

REQUEST FOR BOARD ACTION

**HENDERSON COUNTY
BOARD OF COMMISSIONERS**

MEETING DATE: August 12, 2008
SUBJECT: Insurance/Risk Management Update
ATTACHMENTS: Yes

SUMMARY OF REQUEST:

Human Resources Director Jan Prichard will provide the Board with an update on insurance and risk management history for the County.

BOARD ACTION REQUESTED:

No action requested, for information only.

Suggested Motion:

No motion suggested.

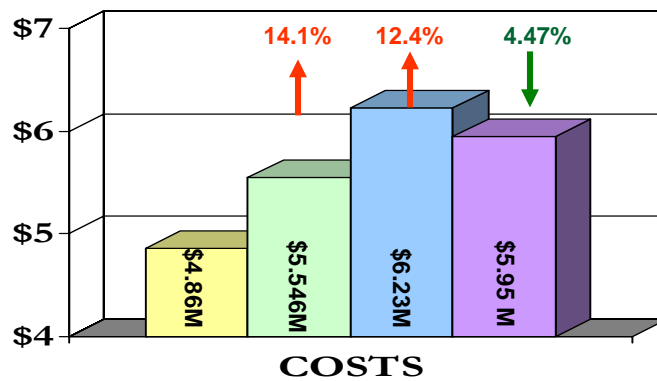
Henderson County

INSURANCE/RISK MANAGEMENT UPDATE

08/12/2008

HEALTH BENEFITS COST HISTORY

Millions



FY 04-05 FY 05-06
FY 06-07 FY 07-08

How was this accomplished?

HEALTH BENEFITS

Development of new program to contain costs; goal of no more than 8% increase

- Became self-insured in FY 06-07
- Implemented Plan design changes
- Implemented Wellness Program

= Exceeded goal by achieving \$278,550
Reduction in Net Costs FY 07-08

How did this impact the budget?

HEALTH BENEFITS

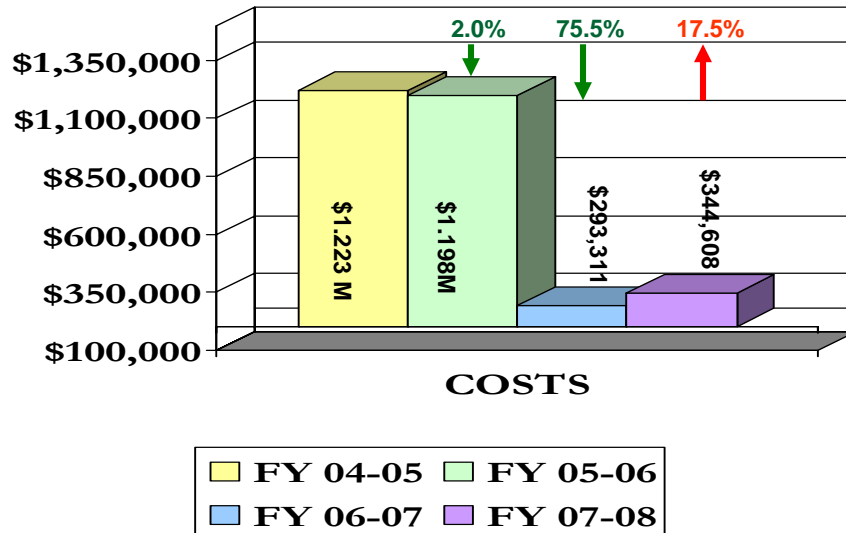
Budgeted 07-08 \$6,226,053

Actual Net Costs \$5,953,318

Under Budget \$ 272,735

4.38%

WORKERS COMP COST HISTORY



How was this accomplished?

WORKERS' COMPENSATION

Designed new program to decrease costs

- Became self insured in FY 06-07
- Enhanced safety training for employees
- Redirected Safety Committee efforts
- Pro-active claims management

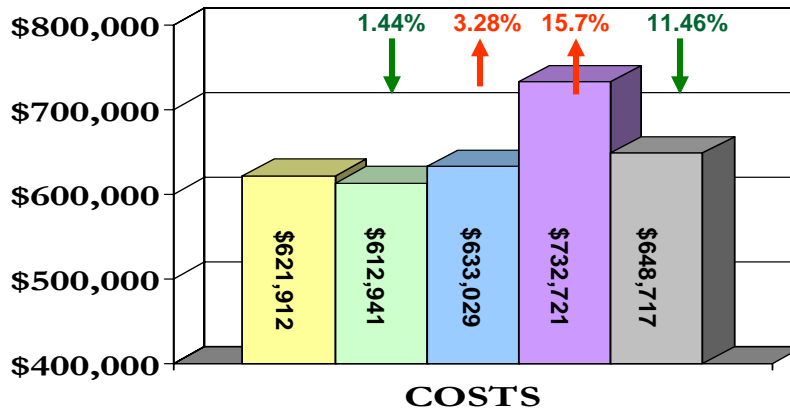
= **Cost Avoidance** of \$1,758,939 in last 2 years

How did this impact the budget?

WORKERS' COMPENSATION

Budgeted 07-08	\$537,054
Actual Net Costs	<u>\$344,608</u>
Under Budget	\$192,446
	35.8%

PROPERTY & LIABILITY COST HISTORY



■ FY 04-05 ■ FY 05-06 ■ FY 06-07
■ FY 07-08 ■ FY 08-09

How was this accomplished?

PROPERTY & LIABILITY

Staff developed program to control costs

- Implemented defensive driving training
- Plan design change
- Pro-active claims management

= Savings of \$84,004 in premiums for FY 08-09



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