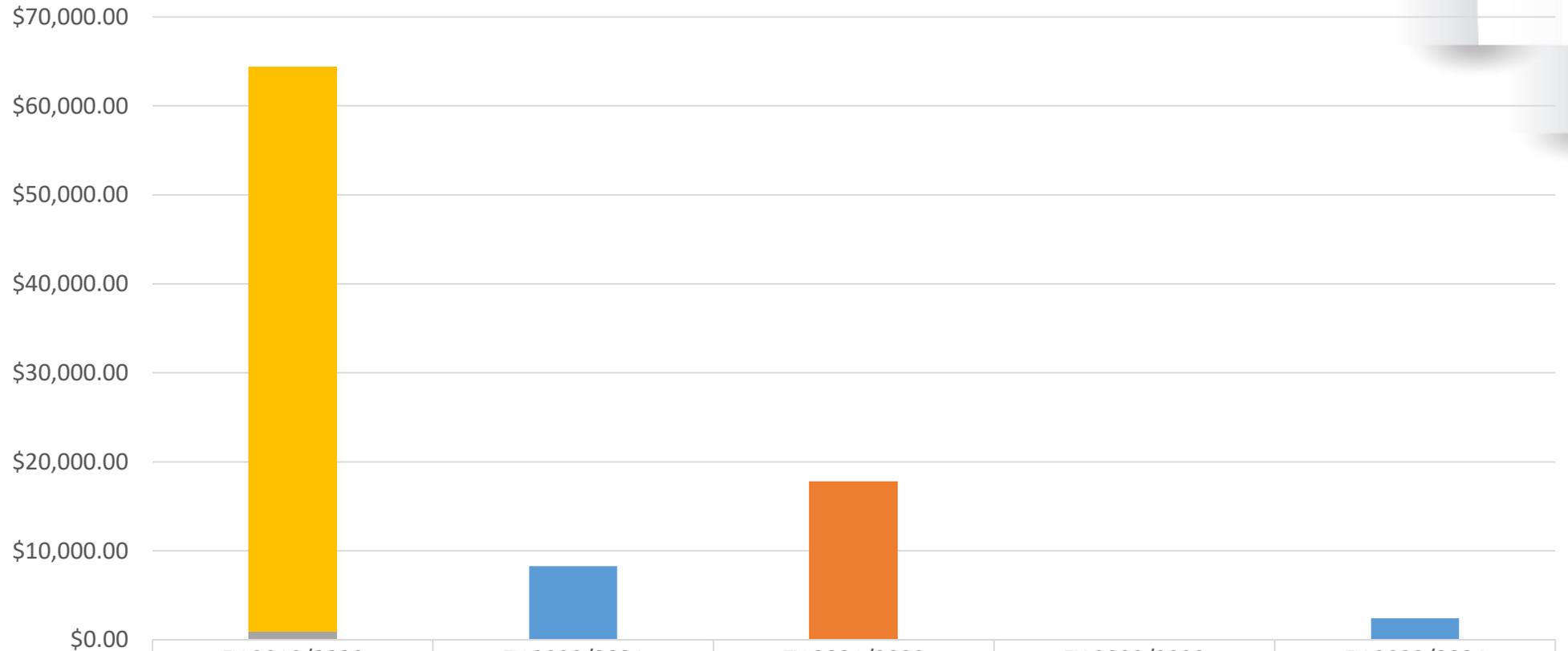
Fiscal Years 2020 - 2024



| | FY 2019/2020 | FY 2020/2021 | FY 2021/2022 | FY 2022/2023 | FY 2023/2024 |
|---------------------------------------|--------------|--------------|--------------|--------------|--------------|
| ■ Cumulative, NOC | 2 | 0 | 0 | 0 | 0 |
| ■ Other than Physical Cause of Injury | 1 | 0 | 0 | 0 | 0 |
| ■ Pushing or Pulling | 0 | 0 | 1 | 0 | 0 |
| ■ Strain or Injury, NOC | 0 | 1 | 0 | 0 | 1 |

El Dorado County Transit Authority - Workers' Compensation Trending Report

Fiscal Years 2020 - 2024



| | FY 2019/2020 | FY 2020/2021 | FY 2021/2022 | FY 2022/2023 | FY 2023/2024 |
|-------------------------------------|--------------|--------------|--------------|--------------|--------------|
| Cumulative, NOC | \$63,444.24 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Other than Physical Cause of Injury | \$953.54 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Pushing or Pulling | \$0.00 | \$0.00 | \$17,793.87 | \$0.00 | \$0.00 |
| Strain or Injury, NOC | \$0.00 | \$8,281.76 | \$0.00 | \$0.00 | \$2,411.56 |

El Dorado County Transit Authority - Workers' Compensation Trending Report

All Claims Reported FY 2020-2024 valued as of 6/30/24

| Claim | Description | Loss Date | Status | Paid | Incurred |
|-------------|---|------------|--------|-------------|-------------|
| SDWA-561026 | Employee is reporting cumulative trauma to his back | 09/21/2018 | Open | \$0.00 | \$48,445.00 |
| SDWA-561419 | Employee was pushing a grocery cart and felt pain | 10/07/2020 | Closed | \$8,281.76 | \$8,281.76 |
| SDWA-600239 | Employee was pulling on compartment door of engine | 10/22/2021 | Closed | \$17,793.87 | \$17,793.87 |
| SDWA-561221 | Employee has worsened neck and low back injuries | 04/15/2020 | Closed | \$62,518.18 | \$62,518.18 |
| 23-170543 | Employee claims to have pain in right foot/ankle due to driving | 10/02/2023 | Closed | \$2,411.56 | \$2,411.56 |
| SDWA-561188 | Employee is reporting pain in his right buttocks | 08/01/2019 | Closed | \$926.06 | \$926.06 |