

# RISK IMPROVEMENT ACTION PLAN

## OHLONE COMMUNITY COLLEGE DISTRICT

<b>Account Executive:</b>	Rick Mchale	<b>Loss Control Consultant:</b>	Stanton Stubbs
<b>Account Manager:</b>	Tara Cooper-Salaiz	<b>Claims Analyst:</b>	Cheryl Miller
<b>In Cooperation With:</b>	Shairon Zingsheim Vy Anderson	<b>Date Prepared:</b>	May 21, 2014

### PURPOSE OF THE RISK IMPROVEMENT ACTION PLAN

The purpose of the Risk Improvement Action Plan is to provide a foundation and framework for creating achievable risk management goals aimed at reducing the number of employee injuries and reducing the cost of workers' compensation claims. Using this document, Keenan will partner with the Ohlone CCD in the creation and completion of these goals by providing targeted risk management services from the district and the designated Loss Control Consultant, Claims Analyst and Account Manager.

### SUCESSES FROM PREVIOUS INITIATIVES

- Repetitive Motion/Carp Tunnel claims are zero this policy year 2013-2014. This is great news as in the past 3 previous policy years this time of claim, while slight, was steadily increasing. Continue with utilizing KeenanSafeColleges and conducting Preventative Ergonomic Evaluation.
- Ohlone CCD has done an excellent job at reducing lost time days by providing and managing temporary modified duty.
- The college has also reduced their frequency and severity over the past 3 years.

### PROGRAM SUMMARY – BIG PICTURE

Actively preventing and managing losses is a crucial component in having a successful, low-cost workers' compensation program. Reducing losses can lead to successfully managing the workers compensation program costs which can be a significant expenditure for many employers. Taking the steps to implement safe protocols, safety training and raising safety awareness, over time can effectively improve upon the overall workers compensation program costs.

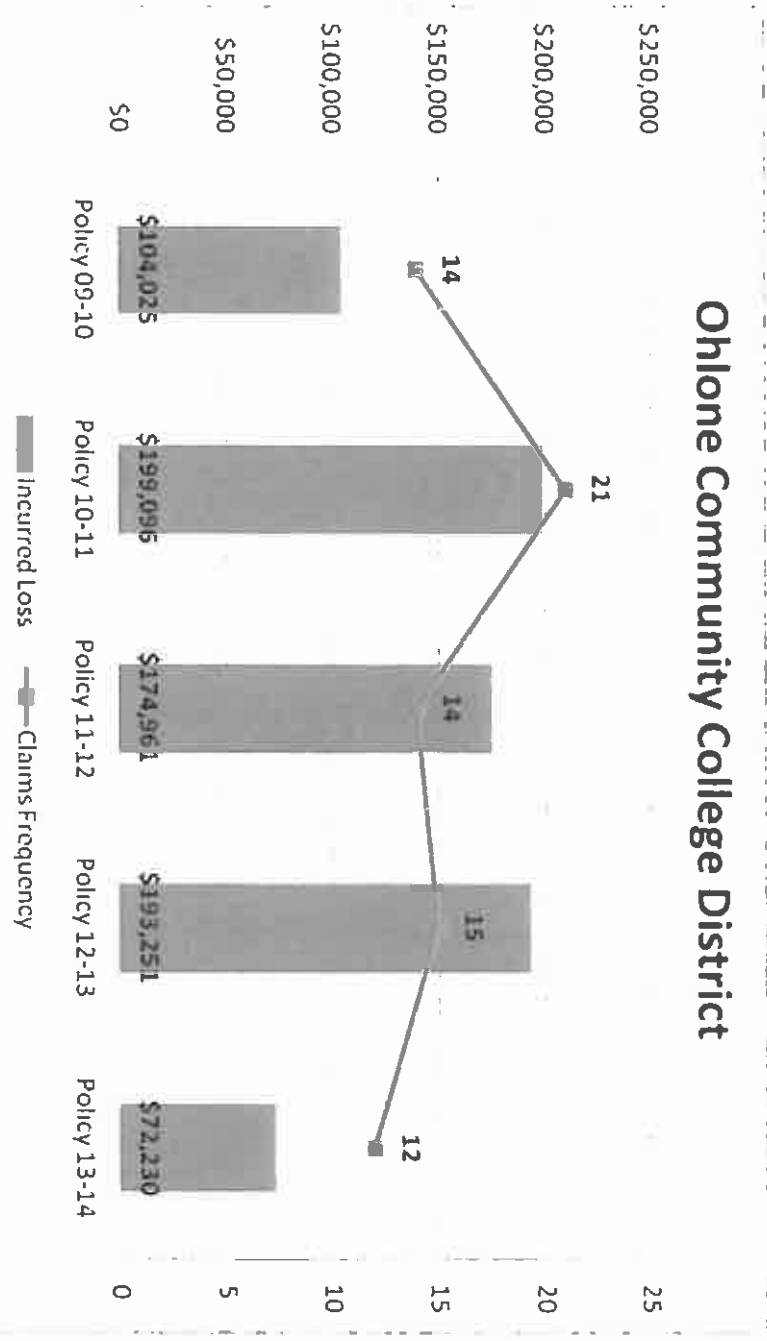
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The goal of Keenan's loss control services is to (i) promote safety awareness, (ii) assist in the identification of conditions which may pose a risk of injury, and (iii) provide recommendations and/or suggestions to help mitigate the risks identified. While we are confident that the conclusions and suggestions contained in this document will help you to create a safer environment, we do not suggest that following our recommendations will eliminate all risk of injury or will result in improved loss experience.



**LOSS TRENDS**

**RISK IMPROVEMENT ACTION PLAN  
OHLONE COMMUNITY COLLEGE DISTRICT**

**Ohlone Community College District**



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## OHLONE COMMUNITY COLLEGE DISTRICT

# Keenan

### Point in Time Comparison Report

Superpool name : Protected Insurance Program For Schools JPA/PIPS  
 Pool member : Ohlone Community College District - PIPS  
 Account name : Ohlone Community College District

Ohlone Community College District - PIPS  
 Frequency and Severity

District	Count(s)	7/1/2011 - 4/30/2012		7/1/2012 - 4/30/2013		7/1/2013 - 4/30/2014		Totals	
		Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity
Ohlone Community College District	9	\$17,433	14	\$170,174	12	\$67,609	35	\$355,216	
<b>Totals</b>	<b>9</b>	<b>\$17,433</b>	<b>14</b>	<b>\$170,174</b>	<b>12</b>	<b>\$67,609</b>	<b>35</b>	<b>\$235,216</b>	

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*Keenan*

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## Point in Time Comparison Report

Superpool name : Protected Insurance Program For Schools PA (PIPS)

Incident from dt : 07/01/2011

Pool member : Northern California Community College Pool - PIPS

Incident to dt : 04/30/2012

Account name :

Valuation dt : Apr 2012, Apr 2013, Apr 2014

### Northern California Community College Pool - PIPS

Frequency and Severity

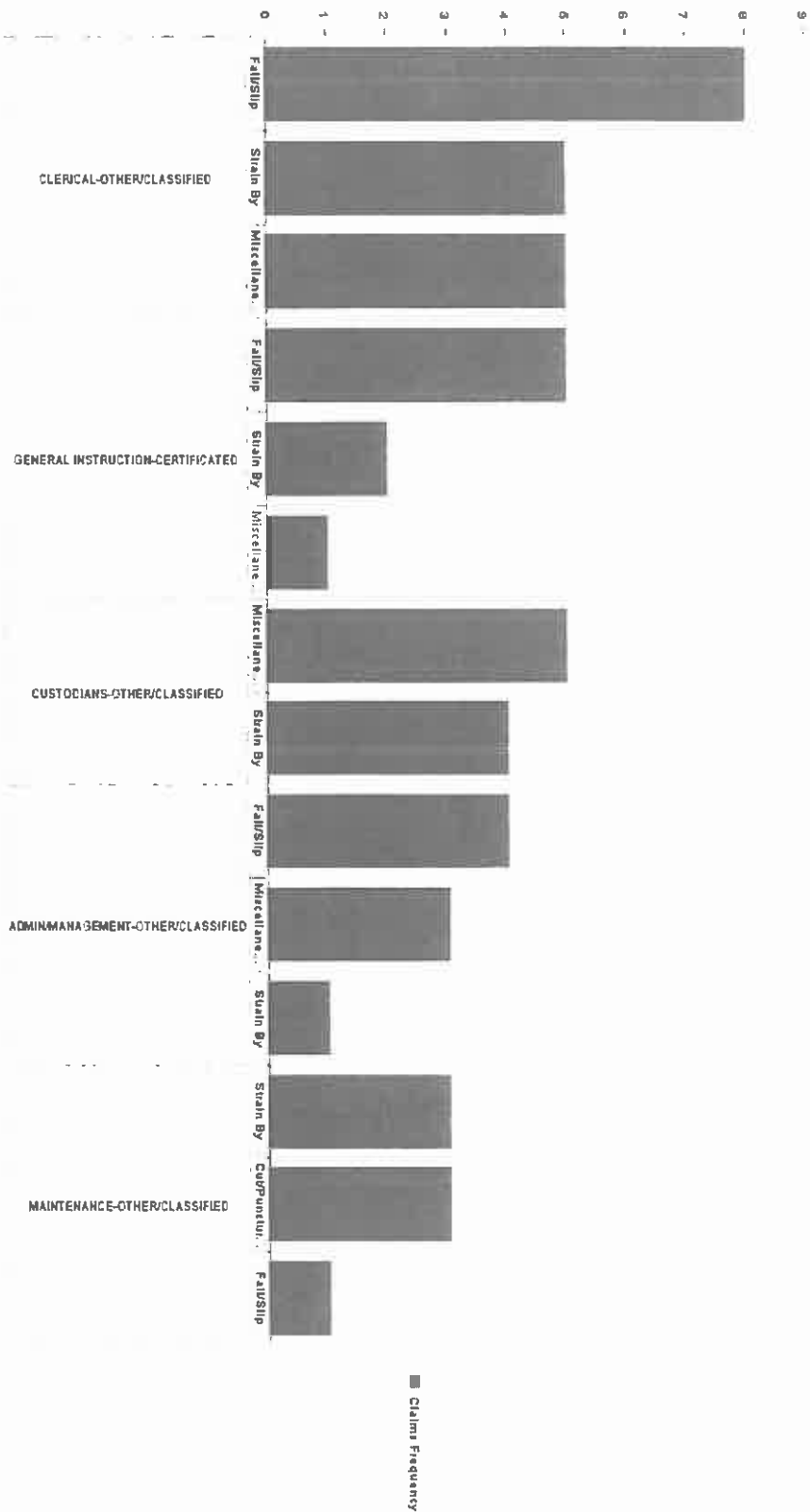
District	Count(s)	7/1/2011 - 4/30/2012	7/1/2012 - 4/30/2013	7/1/2013 - 4/30/2014	Totals
		Frequency	Severity	Frequency	Severity
Cabrillo Community College District	13	17	\$64,855	21	\$67,643
Gavilan Joint Community College	3	7	\$11,695	9	\$65,267
Monterey Peninsula Community College District	16	10	\$164,077	8	\$45,672
San Jose/Evergreen Comm College Dist	29	22	\$235,078	29	\$135,918
West Valley/Mission Comm College Dist	23	19	\$281,045	27	\$219,918
<b>Totals</b>	<b>84</b>	<b>75</b>	<b>\$750,749</b>	<b>94</b>	<b>\$534,418</b>
					<b>\$2,000,167</b>

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PIPS

Keenan

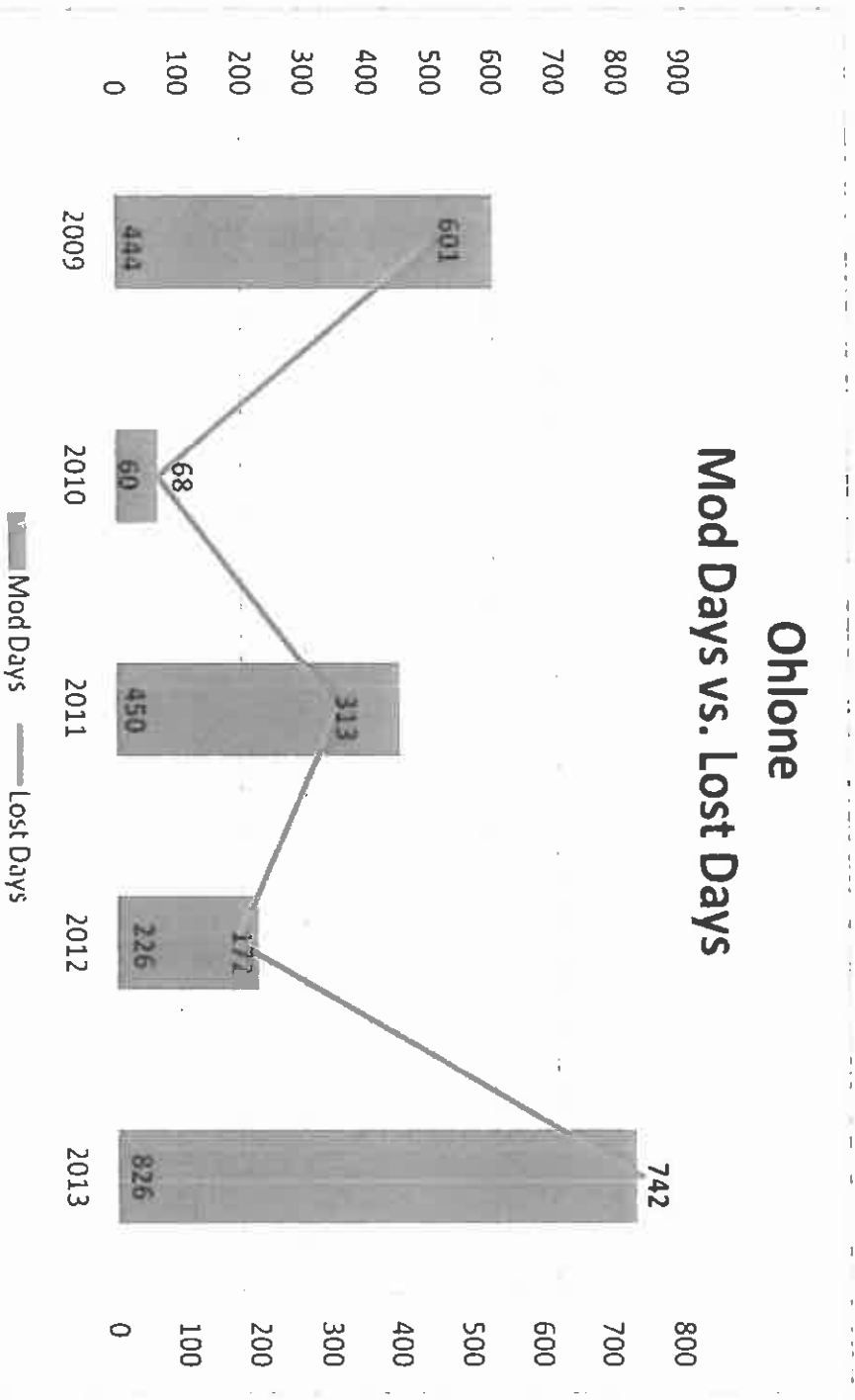
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### Conclusions & Recommendations

- Continue with reviewing loss trend analysis of injury types by occupation and cause. Target selected occupations for frequency reduction.
- Partner to support workplace safety and enrich a preventative culture with continued participation in Safety Committee (SC) meetings and provide consultation on matters related to safety, health and the environment.
- Assist with safety compliance of District programs with continued support and improvement with required programs such as IIPP.
- Continued support with preventative and claim related ergonomic evaluations.

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## RISK IMPROVEMENT ACTION PLAN OHLONE COMMUNITY COLLEGE DISTRICT

Program Providing Services	Goal	Action Steps	Person/Area Responsible for Completion	Target Date	Completion Date
	Provide PC Bridge/KSC training to designated personnel.	Train designated personnel on PC Bridge and Keenan SafeColleges. Mitigate loss drivers by addressing safety awareness through Keenan SafeColleges and hands on training.	Tara Salatz Cheryl Miller Stanton Stubbs	Ongoing	
	SWAACC Mandatory Reporting requirement. 80% of Supervisory Staff to complete Mandatory Reporting training	Assist the district with course assignments and tracking	Tara Salatz	12/31/14	
	Safety compliance of District programs	Review District required programs (IIPP) and provide recommendations for improvement	Sharon Zingsheim Vy Anderson Stanton Stubbs	Review Training Matrix	Last Review of IIPP was 2/5/14
	Partner to support workplace safety and enrich a preventative culture	Participate in Safety Committee (SC) meetings and provide consultation on matters related to safety, health and the environment	Stanton Stubbs	On Going	

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Program Providing Services	Goal	Action Steps	Person/Area Responsible for Completion	Target Date	Completion Date
	Partner to support workplace safety and enrich a preventative culture	Assist with preventative and claim related ergonomic evaluations	Stanton Stubbs	On Going	
	Frontline Medical Provider Quality Assurance	Continue to assist Ohlone CCD with clinic relations and staff satisfaction	Cheryl Miller	06/30/2015	
	Implement Company Nurse	Provide Company Nurse with detailed profile Assist college with implementation: webinar, posters, wallet cards Monitor and manage success of program	Cheryl Miller	12/31/2014	

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