

Risk Management

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.			
Performance Measures	FY 06	FY 07	FY 08
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%

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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.			
Performance Measures	FY 06	FY 07	FY 08
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%

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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.			
Performance Measures	FY 06	FY 07	FY 08
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

Risk Management

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.			
Performance Measures	FY 06	FY 07	FY 08
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

Carol Campbell, Benefits Co-coordinator - 201 South Greene Street, PO Box 3427, Greensboro, NC 27402 - (336) 641-5732

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.

Performance Measures		FY 06	FY 07	FY 08
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
Expenditure Detail	FY 05-06 ACTUALS	FY 06-07 APPROVED	FY 06-07 AMENDED	FY 07-08 APPROVED
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
TOTAL	25,980,827	27,964,359	27,964,359	29,525,773
Revenue Source	FY 05-06 RECEIPTS	FY 06-07 APPROVED	FY 06-07 AMENDED	FY 07-08 PROJECTED
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
TOTAL	27,088,623	27,964,359	27,964,359	29,525,773
Full Time Employees	0.00	0.00	0.00	0.00