

# Risk Management

## Summary

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### Description of Services

PROGRAM / ACTIVITY	FY 06 (actual)	FY 07 ADOPTED	FY 07 AMENDED	FY RECOMMENDED
Risk Retention	266,245	348,752	350,017	367,944
Liability	237,880	250,000	295,929	290,000
Property	278,253	380,000	380,000	405,000
Workers Compensation	976,960	978,500	978,500	995,500
Total - Risk Management	1,759,338	1,957,252	2,004,446	2,058,444

Expenditure Detail	FY 05-06 ACTUALS	FY 06-07 ADOPTED	FY 06-07 FINAL AMENDED	FY 07-08 RECOMMENDED
Personnel Services	249,203	318,860	318,860	339,272
Operating Expenses	1,510,135	1,634,992	1,936,901	1,719,172
Human Services Assistance	0	0	0	0
Depreciation	0	3,400	3,400	0
Capital Outlay	0	0	0	0
<b>TOTAL</b>	<b>1,759,338</b>	<b>1,957,252</b>	<b>2,259,161</b>	<b>2,058,444</b>

Revenue Source	FY 04-05 RECEIPTS	FY 05-06 ADOPTED	FY 05-06 FINAL AMENDED	FY 06-07 PROJECTED
Federal	0	0	0	0
Other	0	1,957,252	2,259,161	2,058,444
Fund Balance	24,340,399	0	0	0
<b>TOTAL</b>	<b>24,340,399</b>	<b>1,957,252</b>	<b>2,259,161</b>	<b>2,058,444</b>

<b>Full Time Employees</b>	<b>4.00</b>	<b>4.00</b>	<b>4.00</b>	<b>4.00</b>
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**Risk Retention**

**Description of Services**

Risk Retention provides the highest level of quality service to all County departments, employees, and citizens by utilizing a proactive approach to risk, liability, occupational health and safety management thus reducing our exposure to loss. This will be accomplished by a two-fold process: by providing risk management services while maintaining compliance with applicable laws and regulations, and through educating employees.

<b><u>Performance Measures</u></b>	<b>FY 06</b>	<b>FY 07</b>	<b>FY 08</b>
Reduce Workers' Compensation Expenditures	15.00%	15.00%	15.00%
Conduct Departmental Consultations Including Projects: Educational, Surveys, Etc.	30	30	30
Reduce Lost Work Days	15.00%	15.00%	15.00%

**Liability**

**Description of Services**

The Liability unit of Risk management provides Guilford County with liability services that utilize a proactive approach to loss control and achieve risk and exposure reduction.

<b><u>Performance Measures</u></b>	<b>FY 06</b>	<b>FY 07</b>	<b>FY 08</b>
Reduce the Number of Motor Vehicle Accidents by: >Provide On-Going Driver's Training for New Employees  >Provide a Refresher Driver's Training Course  >Conduct Accident Review Boards to Review Accidents Involving Employees who Drive County Vehicles	10.00%	10.00%	10.00%
Reduce the number of Liability Exposures Related to the Public on Guilford County Property by:  >Raising Awareness Among County Employees, Reminding Them Safety is Everyone's Responsibility and That They are Obligated to Report Unsafe Conditions to the Safety Officer or to Security	10.00%	10.00%	10.00%

**Property**

**Description of Services**

The Property unit provides Guilford county with Property Protection from fortuitous losses that could significantly affect the County's ability to continue to fulfill its responsibility and services to taxpayers and the public.

<b><u>Performance Measures</u></b>	<b>FY 06</b>	<b>FY 07</b>	<b>FY 08</b>
Ensure all County Property is Adequately Insured in a Timely Manner.	100%	100%	100%
Conduct Annual Building Safety Inspections		1 PER YEAR PER BLDG.	
Conduct Departmental Risk Assessments to Identify Improvements and Minimize Loss Exposures	6	6	6

## **Workers Compensation**

### **Description of Services**

This unit provides cost effective, efficient workers' compensation benefits to the employees of Guilford County and assists them in returning to the workforce as soon as possible.

<b><u>Performance Measures</u></b>	<b>FY 06</b>	<b>FY 07</b>	<b>FY 08</b>
Reduce Workers' Compensation Expenditures	15.00%	15.00%	15.00%
Reduce Lost Work Days	10.00%	10.00%	10.00%
Training Sessions to Educate Employees, Managers, and Supervisors on Workers' Compensation Procedures and the newly Implemented Light Duty Return to Work Program	10	10	10

# Health Care Plan

## Description of Services

It is the goal of Guilford County to maintain a proactive, cost effective health care benefit plan, benefiting both the County and its employees, ensuring accountability and effectiveness through fiscal soundness and program design, while remaining competitive and responsive to meeting the ever-changing needs and desires of the plan participants.

## Budget Comments

The FY 07-08 schedule appears to need an 8% increase be sufficient to provide the estimated revenue necessary for the coming year. The revenues to support the expenditures in this fund come from a combination of employee payroll deductions and employer contributions from the departments of the General Fund.

<b>Performance Measures</b>	<b>FY 06</b>	<b>FY 07</b>	<b>FY 08</b>
Research/Propose employee option plan design changes which promote managed care, wellness, and better address employee needs	Ongoing	To proactively address limiting future increases for both the County and its employees, several options will be explored.  Explore option of covering a limited number of non-prescription drugs for a reduced co-payment, to discourage usage of more expensive "new & improved" prescription-only alternatives that are generally introduced when the FDA approves a drug for over-the-counter use. Evaluate, and present for approval, a plan for veterans to utilize their veterans' health benefits in conjunction with a supplemental plan to be purchased on their behalf by the County, resulting in lower costs for both the County and the employee. Consider prescription drug co-payment increases to encourage more cost-consciousness among employees. Explore more vigorous disease management opportunities available through United Healthcare.	Ensure that we are currently set up to be successful doing self-insurance.  Focus on long-term strategic needs (e.g. Wellness/Health Care) as well as short-term. Form a Guilford County Core Health Team to look at options to deal with the health care cost crisis.
Reduce the cost of administrative processing of information through the use of enhanced technology	Ongoing	Offer educational wellness information in conjunction with United healthcare through newsletters, the intranet, and employee classes.	Provide health care information to employees to encourage them to be more cost-conscious consumers of health care services and products.
Provide current information to employees regarding plan updates	Monthly	Encourage employees to access the <i>myuhc.com</i> website and complete an online health assessment to education them about personal health risks and their ability to mitigate those risks through lifestyle change	Continue to encourage employees to access the <i>myuhc.com</i> website and complete an online health assessment to education them about personal health risks and their ability to mitigate those risks through lifestyle change
Facilitate employee forums to update/clarify plan details	As Needed	As Needed	As Needed

<b>Expenditure Detail</b>	<b>FY 05-06 ACTUALS</b>	<b>FY 06-07 APPROVED</b>	<b>FY 06-07 AMENDED</b>	<b>FY 07-08 REQUESTED</b>
Personnel Services	0	0	0	0
Operating Expenses	25,980,827	27,964,359	27,964,359	29,525,773
Human Service Assistance	0	0	0	0
Capital Outlay	0	0	0	0
<b>TOTAL</b>	<b>25,980,827</b>	<b>27,964,359</b>	<b>27,964,359</b>	<b>29,525,773</b>
<b>Revenue Source</b>	<b>FY 05-06 RECEIPTS</b>	<b>FY 06-07 APPROVED</b>	<b>FY 06-07 AMENDED</b>	<b>FY 07-08 PROJECTED</b>
User Fees	26,629,457	27,964,359	27,964,359	29,525,773
Other	209,738	0	0	0
Fund Balance	249,428	0	0	0
<b>TOTAL</b>	<b>27,088,623</b>	<b>27,964,359</b>	<b>27,964,359</b>	<b>29,525,773</b>

<b>Full Time Employees</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
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