

MINUTES

WORKING SESSION CITY COUNCIL 401 WEST WASHINGTON STREET EAST PEORIA, ILLINOIS

October 15, 2019

Mayor John P. Kahl called the Working Session of the City Council of East Peoria, Illinois to order at 5:00 P.M. with the meeting having been properly noticed.

Upon the roll being called the following answered present: Mayor John P. Kahl, Commissioners Daniel S. Decker, Mark E. Hill, Seth D. Mingus, and Michael L. Sutherland.

Absent: None.

Mayor Kahl explained that the City Council is meeting for a Working Session and that no formal business will be conducted by the City Council at the meeting. He explained that the purpose of the meeting is to have a Working Session regarding Workers' Compensation for City Employees. Mayor Kahl turned the discussion over to Human Resources Director Teresa Durm. Director Durm thanked the City Council for their time and introduced Denise Jacobus, Agent, and Evelyn Becker, Business Development Director, from Kuhl Insurance and Jeff Asner, Risk Manager, from ICRMT. Ms. Jacobus explained the advantages that the city has because it is using Kuhl Insurance, including having a Dedicated Agent and Account Representative, two risk managers, monthly reporting and training materials, coordination of claims review, and participation on the city's Safety Team. Ms. Jacobus explained the Step 5 program and the assistance that Kuhl Insurance offered in putting together an emergency operation plan and training of the emergency operations plan. She commented on the city's workers' compensation insurance carrier, ICRMT and the advantages of using ICRMT. A couple of the advantages that ICRMT offers are (1) 24/7 Injury Triage Nurse Services; (2) online training, and (3) enhanced case management. Ms. Jacobus displayed a snapshot of what is done monthly with reporting. She explained that it is ideal to have the city at 30% loss amount. She explained the training on items is done monthly. Ms. Jacobus explained that ICRMT covers public employers and the process that the claims go through. Over the past year, ICRMT has taken cases to the Supreme Court and won several of them. ICRMT has a provider network and nurse case manager to follow the claims and they review pharmacy and prescriptions to ensure there is not overpayment. The Risk management services offered by ICRMT and open-door legal consultation that is offered was discussed. Seminars are also offered free of charge from the legal firm. She commented on the free appraisal of buildings that is included with the costs of insurance. Mr. Asner gave a background of ICRMT. He commented on the MedCore (24/7 injury triage nurse services) that helps supervisors make decisions. He commented on two optional programs that included the Badge of Health program to work with education, diet and exercise of employees, that meet certain criteria, which helps to keep healthy employees and the Tactical athlete program that sets up a network of top-notch surgeons, offices, etc. to offer treatment that gets people back to work in about one-third of the time.

Ms. Jacobus explained the basics of workers' compensation. The city has a \$300,000 deductible per claim and each code has its own rate for the city. The rate is audited so that based upon payroll there could be more money owed or money that is reimbursed back to the city depending on claims. She explained that there is incident-only reporting that does not result in a claim which helps in preventing future injuries from learning what can be done to prevent those future injuries. The incident only reporting's do not count toward premiums but can help in the development of a policy to help prevent future injuries.

Ms. Jacobus explained the premiums. In order to keep the premiums manageable, the city has a deductible amount per claim. The amount is now \$300,000 and now the city has savings to the premium amounts. She discussed claims for the Police, Fire, and Public Works Department, including claims amounts for each department. Claim settlements were discussed by year and by department amounts in addition to the time off of work and the costs of the medical care. It is based on a certain amount for each body part that are set up by the state to help determine what the settlement would be. Shortfalls that are above and beyond what was budgeted for \$1,000,000 budgeted are paid out and is made up for in the general fund of the budget.

Ms. Jacobus commented on responsibilities of the city, employees, supervisors, Kuhl Insurance, ICRMT, and others in the workers' compensation process. Having concluded her comments, Ms. Jacobus asked for any questions or commented from the City Council.

Mayor Kahl thanked Ms. Jacobus and others for the presentation.

Mayor Kahl opened the meeting to comments from the city council.

Commissioner Hill inquired as to whether internal accident investigations and investigation results are shared with others so that employees can learn from other accidents and safety issues. Ms. Jacobus explained that the Safety Committee now goes to department heads and passes on information to prevent future accidents. The information is then passed down to employees that may encounter similar situations. Ms. Becker suggested that Safety Alerts can be used to pass down the information.

Mayor Kahl asked for any comments from the audience. There was no response.

Motion by Commissioner Decker, seconded by Commissioner Hill; Mr. Mayor, I move you that we adjourn the meeting.

Yeas: Commissioners Decker, Hill, Mingus, and Sutherland and Mayor Kahl.

Nays: None.

Mayor Kahl declared the motion carried and the meeting adjourned at 5:51 P.M.

/s/ Morgan R. Cadwalader

Morgan R. Cadwalader, City Clerk