

Worker's Compensation

Agency Overview

Agency Mission

The mission of Worker's Compensation is to protect the interests of City workers who are injured or become ill on the job by making timely, appropriate, and accurate decisions on claims, providing prompt payment of benefits, and assisting injured workers in returning to work as soon as is feasible.

Agency Overview

The Agency is responsible for retaining a third party administrator to handle the City's workers' compensation claims, providing safety services, managing the City's return-to-work program, and purchasing of stop loss coverage. Staff manages the City's safety program and operates as the City liaison with its third party administrator. The goal of Worker's Compensation is to provide injured or ill employees with the provision of appropriate and timely benefits as provided under the Workers' Compensation laws of Wisconsin.

2020 Budget Highlights

The Worker's Compensation Fund is one of the City's three internal service funds, meaning the fund's expenses are reimbursed by charging user agencies. In this year's budget presentation Internal Service Funds are presented to show the budget by: Revenue, Expense, and Agency Billing.

Worker's Compensation rates are projected to decrease by \$900,000. The projected rate decrease is based on anticipated claims and assumes utilizing \$816,000 in fund balance in 2020.

Workers Compensation

Function: Administration

Service Overview

Service: Workers Comp

Citywide Element: Healthy and Safe

Service Description

Through its work with safety committees, managers, and employees, staff assist in providing a safe working environment for City employees. If an employee becomes injured or ill on the job, staff work with providers to provide appropriate and timely benefits as provided under the Worker's Compensation laws of Wisconsin.

Major Budget Changes

- Agency charges were reduced by \$900,000. The 2020 budget assumes utilizing \$817,000 from fund balance. The projected rates are based on claim trends.

Activities Performed by this Service

- Claim payments: Payment of worker's compensation claims.
- Administration: Insurance premiums, third-party administrator (TPA) fees, assessments, and administrative expenses.

Service Budget by Account Type

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|---------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Revenue | (199,010) | (75,000) | (39,187) | (1,018,820) | (891,682) | (891,682) |
| Personnel | 90,245 | 112,428 | 94,767 | 106,219 | 110,394 | 110,394 |
| Non-Personnel | 4,360,711 | 4,012,571 | 3,994,418 | 4,062,601 | 3,931,288 | 3,931,288 |
| TOTAL | \$ 4,251,945 | \$ 4,049,999 | \$ 4,049,999 | \$ 3,150,000 | \$ 3,150,000 | \$ 3,150,000 |

Agency Billings

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|----------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Agency Charges | (4,251,945) | (4,049,999) | (4,049,999) | (3,150,000) | (3,150,000) | (3,150,000) |
| TOTAL | \$ 4,251,946 | \$ 4,049,999 | \$ 4,049,998 | \$ 3,150,000 | \$ 3,150,000 | \$ 3,150,000 |

Workers Compensation

Function: Administration

Line Item Detail

Agency Primary Fund: Worker's Compensation

Investments & Contributions

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| Interest | (51) | - | (51) | - | - | - |
| TOTAL | \$ (51) | \$ - | \$ (51) | \$ - | \$ - | \$ - |

Misc Revenue

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|-----------------------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Miscellaneous Revenue | (198,959) | (75,000) | (39,136) | (75,000) | (75,000) | (75,000) |
| TOTAL | \$ (198,959) | \$ (75,000) | \$ (39,136) | \$ (75,000) | \$ (75,000) | \$ (75,000) |

Other Finance Sources

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|----------------------|-------------|--------------|----------------|---------------------|---------------------|---------------------|
| Fund Balance Applied | - | - | - | (943,820) | (816,682) | (816,682) |
| TOTAL | \$ - | \$ - | \$ - | \$ (943,820) | \$ (816,682) | \$ (816,682) |

Salaries

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|---------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Permanent Wages | 69,901 | 88,810 | 73,135 | 82,827 | 86,177 | 86,177 |
| Pending Personnel | - | 7,500 | 7,500 | 8,000 | 8,000 | 8,000 |
| Compensated Absence | (1,240) | - | - | - | - | - |
| Hourly Wages | 5,033 | - | - | - | - | - |
| TOTAL | \$ 73,693 | \$ 96,310 | \$ 80,635 | \$ 90,827 | \$ 94,177 | \$ 94,177 |

Benefits

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|--------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Health Insurance Benefit | 2,334 | 3,517 | 3,552 | 3,517 | 3,704 | 3,704 |
| Wage Insurance Benefit | 209 | 141 | 256 | 258 | 258 | 258 |
| WRS | 4,683 | 5,816 | 4,792 | 5,425 | 5,817 | 5,817 |
| FICA Medicare Benefits | 5,634 | 6,644 | 5,530 | 6,192 | 6,438 | 6,438 |
| Pension Expense | 3,692 | - | - | - | - | - |
| TOTAL | \$ 16,551 | \$ 16,118 | \$ 14,132 | \$ 15,392 | \$ 16,217 | \$ 16,217 |

Supplies

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|-------------------|-----------------|------------------|-----------------|------------------|------------------|------------------|
| Office Supplies | 160 | 1,000 | 212 | 1,000 | 1,000 | 1,000 |
| Furniture | 506 | - | - | - | - | - |
| Hardware Supplies | 521 | - | 754 | - | - | - |
| Work Supplies | 441 | 9,000 | 834 | 9,000 | 9,000 | 9,000 |
| Safety Supplies | 139 | - | 253 | - | - | - |
| TOTAL | \$ 1,767 | \$ 10,000 | \$ 2,053 | \$ 10,000 | \$ 10,000 | \$ 10,000 |

Workers Compensation

Function: Administration

Line Item Detail

Agency Primary Fund: Worker's Compensation

Purchased Services

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|----------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Telephone | 105 | 250 | 160 | 250 | 250 | 250 |
| Cellular Telephone | 15 | 20 | 28 | 50 | 50 | 50 |
| Custodial Bldg Use Charges | - | 8,988 | 8,988 | 8,988 | 8,988 | 8,988 |
| Recruitment | 196 | - | - | - | - | - |
| Mileage | 63 | - | - | - | - | - |
| Conferences & Training | 333 | 1,000 | 408 | 1,000 | 1,000 | 1,000 |
| Memberships | 493 | 1,000 | 786 | 1,000 | 1,000 | 1,000 |
| Audit Services | 600 | - | 600 | - | - | - |
| Management Services | 144,206 | 165,000 | 143,439 | 165,000 | 165,000 | 165,000 |
| Consulting Services | 40,360 | 60,000 | 48,722 | 60,000 | 60,000 | 60,000 |
| Other Services & Expenses | 4,391 | 5,000 | 6,560 | 5,000 | 5,000 | 5,000 |
| Other Insurance | 290,214 | 330,000 | 266,806 | 330,000 | 330,000 | 330,000 |
| Insurance Claims | 3,253,759 | 3,300,000 | 3,147,022 | 3,350,000 | 3,350,000 | 3,350,000 |
| TOTAL | \$ 3,734,735 | \$ 3,871,258 | \$ 3,623,520 | \$ 3,921,288 | \$ 3,921,288 | \$ 3,921,288 |

Debt & Other Financing

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|------------------------|-------------------|-------------------|-------------------|-------------------|----------------|--------------|
| Fund Balance Generated | 624,209 | 131,313 | 368,846 | 131,313 | - | - |
| TOTAL | \$ 624,209 | \$ 131,313 | \$ 368,846 | \$ 131,313 | \$ - | \$ - |

Workers Compensation

Function: Administration

Line Item Detail

Agency Primary Fund: Worker's Compensation

Inter-Departmental Billings

| | 2018 Actual | 2019 Adopted | 2019 Projected | 2020 Request | 2020 Executive | 2020 Adopted |
|--------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| ID Billing To Assessor | (14,659) | (14,564) | (14,564) | (11,091) | (11,091) | (11,091) |
| ID Billing To Attorney | (1,882) | (1,732) | (1,732) | (1,238) | (1,238) | (1,238) |
| ID Billing To Civil Rights | (861) | (804) | (804) | (725) | (725) | (725) |
| ID Billing To Clerk | (1,292) | (724) | (724) | (810) | (810) | (810) |
| ID Billing To Common Council | (306) | (284) | (284) | (277) | (277) | (277) |
| ID Billing To Finance | (2,666) | (2,222) | (2,222) | (1,777) | (1,777) | (1,777) |
| ID Billing To Human Resources | (1,319) | (1,260) | (1,260) | (761) | (761) | (761) |
| ID Billing To Information Tec | (4,167) | (3,800) | (3,800) | (3,491) | (3,491) | (3,491) |
| ID Billing To Mayor | (738) | (731) | (731) | (507) | (507) | (507) |
| ID Billing To Municipal Court | (257) | (234) | (234) | (175) | (175) | (175) |
| ID Billing To Treasurer | (285) | (268) | (268) | - | - | - |
| ID Billing To EAP | (135) | (136) | (136) | (106) | (106) | (106) |
| ID Billing To Fire | (859,647) | (863,575) | (863,575) | (682,419) | (682,419) | (682,419) |
| ID Billing To Police | (835,092) | (802,588) | (802,588) | (633,747) | (633,747) | (633,747) |
| ID Billing To Engineering | (102,690) | (103,077) | (103,077) | (103,078) | (103,078) | (103,078) |
| ID Billing To Fleet Services | (123,186) | (65,541) | (65,541) | (57,595) | (57,595) | (57,595) |
| ID Billing To Landfill | (2,637) | (2,591) | (2,591) | - | - | - |
| ID Billing To Public Works | - | - | - | (134) | (134) | (134) |
| ID Billing To Streets | (398,717) | (521,025) | (521,025) | (379,508) | (379,508) | (379,508) |
| ID Billing To Traffic Eng | (78,625) | (89,031) | (89,031) | (64,198) | (64,198) | (64,198) |
| ID Billing To Library | (15,403) | (14,849) | (14,849) | (11,443) | (11,443) | (11,443) |
| ID Billing To Parks | (273,306) | (244,386) | (244,386) | (206,467) | (206,467) | (206,467) |
| ID Billing To Bldg Inspection | (34,088) | (31,316) | (31,316) | (23,934) | (23,934) | (23,934) |
| ID Billing To Community Dev | (8,321) | (7,477) | (7,477) | (3,083) | (3,083) | (3,083) |
| ID Billing To Economic Dev | (1,237) | (1,296) | (1,296) | (949) | (949) | (949) |
| ID Billing To Office Of Dir Pl | (880) | (299) | (299) | (219) | (219) | (219) |
| ID Billing To Planning | (4,930) | (3,338) | (3,338) | (1,991) | (1,991) | (1,991) |
| ID Billing To Monona Terrace | (45,137) | (42,274) | (42,274) | (34,192) | (34,192) | (34,192) |
| ID Billing To Golf Courses | (19,146) | (16,340) | (16,340) | (12,355) | (12,355) | (12,355) |
| ID Billing To Parking | (76,678) | (78,088) | (78,088) | (50,953) | (50,953) | (50,953) |
| ID Billing To Sewer | (58,168) | (48,752) | (48,752) | (32,249) | (32,249) | (32,249) |
| ID Billing To Stormwater | (23,204) | (19,430) | (19,430) | (12,295) | (12,295) | (12,295) |
| ID Billing To Transit | (959,837) | (817,212) | (817,212) | (631,448) | (631,448) | (631,448) |
| ID Billing To Water | (234,248) | (200,100) | (200,100) | (144,700) | (144,700) | (144,700) |
| ID Billing To CDA Management | (68,201) | (50,655) | (50,655) | (42,085) | (42,085) | (42,085) |
| TOTAL | \$ (4,251,945) | \$ (4,049,999) | \$ (4,049,999) | \$ (3,150,000) | \$ (3,150,000) | \$ (3,150,000) |