

Workers' Compensation

Costs

Lancaster County self-insures for costs associated with workers' compensation and maintains a workers' compensation fund as a reserve to pay these costs. The fund is financed through allocation charges to County departments. The fund balance is reviewed periodically to ensure fund reserves are maintained at a sufficient level.

The County experienced a significant decrease in workers' compensation claims and total claims costs in fiscal year 2010. County departments who have instituted a modified return to work program experience less costs and loss of productivity is diminished.

Savings

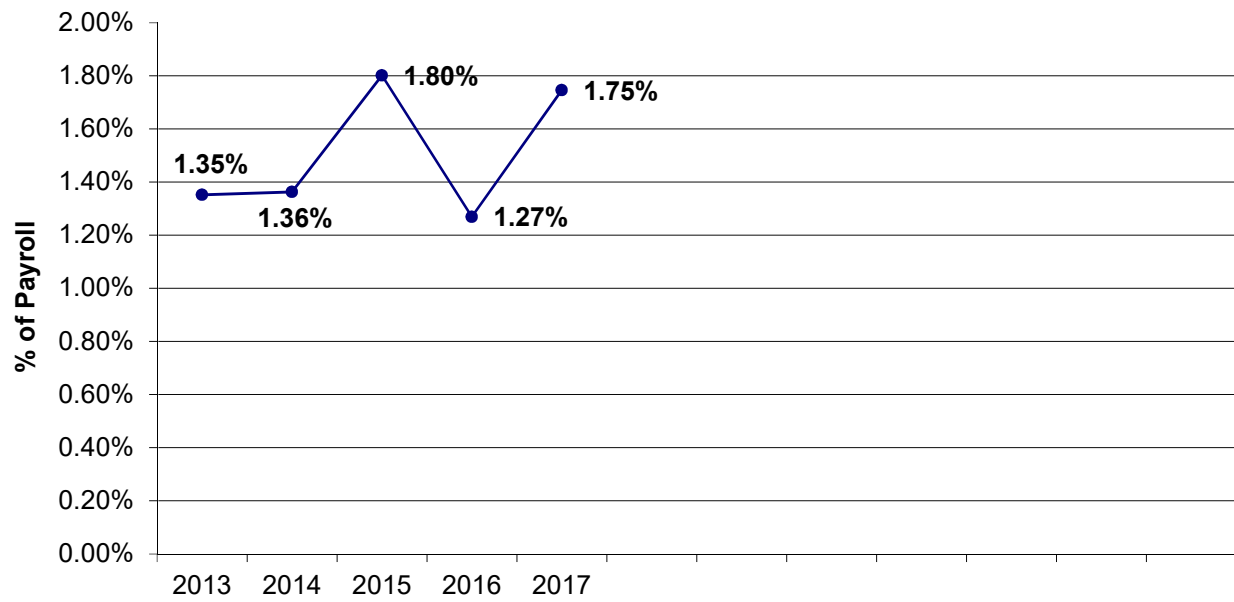
Lancaster County was able to realize a savings on its payments to medical providers by applying the state fee schedule, using a prescription network program by partnering with Scripnet, and through medical case management services when needed.

Lancaster County also utilizes a medical diagnostic network. Because of the association with the network, medical diagnostic testing expenses are reduced by 50%.

Claims Audit

Risk Management underwent a claims file audit by Safety National. A sample of workers' compensation claims files were reviewed and the audit result was very positive. The auditor noted in the final report that the files were current on payments and there was a disposition plan in place.

Trends of Workers' Compensation Costs



Workers' Compensation Costs				
Fiscal Year	Costs	Annual Payroll	% of Payroll	# of Claims
2013	\$653,849.13	\$48,345,866.00	1.35%	69
2014	\$684,088.86	\$50,211,559.00	1.36%	75
2015	\$885,837.21	\$49,168,293.00	1.80%	69
2016	\$638,275.60	\$50,281,115.00	1.27%	41
2017	\$904,120.93	\$51,773,098.00	1.75%	54