



# State of Nevada

Department of Administration

## RISK-Y BUSINESS

### Risk Management Division

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## Workers' Comp 2009 Year In Review

In 2009, the State's workers' compensation program experienced a number of changes. The year began with a new Risk Manager, new Deputy Risk Manager and new Safety Specialist. All three have brought new insight to claims management, loss control and insuring options for the program.

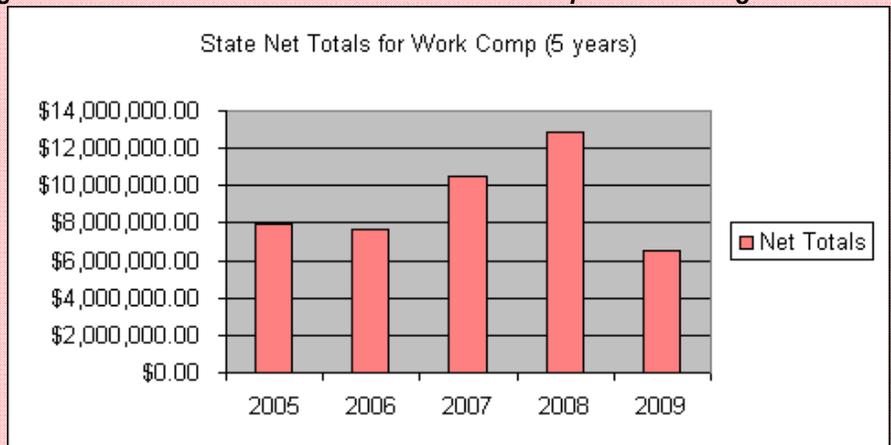
Some of the new changes to the program include a new managed care organization, Specialty Health, under the medical directorship of James Greenwald, MD, and Scott Hall, MD. Specialty Health offers a select panel of statewide physicians practicing evidence based medicine that allows for immediate accessibility for our injured workers to be seen and treated in a timely manner. The key to this program is that we don't heavily discount the panel providers—what does that mean to you? It means you have experienced and specialized doctors who will spend the time needed to help you recover from your work-related injury and are willing to work with the State and its workers' comp fee schedule.

With new management come new ideas, as well as proven methods of success from past experience. A new third party administrator for workers' compensation came on board, CCMSI—a top notch, national workers' comp administrator with local offices in Nevada. CCMSI handles not only the State's account, but other public entities including the City of Reno, Washoe County, Washoe County School District, City of Sparks, City of Henderson and City of North Las Vegas. CCMSI is well versed in Nevada Statutes, regulatory and administrative requirements and case law with respect to claims management for workers' compensation.

A benchmark to demonstrate "with risk comes great reward" is the fact that the State's *work comp claims management costs in 2009 dropped 51% from the prior year!* This equated to over \$6 million in savings to the State without compromising care provided to injured workers. While many of the changes described above contributed to this savings, there are always the proverbial lady luck, the fact that there are fewer employees due to vacancies/frozen positions/retirement and all-around employees practicing safety first.

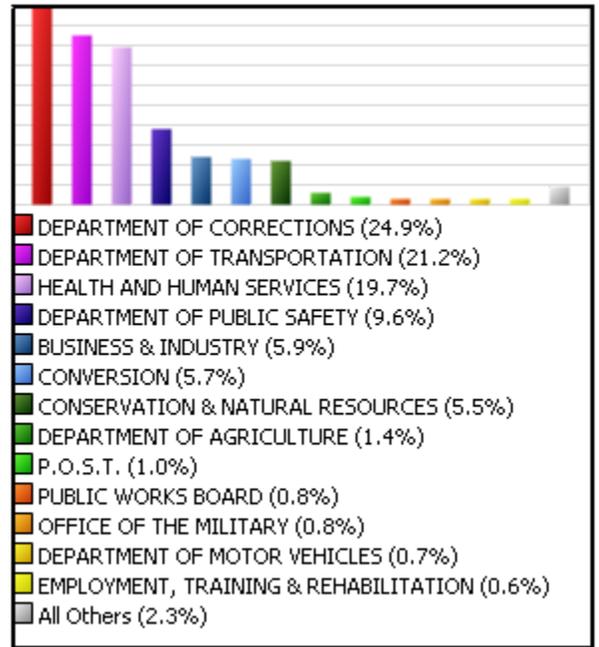
Risk Management will continue to work on more education to workers' comp liaisons through a new newsletter especially written for them by Ana Andrews, Deputy Risk Manager. Russell Rocha, Safety Specialist, continues to work on improving safety and prevention programs and should have our Defensive Driving Course online as a refresher training soon.

Risk Management is continuously working to improve our service to you, our customers, and we welcome your feedback and suggestions.



# 2009

## WORKERS' COMP TOTAL PAID FOR EACH AGENCY



AGENCY	PAID	OUT RESERVE	RECOVERED	TOTAL INCCURED	CLAIM COUNT	COST PER CLAIM
DEPT. OF CORRECTIONS	\$721,195.52	\$1,016,249.52	\$0.00	\$1,737,445.04	313	\$5,550.94
DEPT. OF TRANSPORTATION	\$611,825.86	\$823,519.29	\$570.39	\$1,434,774.76	129	\$11,122.28
HEALTH & HUMAN SERVICES	\$569,825.35	\$563,780.17	\$819.59	\$1,132,785.93	258	\$4,390.64
DEPT. OF PUBLIC SAFETY	\$276,899.11	\$538,856.25	\$7,754.70	\$808,000.66	141	\$5,730.50
BUSINESS & INDUSTRY	\$169,846.68	\$162,253.07	\$0.00	\$332,099.75	13	\$25,546.13
MISC. AGENCIES	\$163,505.49	\$48,250.04	\$0.00	\$211,755.53	87	\$2,433.97
CONSERVATION & NAT. RES.	\$160,228.00	\$361,994.62	\$0.00	\$522,222.62	163	\$3,203.82
DEPARTMENT OF AGRICULTURE	\$39,713.65	\$34,766.49	\$0.00	\$74,480.14	5	\$14,896.03
P.O.S.T.	\$28,229.59	\$60,384.33	\$0.00	\$88,613.92	1	\$88,613.92
PUBLIC WORKS BOARD	\$22,706.56	\$36,957.45	\$0.00	\$59,664.01	3	\$19,888.00
OFFICE OF THE MILITARY	\$22,117.87	\$15,935.16	\$0.00	\$38,053.03	9	\$4,228.11
DEPT. OF MOTOR VEHICLES	\$21,414.40	\$21,638.13	\$2,593.19	\$40,459.34	31	\$1,305.14
EMPLOYMENT, TRAIN. & REHAB.	\$18,623.91	\$9,546.82	\$0.00	\$28,170.73	23	\$1,224.81
OFFICE OF VETERANS SERVICES	\$15,394.76	\$3,220.83	\$0.00	\$18,615.59	21	\$886.46
ADMINISTRATION	\$12,050.26	\$13,319.03	\$433.35	\$24,935.94	11	\$2,266.90
ATTORNEY GENERAL	\$7,131.17	\$7,753.65	\$0.00	\$14,884.82	8	\$1,860.60
CULTURAL AFFAIRS	\$6,705.73	\$9,745.42	\$0.00	\$16,451.15	7	\$2,350.16
DEPT OF INFORMATION TECH	\$4,700.60	\$0.00	\$0.00	\$4,700.60	1	\$4,700.60
LEGISLATIVE COUNSEL BUREAU	\$4,264.34	\$3,830.14	\$0.00	\$8,094.48	2	\$4,047.24
NEVADA JUDICIARY	\$4,237.73	\$6,572.27	\$0.00	\$10,810.00	2	\$5,405.00
DEPARTMENT OF EDUCATION	\$3,718.26	\$8,976.75	\$0.00	\$12,695.01	4	\$3,173.75
GAMING CONTROL BOARD	\$2,985.34	\$3,163.70	\$636.79	\$5,512.25	7	\$787.46
DEPARTMENT OF TAXATION	\$2,145.17	\$2,791.94	\$0.00	\$4,937.11	6	\$822.85
LT GOVERNOR	\$1,250.54	\$6,624.96	\$0.00	\$7,875.50	3	\$2,625.17
PUBLIC UTILITIES COMMISSION	\$560.35	\$0.00	\$0.00	\$560.35	2	\$280.18
DEPARTMENT OF PERSONNEL	\$435.24	\$0.00	\$0.00	\$435.24	1	\$435.24
COLORADO RIVER COMMISSION	\$411.60	\$0.00	\$0.00	\$411.60	1	\$411.60
SECRETARY OF STATE	\$0.00	\$1,000.00	\$0.00	\$1,000.00	1	\$1,000.00
STATE TREASURER	\$0.00	\$2,400.00	\$0.00	\$2,400.00	1	\$2,400.00
<b>TOTALS:</b>	<b>\$2,892,123.08</b>	<b>\$3,763,530.03</b>	<b>\$12,808.01</b>	<b>\$6,642,845.10</b>	<b>1254</b>	<b>\$5,297.32</b>



Invite the Risk Manager, yes, seriously, I'm asking that you call on me to come and visit your workplace and allow me the pleasure of learning more about what you do. What is a Risk Manager you ask? Simply put, our job is to protect the State's property and personnel. How do

we do that? Well our department has a number of tools in our toolbox. We purchase insurance to provide coverage in the event of a loss, we provide assistance in the event of a workplace injury and we minimize risks by adopting and promoting programs to control losses and encourage safety.

Why would you want me to come visit you? Well it allows me the opportunity to learn more about the unique risk exposures you face every day on the job so that I can ensure the Risk Department has the right tools in our toolbox to protect you and State property. Let me give you an example....

I'm very pleased to share the recent completion of a project between the Florence McClure Women's Correctional Center and Risk Management. I was visiting this facility last summer and during the tour I

was taken out to "the yard." This is an area where the inmates are free to roam with a shaded structure provided to them for protection under the sun. I noticed the correctional officers in the yard, in uniform, no weapons, observing the activities of the inmates. There are no guard towers at this facility, therefore the officers stand among the inmates without shade for hours at a time.

As you can imagine, Las Vegas gets very hot and I was concerned for the officers' welfare while on their shifts in this area. With the help of the State Public Works Board, DOC and Risk, we were able to acquire the needed materials and manpower to build the structure you see pictured below. This structure provides some relief for the officers from the sun as well as an elevated area to better observe inmate activity.

All of us are being asked to do more with less, but sometimes even small changes can have a positive impact. So I hope you'll consider giving me a call (775-687-3192) and invite me for a visit as I would really enjoy the opportunity to get to know all of you better.

Be safe out there,

Karen



## INSURANCE TALK ~ KNOW YOUR LIMITS!

**OCCURRENCE LIMIT** - Maximum amount that an insurance company is obligated to pay all injured parties seeking recourse as the result of the occurrence of *an event* covered typically under a general liability Insurance policy.

**AGGREGATE LIMIT** - The total amount payable under an insurance policy, regardless of the number of claims. This is usually based on an annual total amount paid. This limit is common with general liability policies.

**COMBINED SINGLE LIMIT (CSL)** - *Single limit of liability* coverage for both bodily injury and/or property damage, contrasted with split limits, where specific limits apply to bodily injury and property damage separately. CSL limits are commonly used with auto liability policies.

**SPLIT LIMIT** - Separate limits of liability for bodily injury and property damage claims. Many split-limit liability policies contain three separate limits for (1) bodily injury to *each insured person*, (2) bodily injury to two or more persons injured in the same *accident*, and (3) property damage per *accident*. Split limits are commonly used with auto liability policies.

## FIRE DRILLS

According to the State Fire Marshall, all State agencies need to conduct annual fire drills. The Safety Officer is to keep a record of the response time and list any deficiencies. Please contact State Buildings and Grounds or State Risk Management beforehand to help set up your drills.



## DID YOU KNOW?

*SAM 1410.2 States:*

State employees, board members and contract workers or volunteers may operate a State vehicle with the authorization of the hiring agency head prior to vehicle use.



## Walk Your Way To A Healthier You

Walking is the easiest exercise with the lowest dropout rate of any physical activity. Walking can add years to your life and it couldn't be easier. There is no need to join a health club; you just need sturdy, comfortable shoes and start walking. Walking is a joint saver. Delivering only about a quarter of the jolt you receive from jogging, making it much easier on your joints and muscles. And you can burn about as many calories per mile as jogging. Walking conditions your heart and lungs and raises your body's ability to use oxygen more efficiently.

Research has shown that the benefits of walking briskly for at least 30 minutes a day can help you:

- Reduce the risk of coronary heart disease
- Improve blood pressure and blood sugar levels
- Improve blood lipid profile (Total Cholesterol, LDL, HDL and Triglycerides)
- Maintain body weight and lower the risk of obesity
- Lessens stress and lightens depression
- Reduce the risk of osteoporosis
- Reduce the risk of breast and colon cancer
- Reduce the risk of non-insulin-dependent (type 2) diabetes

National Start Walking Day is Wednesday, April 7. There has never been a better time to start walking and support the fight against heart disease. For more information go to [www.americanheart.org](http://www.americanheart.org)

*NEW!*

*New!*

**New!**

Risk Management has created a newsletter for the State's Workers' Compensation Liaisons. Our goal is to answer questions and inquiries related to workers' compensation. You can view it on our website: [http://risk.state.nv.us/Worker\\_Comp2.htm](http://risk.state.nv.us/Worker_Comp2.htm)

If you are your agency's WC Liaison and did not receive it, please update your information with Mary Lehrer in our office at: [mlehrer@risk.state.nv.us](mailto:mlehrer@risk.state.nv.us)

If you have workers' compensation questions you can e-mail them to Ana Andrews at [amandrews@risk.state.nv.us](mailto:amandrews@risk.state.nv.us) Ana will answer your question(s) in the next issue of the Liaisons' Newsletter.

*New!*

*New!*

**New!**

## Allergies? Helpful Hints!

Washing your hair before bedtime will remove pollen and keep it from settling on your pillows and bedding.

The best time to take an antihistamine is before symptoms start.

Plan your outdoor activities when pollen counts are low

Dust mites are known to nest in area rugs. Place your rugs outdoors in direct sunlight for a few hours every so often. This will cause the mites to dry up and die.



## Workers' Comp Question of the Quarter:

How long can an injured worker remain on temporary modified duty?



An injured worker who has been given temporary work restrictions due to a workers' compensation injury can be placed on "temporary modified duty" for 90 days as long as the restrictions/modified duty are accepted by their employer. After 90 days, if the injured worker is still not able to return to his full-time position, an extension of another 90 days can be granted only as long as the injured worker is performing at least 51% of the essential functions of his position. (NAC 284.6004; NRS 284.155, 284.327) If, after the 180 days, the injured worker cannot return to his position, he must be placed on Temporary Total Disability (NAC 284.5775). Please note: If the employer cannot accommodate the job restrictions/modified duty, Risk Management will make an effort to place the worker with another State agency. If done, then after the first 90 days of temporary modified duty the injured worker cannot be granted another 90 day extension unless he goes back to his original position.