

PERSONNEL, PENSION AND INSURANCE COMMITTEE**The Metropolitan District**

555 Main Street, Hartford

Wednesday, January 24, 2024

Present: Commissioners John Avedisian, David Drake, Byron Lester, Maureen Magnan, Pasquale Salemi, David Steuber, Alvin Taylor, James Woulfe and District Chairman Donald Currey (9)

Remote

Attendance: Commissioners Dimple Desai, Joan Gentile and Dominic Pane (3)

Absent: (0)

Also

Present: Commissioner William DiBella
Commissioner Allen Hoffman
Commissioner Bhupen Patel
Commissioner John Gale
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel
John S. Mirtle, District Clerk
Christopher Levesque, Chief Operating Officer
Kelly Shane, Chief Administrative Officer
Robert Barron, Chief Financial Officer (Remote Attendance)
Jamie Harlow, Director of Human Services
Susan Negrelli, Director of Engineering
David Rutty, Director of Operations
Robert Schwarm, Director of Information Systems
Thomas Tyler, Director of Facilities
Rita Kelley, Equal Employment Opportunity Compliance Officer
Jeff King, Construction Manager
James Sanchez, Utility Systems Monitoring Technician 1
Carrie Blardo, Executive Assistant to the Chief Executive Officer
Julie Price, Executive Assistant
Matthew McAuliffe, IT Consultant
Dylan Pecego, IT Consultant
Brian Downs, Workers Comp Trust
Chris Monroe, USI Consulting

CALL TO ORDER

District Chairman Donald Currey called the meeting to order at 4:03 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

ELECTION OF CHAIRPERSON

District Chairman Donald Currey called for the election of the Chairperson. Commissioner Pane placed Commissioner John Avedisian's name in nomination, the nomination was duly seconded.

Commissioner Salemi placed Commissioner Alvin Taylor's name in nomination, the nomination was duly seconded.

There being no further nominations, the nominations were closed.

Commissioner Pane requested a roll call vote.

District Chairman Currey read off a roll call vote with Commissioner Avedisian's nomination being "Aye" votes and Commissioner Taylor's nomination being "Nay" votes. There was a tie of five (5) votes for Commissioner Avedisian and five (5) votes for Commissioner Taylor. The votes were as follows:

"Aye" votes (for Commissioner Avedisian): Commissioners John Avedisian, Dimple Desai, David Drake, Maureen Magnan and Dominic Pane.

"Nay" votes (for Commissioner Taylor): Commissioners Byron Lester, Pasquale Salemi, David Steuber, Alvin Taylor and James Woulfe.

With there being no winner for Chair, District Chairman Currey moved on to the election of Vice Chairperson

ELECTION OF VICE CHAIRPERSON

District Chairman Donald Currey called for the election of the Vice Chairperson. Commissioner Avedisian placed Commissioner Maureen Magnan's name in nomination and the nomination was duly seconded.

Commissioner Taylor placed Commissioner James Woulfe's name in nomination and the nomination was duly seconded.

There being no further nominations, the nominations were closed.

District Chairman Currey read off a roll call vote with Commissioner Magnan's nomination being "Aye" votes and Commissioner Woulfe's nomination being "Nay" votes.

Commissioner James Woulfe was elected Vice Chairperson of the Personnel, Pension and Insurance Committee for 2024 and 2025 by a vote of six (6) to five (5). The votes were as follows:

“Aye” votes (for Commissioner Magnan): Commissioners John Avedisian, Dimple Desai, David Drake, Maureen Magnan and Dominic Pane.

“Nay” votes (for Commissioner Woulfe): Commissioners Byron Lester, Pasquale Salemi, David Steuber, Alvin Taylor, James Woulfe and District Chairman Donald Currey.

Vice Chairman Woulfe assumed Chair until a Chairperson could be elected.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Drake and duly seconded, the meeting minutes of October 25, 2023 were approved. Commissioner Woulfe abstained.

DISTRICT EMPLOYEES ELECTED TO THE GENERAL ASSEMBLY AND CONN. GEN. STAT. § 2-3a

Director of Human Resources Jamie Harlow informed the Committee that there is one District employee, James Sanchez Utility Systems Monitoring Technician 1, currently elected to the General Assembly. The Committee discussed District policy regarding elected employee’s attendance and compliance with Connecticut General Statute § 2-3a and union collective bargaining agreements. No action was taken.

Commissioner Gentile entered the meeting remotely at 4:27 PM.

ELECTION OF CHAIRPERSON

Without objection, the Committee returned to Agenda Item #3 “Election of Chairperson” due to Commissioner Gentile entering the meeting remotely.

Commissioner Gentile placed her vote for Commissioner Taylor.

The votes were as follows:

Votes for Commissioner Avedisian: Commissioners John Avedisian, Dimple Desai, David Drake, Maureen Magnan and Dominic Pane.

Votes for Commissioner Taylor: Commissioners Joan Gentile, Byron Lester, Pasquale Salemi, David Steuber, Alvin Taylor and James Woulfe.

Commissioner Alvin Taylor was elected Chairperson of the Personnel, Pension and Insurance Committee for 2024 and 2025 by a vote of 6-5.

At 4:53 PM, Commissioner Taylor assumed Chair.

WORKERS COMPENSATION

Brian Downs, Vice President of Workers Comp Trust, presented an executive summary of the Self-Insured Workers' Compensation Program with an overview of 2023 claims included in his report.

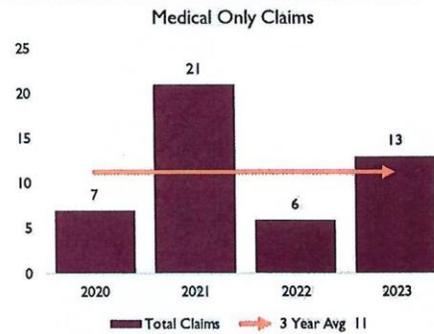
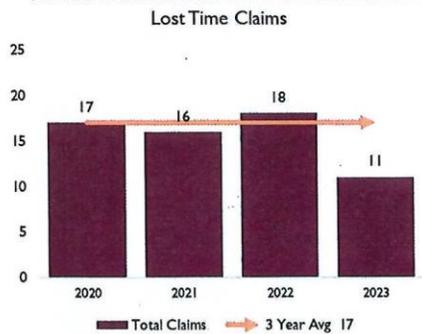
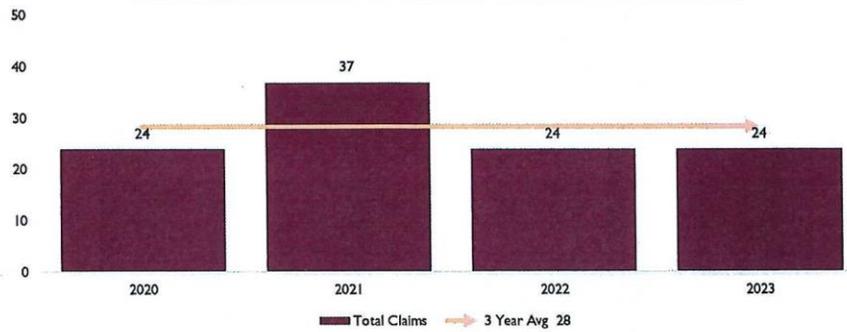


**THE METROPOLITAN DISTRICT
EXECUTIVE SUMMARY FOR THE PPI COMMITTEE
January 24, 2024**

SELF-INSURED WORKERS' COMPENSATION PROGRAM

The Trust has been providing Claim Administration, Managed Care and Loss Control Services to the Metropolitan District Commission since October 1, 2000. This summary contains policy year information frozen as of September of each policy year in order to give an apples-to-apples comparison.

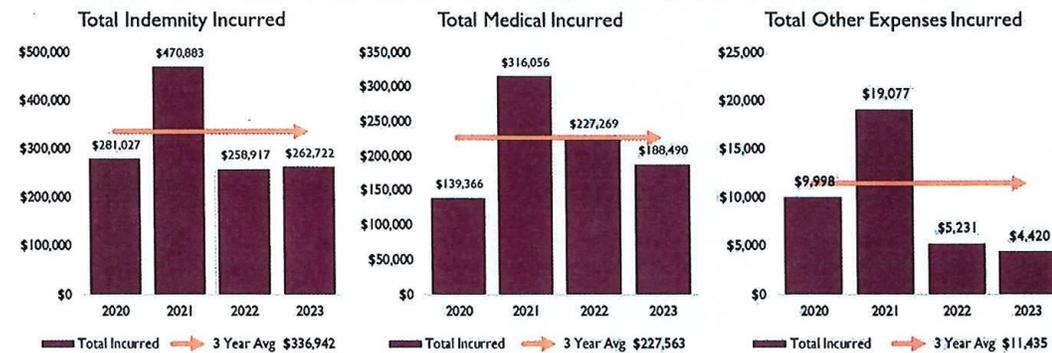
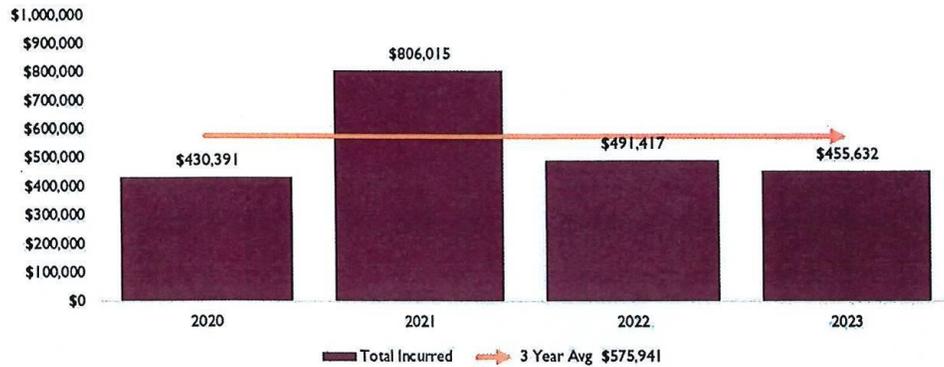
Total Number of Claims - Policy Year Comparison



Claim Type	2019 - 2020	2020 - 2021	2021 - 2022	3 Year Avg.	2022 - 2023
Total Lost Time Claims	17	16	18	17	11
Total Medical Only Claims	7	21	6	11	13
Grand Total	24	37	24	28	24

Total Claims frequency remained constant when compared to policy year 2022, however decreased 14% when compared to its three-year average. **Total Lost Time Claims frequency decreased 39%** when compared to policy year 2022 and 35% when compared to its three-year average. **Total Medical Only Claims frequency increased 116%** when compared to policy year 2022 and 18% when compared to its three-year average.

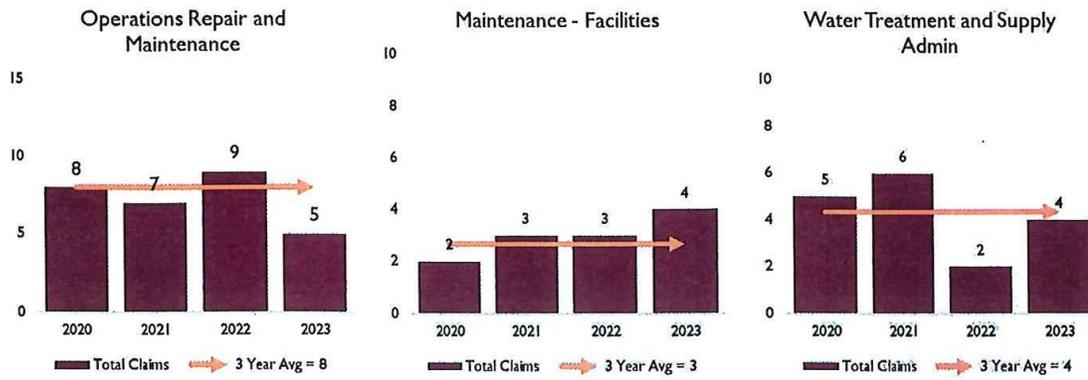
Total Incurred - Policy Year Comparison



Payment Type	2019 - 2020	2020 - 2021	2021 - 2022	3 Year Avg.	2022 - 2023
Total Indemnity Incurred	\$281,027	\$470,883	\$258,917	\$336,942	\$262,722
Total Medical Incurred	\$139,366	\$316,056	\$227,269	\$227,563	\$188,490
Total Other Expenses Incurred	\$9,998	\$19,077	\$5,231	\$11,435	\$4,420
Grand Total	\$ 430,391	\$ 806,015	\$ 491,417	\$ 575,941	\$ 455,632

Total Incurred decreased from 7% from \$491,417 in policy year 2022 to \$455,632 in policy year 2023 and decreased 26% when compared to its three year average. **Total Indemnity Incurred** increased slightly when compared to policy, however decreased 22% when compared to its three year average. **Total Medical Incurred** and **Total Other Expense Incurred** decreased when compared to policy year 2022 and to their respective three year average. Details of all open claims are included in the Claims Status Report section.

“TOP 3” Departments with Highest Number of Claims



Department	2019 - 2020	2020 - 2021	2021 - 2022	3 Year Avg.	2022 - 2023
Operations Repair and Maintenance	8	7	9	8	5
Maintenance - Facilities	2	3	3	3	4
Water Treatment and Supply Admin	5	6	2	4	4

The top three departments for frequency were Operations Repair and Maintenance, Maintenance-Facilities, and Water Treatment and Supply Admin. **Operations Repair and Maintenance** claim frequency decreased when compared to policy year 2022 and to its three year average. **Maintenance-Facilities** claim frequency increased when compared to policy year 2022 and to its three year average. **Water Treatment and Supply Admin** claim frequency increased when compared to policy year 2022, however remained the same when compared to its three-year average.

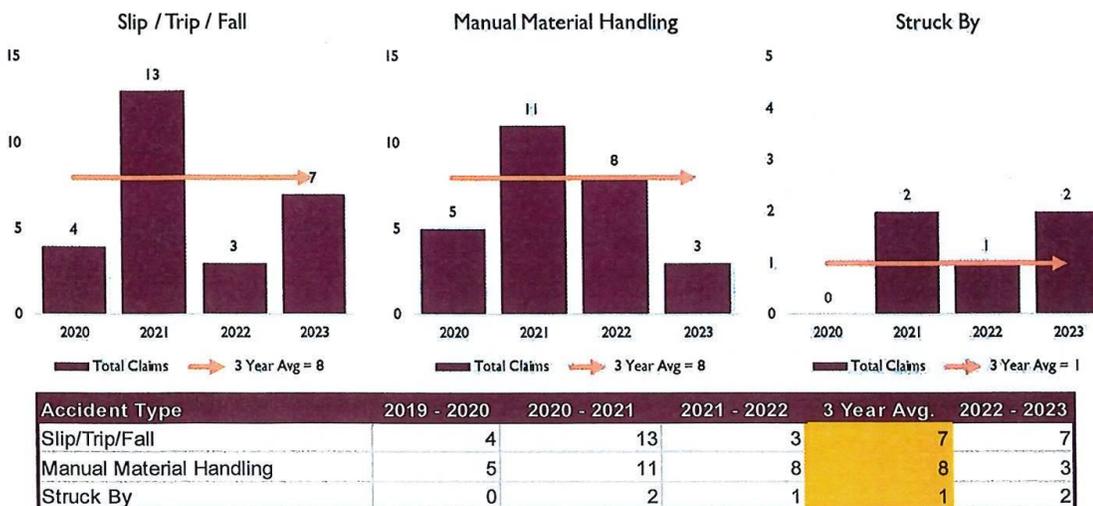
“TOP 3” Departments with Highest Incurred



Department	2019 - 2020	2020 - 2021	2021 - 2022	3 Year Avg.	2022 - 2023
Operations Repair and Maintenance	\$59,538	\$150,113	\$216,785	\$142,145	\$204,893
WTS - Ground Maintenance	\$0	\$0	\$0	\$0	\$123,951
Water Treatment and Supply Admin	\$155,529	\$157,887	\$66,450	\$126,622	\$47,139

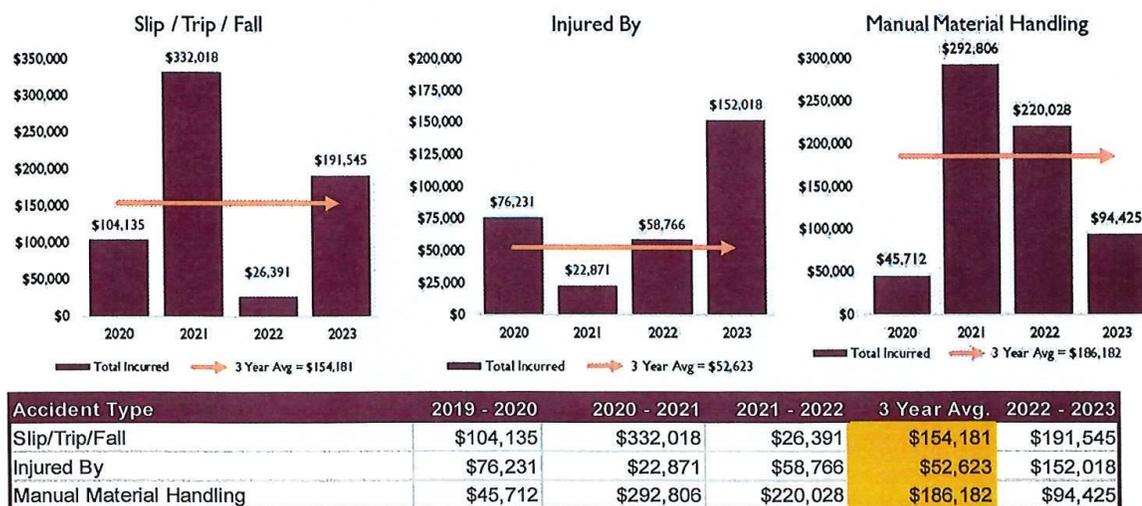
The top three departments for injury severity were Operations Repair and Maintenance, WTS-Ground Maintenance, and Water Treatment and Supply Admin. **Operations Repair and Maintenance Treatment** top two accident types were Slip/Trip/Fall (2-\$120,574) and Manual Material Handling (2-\$83,849). **WTS - Ground Maintenance** had one injury that required a total knee replacement which represents 100% of the department’s total incurred. **Water Treatment and Supply Admin** top accident type was Slip/Trip/Fall (2-\$46,329).

“TOP 3” Accident Types with Highest Number of Claims



Slip/Trip/Fall, Manual Material Handling , and Struck By were the top three accident types for frequency. **Slip/Trip/Fall** frequency increased when compared to policy year 2022 and remained the same when compared to its three year average. **Struck By** increased when compared to policy year 2022 and to its three year average. **Manual Material Handling** frequency decreased when compared to policy year 2022 and to its three year average.

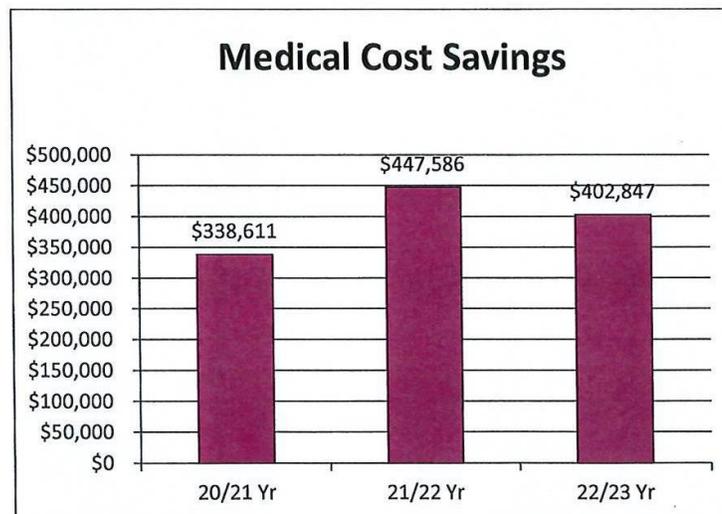
“TOP 3” Accident Types with Highest Incurred



The top three accident types for severity were Slip/Trip/Fall, Injured By, and Manual Material Handling. **Slip/Trip/Fall** top accident type for severity was Slip/Fall-Same Level (3-\$127,814). **Injured By** top accident type for severity was Injured By-Bending/Climbing (1-\$123,951). **Manual Material Handling** top accident type for severity was Injured By-Lifting (3-\$94,425).

Other Noteworthy Facts about Metropolitan District Commission program

- MDC has a **Return-to-Work** program on a case-by-case basis. This has helped to reduce claim indemnity costs.
- MDC has added a **Medical Care Plan** in their workers' compensation program which has brought more control by limiting the network of medical providers and providing access to utilization review that helps control the medical costs and unnecessary medical procedures.
- **Trust TeleCare** has provided a method of reporting claims and providing medical triage services that have reduced the number of workers seeking outside medical treatment.
 - 15 calls were placed into Trust Telecare during the reporting period
 - 4 calls resulted in self-care with no claim – Conservative savings \$1,000
 - Trust Telecare claim penetration rate =94%
 - The service also eliminated 4 OSHA recordable events.
- **Settlements** - 2 cases for \$56,500 – Reduction in exposure \$110,000
- **Lag Time** - greatly improved to 0.50 days



Three Year Medical Cost Savings
\$1,189,044

Presented by:

Brian Downs
 Brian Downs
 Vice President, Quality & Provider Relations
 Workers' Compensation Trust
 (203) 678-0103

ACTUARIAL SERVICES

Chief Administrative Officer Kelly Shane updated the Personnel, Pension and Insurance Committee on the change in actuarial services following a bidding process. The new actuarial services contract was awarded to USI Consulting.

WORKFORCE DEVELOPMENT LEARNING PROGRAM FOR HIGH SCHOOL STUDENTS

Director of Human Resources Jamie Harlow discussed MDC efforts for workforce development for area high school students including outreach efforts to local high schools.

DISTRICT WELLNESS PREVENTATIVE CARE PROGRAM

Chris Monroe of USI Consulting gave an overview of the 2023 WellSpark preventative care program.

MDC – WellSpark Program Update

- ✦ Compliance Metrics
- ✦ Registration Metrics
- ✦ Program look-back dates

January '23 – December '23 Compliance Program Engagement

Compliance Program Completion – MDC		
Program Requirements	2023 Program Compliance	2023 Program Compliance %
100 % Compliant	431	71%
Not 100% Compliant	173	29%
Total	604	

**2023 Compliance Program. Includes both employees and spouses.*

Compliance Program Completion – MDC		
Program Requirements Missing	2023 Program Compliance	2023 Program Compliance %
Missing 1 requirement	64	11%
Missing 2 requirements	34	6%
Missing 3 requirements	36	6%
Missing 4 requirements	25	4%
Missing 5 requirements	14	2%

Compliance By Service	Eligible Population	2023 % Compliant
Preventive Visit (Physical)	604	85%
Mammogram	142	89%
Cervical Cancer Screening	265	85%
Colorectal Cancer Screening	399	81%
Cholesterol Screening	568	88%
Diabetes Screening	568	89%
Spouse Compliance	232	74%

**Total population held to compliance: 604 participants Does not include 'not eligible'*

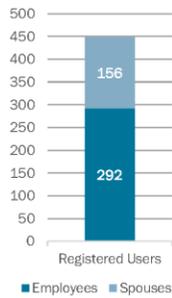
Full Compliance By Union	2023 % Compliant
Local 1026	80 %
Local 3713	71%
Local 184	43%
Non-Union 171	67%



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Engagement: MDC Registration

Total Population	Relationship	
	Registered	% Registered
Employees 373	292	78.2%
Spouses 231	156	67.5%
Total Population	448	74%



Union	T		
	Total Population	Registered	% Population
Local 1026	89	78	88%
Local 3713	87	69	79%
Local 184	171	104	61%
Non-Union	257	196	76%



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Wellness Program – Look Back Dates for 2023-2024 Program Year

Service	Look Back Dates
Preventive Visit (physical)	Physical Exam/OBGYN 21-39 years old 3-year lookback (1/1/2021 - 12/30/2024) Physical Exam/OBGYN 40-49 years old 2-year lookback (1/1/2022 - 12/30/2024) Physical Exam/OBGYN 50+ years old 1-year lookback (1/1/2023 - 12/30/2024)
Cholesterol Screening	Cholesterol 30-49 years old 5-year lookback (1/1/2020 - 12/30/2024) Cholesterol 50+ 2-year lookback (1/1/2023 - 12/30/2024)
Diabetes Screening	Diabetes Screening 30-49 years old 5-year lookback (1/1/2020 - 12/30/2024) Diabetes Screening 40+ 3-year lookback (1/1/2022 - 12/30/2024)
Mammogram	Mammogram 2-year lookback (1/1/2022 - 12/30/2024)
Cervical Cancer Screening	PAP female 21-64 years old: 3-year lookback (1/1/2021 - 12/30/2024) HPV/PAP Combo female 30-64 years old: 5-year lookback (1/1/2019 - 12/30/2024)
Colorectal Cancer Screening <i>Must complete 1 of 3</i>	Colonoscopy: 10-year lookback (1/1/2014 - 12/30/2024) Flexible Sigmoidoscopy: 5-year lookback (1/1/2020 - 12/30/2024) Cologuard: 3-year (1/1/2021 - 12/30/2024) FIT/FOB: 1-year (1/1/2023 - 12/30/2024)

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

State Representative and MDC employee James Sanchez spoke regarding agenda item #6 “District Employees Elected to the General Assembly and Conn. Gen. Stat. § 2-3a” and his return to light duty work after workers’ compensation injuries. He stated he had been out of work due to workers’ compensation injuries for 2 years and was notified in December 2023 that he could return for light duty. Upon his return to work, he requested in several emails to HR Director Jamie Harlow to adjust his work schedule due to serving as a CT State Representative and Connecticut General Statute § 2-3a which he stated protects him as an employee and allows for him to decide to work on shifts. He is asking for a combination of options to adjust his work schedule while serving as a State Representative, including coming in early, working through lunch, working late, or working remotely.

ADJOURNMENT

The meeting was adjourned at 5:40 PM

ATTEST:

John S. Mirtle, Esq.
District Clerk

Date Approved