



TRINDEL

Risk Management for Rural Counties

A Joint Powers Authority Established in 1980

February 15-16, 2024

Board of Directors Meeting

Agenda



PRESIDENT
Nathan Black

VICE-PRESIDENT
Nichole Williamson

SECRETARY
Van Maddox

Location: Granzella's Inn
391 6th St.
Williams, CA 95987

Date: Thursday, February 15, 2024
Time: 9:00 AM – 4:00 PM

Date: Friday, February 16, 2024
Time: 9:00 AM – Noon

ORDER OF BUSINESS

As to each agenda item, the Board may take action, give direction and/or receive informational reports.

1. Call to Order:

Introductions around the room with the meeting called to order at 9:02 a.m.

2. Roll Call:

Alpine County	Absent
Colusa County	Ignacio Prado
Del Norte County	Neal Lopez
Lassen County	Richard Egan
Modoc County	Chester Robertson
Mono County	Jay Sloane
Plumas County	Travis Goings and Debra Lucero
San Benito County	Henie Ring
Sierra County	Judi Behlke

Sutter County Nathan Black and Jason Claunch
Tehama County Gabriel Hydrick and Coral Ferin
Trinity County Trent Tuthill

Others present:

PRISM Gina Dean
Alliant Kevin Bibler and Stefan
Mike Herrington
James Marta & Co James Marta
Certified Risk Management Bob Marshburn
Trindel Insurance Fund Andrew Fischer
Jack Contos
Rachael Hartman
Sean Houghtby
Mary Evans

3. **Public Comment:** (Welcome from Wendy Tyler, Trindel Past President, and, CAO, County of Colusa.)
4. **Consent Calendar:** Approval of October 3, 2023 Board of Directors Minutes: An action item to approve the Minutes of the above meeting. Check Register & Invoices: An action item to approve check register and invoices from the first and second quarter of fiscal year 2023-24.

No comment was made regarding consent calendar.

Motion by Jay Sloane, Mono County to approve all items on the consent calendar.

Seconded by Chester Robertson, Modoc County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstain, 1 Absence.

Ayes: Colusa, Del Norte, Lassen, Modoc, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine County

Presentation

5. **Robert Marshburn:** Presentation on Automated Risk Transfer and Coverage Compliance software. Informational only for the Boards future consideration of its application to Risk Management Continuity for the members.

Andrew Fischer provided the group with an introductory background of Certified Risk Managers LLC and Robert (Bob) Marshburn. Additionally stating Rachael Hartman has been working with Bob at a holistic approach to risk management, and we recently had Bob present a 3-part series on risk transfer in contracts. A short video was presented, highlighting Certified Risk Managers and Trindel Insurance Funds mission to provide risk management for the financial protection of its member counties. Bob then went over the steps in the risk management process of risk identification, transfer, and verification of coverage. Gave example of transferring risk and coverage verification that could save a significant amount of money due to Counties being vicariously liable of their contractors acts and the law of joint and several liability. Bob outlined the two principle ways to transfer risk and protect counties, indemnity, and through insurance. He went over the process of identifying and protecting gaps in coverage, and the importance of precise language in policies and contracts. Bob also went through examples of pitfalls associated with relying on certificates for protection, and how to correct that risk through verification. He then outlined what his new software provides in that it verifies exactly what type of language in contracts is needed to trigger the coverage you need, and the software program also verifies the coverage. Ben Fogle, his partner at Evident, zoomed in for a visual demonstration of Automated Insurance Verification Solution a user-friendly online solution utilizing advanced technology to automatically help: 1. Develop, 2. Verify, 3. Expose, 4. Correct, and 5. Activation of coverage compliance at a fraction of the manual time and expense. This transfer of risk back to other responsible parties which is done through Contractual Insurance Agreement with the 3rd party renter, service provider, or contactor. Additionally, Bob mentions the sole purpose of the Artificial Intelligence (AI) programing is to automatically identify risk, assessment, respond, and continuously monitor insurance documents. There was an inquiry/statement from Debra Lucero regarding nature of software laws specifically related to California and the risk of using out of state software products. Nathan Black, President, raised a point regarding COI's in that they typically don't really cover what is intended and are an unreliable source to confirm coverage. Bob goes on to point out that 75% of COI's are never verified for coverage. Bob closes with the advantages of the Auto Insurance Verification AI program which provides notifications, verification of contracts, COI's, indemnity agreements, endorsements, and additional insured by filter utilizations. Colusa County

commented on the systems automatic email notification system, and the presenters showed the rules that can be established by the user by preference of contractor.

Programs

6. Annual Third-Party Financial Audit 2023 and Annual Comprehensive Financial Report (ACFR): *Action item to approve financial audit and ACFR for fiscal year 2023. (James Marta)*

Presentation from James Marta of James Marta & Company LLC., regarding the 2023 Trindel Financial Audit, as well as presenting the 2023 Trindel Annual Comprehensive Financial Report (ACFR) to the Board. This report has been submitted to the GFOA for a Certificate of Excellence in Financial Reporting. Marta outlined that the Financial statements are the responsibility of management, the auditors responsibility is to provide an audit opinion, and that an unmodified opinion has been issued. He reported that there have been no consultations with other independent accountants, that there are no disagreements with management, and that the management representations were received. There have been no changes in significant accounting policies. As a pooling organization are liabilities are our largest exposure, and that ours are in line with standards. An audit is more than assurance of financial statements it involves an understanding of systems, policies, procedures, tests for control, gathering of evidence, and review of methods and reporting. The audit resulted in timely completion, no findings, and no disclosures not reflected in the financial statements. He went on to outline how the organizations assets, liabilities, and net position increased. He also pointed out that the investments are up but due to members decreased. Marta then presented the Statement of Revenues, Expenses, and Net Position. He noted that revenues increase along with a significant increase in claims and insurance expense. We had positive development in the shared layers, and the property program. Next, he presented a five year look at investment income that showed significant increase in 2023. Following the investment portion, he outlined the claims reconciliation by each program, and layer with the development in reserves. He went on to speak about how public entities are an industry under stress with significant increases in claim values, and excess insurance costs with public entity pools being required to retain more risk which will put demands on capital. He also advised that the liability shared layer will be under pressure. He then talked about how claims, and insurance are 88% of our costs as a pooling

organization. He then went on to describe how you need to evaluate if you could get standalone reinsurance at a better rate, how much can we retain to decrease the excess premium, and the capital associated with it. Marta then closed with encouraging us to use our actuaries, explore risk financing options, and then concluded by stating there are no material weaknesses, or instances of non-compliance noted in the audit.

No comment was made regarding the Annual Third-Party Financial Audit 2023 and ACFR.

Motion by Ignacio Prado, Colusa County to approve all items on the Annual Third-Party Financial Audit 2023 and ACFR.

Seconded by Trent Tuthill, Trinity County.

Motion carried with 10 Ayes, 0 Noes, 0 Abstain, 2 Absence.

Ayes: Colusa, Del Norte, Modoc, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine and Lassen Counties

7. **2023-2024 & 2024-2025 Actuarial Reports:** *Action item to review and approve the 2023-2024 & 2024-2025 Actuarial Reports for the Workers' Compensation, General Liability, Property, and Medical-Malpractice Programs. (Mike Harrington, Bickmore)*

Presentation from Mike Harrington and Stefan Zepernick of Bickmore Actuarial regarding the actuarial studies they performed for fiscal years 2023-2024 and 2024-2025. Mike introduced the item to state that ultimately, as actuaries, they are responsible for providing us with the outstanding liabilities, reserves, and the funding guidelines for 2024-2025. He began with the workers' compensation program, common workers' compensation lingo and then went into the claim liabilities. He gave an overview on the historical projections, and the changes in ultimate liabilities in the program. He advised that we are well funded well above the 95% confidence level in both the banking, and pooling layers. He noted at .9% loss rate increase in the banking layer, and a .6% rate decrease in the shared layer. This was favorable, and well under their prior projected increases. He then moved onto the liability program wherein he advised that the banking and pooling layers are funded well above the 95% confidence level. Overall, the liability program saw

a decrease in ultimate liability, an increase in claim liability, an increase in surplus, and a decrease in rates.

We also talked about the increases in funding the banking layers was a result of the Counties increased payrolls. Overall, he reported that we are in a financial position to be able to move up to the \$2 million SIR in both the workers' compensation program, and the liability program.

Stefan then presented the actuarial results of the property program wherein we are seeing a significant increase in our ultimate claim liabilities in the banking layer, and claims liabilities. However, the surplus has decreased significantly due to poor loss development but our loss rates have decreased.

Stefan concluded with the medical malpractice program wherein overall our ultimate projected claim costs decreased, claim liabilities increased, and the loss rate increased.

Motion by Gabriel Hydrick, Tehama County to approve all items of the 2023-2024 and 2024-2025 Actuarial Reports

Seconded by Chester Robertson, Modoc County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstain, 1 Absence.

Ayes: Colusa, Del Norte, Lassen, Modoc, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine County

- 8. PRISM Benchmark Comparison:** *Informational item to compare Trindel Counties with other members in PRISM's GL1 and EWC programs. (Gina Dean, Andrew Fischer)*

Gina Dean, PRISM, and Andrew Fischer, Trindel, provided a presentation on 7 years of loss data with key performance indicators. Trindel as a whole was compared to other Counties, Cities, Schools, and Special Districts in the EWC program. Andrew noted that we have a higher rate of our employees litigating workers' comp claims compared to other Counties, and that some recent large claims have impacted our

loss ratio. Gina provided a further summarized comparison on the loss ratio, as it compares to other members. They went onto compare Trindel with other Counties, Cities, Schools and Special Districts in the PRISM general liability program. There was additional discussion between Gina and Nathan Black about PRISM members subsidizing other members with poorer loss histories. Additionally, they also discussed with how rates fluctuate by counties in respect to special districts, school, and cities in they way they are underwritten. Chester's question to Gina was regarding generalization increased frequency for cities in rural counties at higher rates, length of time and how it affects the frequency and why cities have a higher loss ratio. Gina confirmed the higher loss ratio is from a higher concentration of employees compared to Counties. Chester states the goal is to learn how to avoid or change by PRISM providing additional comparative analysis but at this time we do not have the kind of data that dives down that for other entities not in Trindel.

Informational only.

9. 2024-2025 Premiums: *Action item to approve Self-Insured Retentions (SIR's), and premiums for 2024-2025. (Andrew Fischer)*

Andrew Fischer presented this item. He first discussed the due diligence that he performed by working with Reinsurance Broker Guy Carpenter to do a blind comparison on what Trindel would have had to pay for reinsurance as a stand alone entity about from PRISM in the open reinsurance market. The study concluded that there was not enough of a price discrepancy to warrant Trindel leaving PRISM at this time to obtain reinsurance on a standalone basis. Andrew went on to discuss the PRISM GL1 programs financial health, and advised the board that the biggest risk of continuing to stay with PRISM would be future assessments should the loss portfolio transfer not pan out. Andrew then proceeded to present the three options he is proposing to the board: remain at \$1Million SIR for workers' compensation and general liability program which would result in an \$8.8 million dollar, or 27%, overall increase in premium; second option would be to remain at \$1Million SIR for workers' compensation, and increase the SIR to \$2Million for the general liability program which would result in a \$2Million savings over the \$1Million SIR in workers' compensation and general liability option; and the third option was to increase the workers' compensation SIR to \$2Million and the general liability to \$2Million, which would provide about

a \$1.8Million savings from the \$1Million SIR in workers' compensation and general liability option.

Andrew advised the board that it is his recommendation to increase the SIR to \$2Million in both programs as we have enough capital backstop to be able to assume that risk at this point. Also retaining more risk ensures that we retain more capital instead of paying it to excess insurance, and further provides independence from excess/reinsurers.

Discussion ensued about retaining more risk also opens us up for more losses, and the threat would be frequent moderately sized losses. The board talked about the importance of loss prevention and collaborative claims handling, and how it will be more important then ever if we increase the SIR to \$2Million. Chester from Modoc talked about billing the members at the \$1Million SIR rate to further increase funding but ultimately it was decided to avoid that at this time due to financial constrains of certain member Counties. Discussion also occurred regarding doing a capital adequacy test, and setting parameters on when we would require additional member contributions in the advent of adverse loss development.

Motion by Richard Egan, Lassen County to approve the \$2Million Self-Insured Retentions (SIR's) option for the workers' compensation and general liability programs and set premiums the premiums for 2024-2025.

Seconded by Jay Sloane, Mono County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstain, 1 Absence.

Ayes: Colusa, Del Norte, Lassen, Modoc, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine County

General Business

10. Review of Budget and Financial Statements as of 12/31/2023: *Review of Budgets, Statement of Net Position, Statement of Revenues and Expenses and*

changes in Net Position through second quarter of fiscal year 2023-2024. (Jack Contos). Informational Item.

Jack Contos presented the Statement of Net Position, Statement of Revenues and Expenses, and budgets for the programs as of 12/31/23. He pointed out the increase in investment income, claims expense, and insurance expense. He also advised the board of the current situation in the property program. The individual members were also provided with their banking layer financial statements.

There were no comments.

Informational item only.

11. Budget Adjustment Fiscal Year 23-24: *Action item for the Board to review the request for budget adjustment to the property, and liability claims administration budget, and the risk control department budget for 23-24. (Jack Contos)*

Jack Contos presented and topics discussed first was the Administration Department budget adjustment has two primary goals; first is true-up balances that have already ran their course for the year; Insurance expense, CALPELRA and CAJPA conferences. The goal is to bring the budget to actual amount spent for those line items. Secondly, we desire to contract an external HR consultant to assist the Administration Department at an estimated cost of \$11,500 for the remainder of the fiscal year. The net cost to members is \$0 as funds would be reallocated from other income and reduction in the CAJPA line item. Further discussion was made regarding the Risk Control Department as they realign strategically away from the Law Enforcement Conference and the implementation of a task force with associated targeted trainings. Trindel is requesting to reallocate funds from the Law Enforcement Conference and into the Loss Prevention Specialist, Road Commissioner Meeting, and Department Safety Representative Meeting line items. Additionally, a net increase is requested in the salaries and benefits line items as initial budget estimates were not sufficient. The net cost to members is \$0 since excess funds will be taken from the Law Enforcement Conference and Benefits line items which are under-utilized this year. Additionally discussed was the Property and General Liability Department is requesting a transfer of \$11,816 from Workers' Compensation to help mitigate the costs of promotions and salary adjustment in FY23-24. Also, the Workers' Compensation Department has large savings so far in FY23-24 due to cost savings

on external file reviews by shifting the share of review from Praxis to Andrew Fischer. The result of this move is the professional fees line item is 24% utilized as of the half way point in the fiscal year. Trindel is requesting a transfer between departments in the amount of \$28,755 from Workers' Compensation Claims Administration into Administration and Property and General Liability Claims Administration to assist with the aforementioned costs. Trindel is requesting for budget adjustment to Property and Liability Claims Administration, Administration and Risk Control departments for fiscal year 23-24.

Before vote Richard Egan, Lassen County stated he must step from room for vote due to conflict of interest.

Motion by Jay Sloane, Mono County to approve Budget Adjustment Fiscal Year 23-24.

Seconded by Travis Goings, Plumas County.

Motion carried with 8 Ayes, 1 Noes, 1 Abstain, 2 Absence.

Ayes: Colusa, Modoc, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: Tehama County

Abstain: Lassen

Absence: Alpine and Del Norte Counties

12. Trindel Family Medical Leave Policy: *Action item to review the updated Family Medical Leave Policy. (Coral Ferrin, Andrew Fischer)*

Andrew and Coral provide clarification on the update for the Family Medical Leave Policy. Andrew advised that we were not. Wendy was in need of clarification on 12 weeks in 12 month/ 1 year period encompass. Andrew clarified that the FMLA and CFRA allows eligible employees to take up to 12 weeks (480 hours) in a 12-month period of unpaid job protected leave for family and medical reasons with continuation of group health insurance under the same terms and conditions as if the employee had not taken leave. Rachael offered the option of including Military Leave which Andrew said a separate item could be added or it could be

incorporated into this policy. Nathan added a congratulation to Coral, Henie, and Judi of the Ad Hoc Committee who created the policy.

Motion by Judi Behlke, Sierra County to approve Trindel Family Medical Leave Policy with adding Military Leave clause. Authority was also granted to the Ad Hoc Committee to approve changes.

Seconded by Jay Sloane, Mono County.

Motion carried with 8 Ayes, 0 Noes, 0 Abstain, 3 Absence.

Ayes: Colusa, Modoc, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine, Del Norte, and Lassen Counties

13. Trindel Disability and Reasonable Accommodation Policy: *Action item to review the Trindel Disability and Reasonable Accommodation Policy. (Henie Ring, Andrew Fischer)*

Henie Ring, alternate for San Benito, presented this policy on behalf of the ad hoc committee that was created for the purpose of revising, and updating Trindel's HR policies. Henie walked the Board through the Disability, and Reasonable Accommodation Policy. The policy talks about the protections under the Americans with Disabilities Act, and California Fair Employment and Housing Act. The policy provides definitions of individuals covered under the policy, the definitions of qualifying conditions, the definitions of essential functions, reasonable accommodations, undue hardship, notice of a disability, how to request an accommodation, the interactive process, confidentiality, responsibilities of the Executive Director and his or her designee, as well as the complaint resolution process.

Colusa County pointed out that the policy failed to properly define a qualifying physical condition.

Motion by Chester Robertson, Modoc County, to approve Trindel Disability and Reasonable Accommodation Policy with changed to the definition of the physical condition, and the essential function worksheet. The motion also included delegation to the ad hoc committee to approve the final policy.

Seconded by Ignacio Prado, Colusa County.

Motion carried with 8 Ayes, 0 Noes, 0 Abstain, 3 Absence.

Ayes: Colusa, Modoc, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine, Del Norte, and Lassen Counties

14. Trindel Drug and Alcohol-Free Workplace Policy: Action item to review the Trindel Drug and Alcohol-Free Workplace Policy. (Judi Behlke, Andrew Fischer)

Judi Behlke, Alternate Sierra County, presented the Drug and Alcohol-Free Workplace Policy on behalf of the ad hoc committee. Judi outlined the purpose of the policy, what could happen in the event of a violation, the confidentiality clause, restrictions on the use of alcohol and drugs, as well as the prescription medication reporting requirements, the process for doing a reasonable suspicion investigation, events that require testing, procedures for utilizing the policy, offering rehabilitation, preventing discrimination based on AB 2188, as well as applicable definitions. Colusa County advised that Trindel is not governed under the US Department of Transportation, and as a result, the exhibit was not the appropriate reasonable suspicion checklist. Judi advised that she will provide the proper reasonable suspicion checklist. Travis, Director Plumas County, discussed how important it is to be properly trained in conducting reasonable suspicion investigations. It was agreed to that each supervisor will obtain training on reasonable suspicion investigations.

Motion by Judi Behlke, Sierra County to approve Trindel Drug and Alcohol-Free Workplace Policy with an attachment of reasonable suspicion checklist, and that the supervisors are to go to reasonable suspicion training.

Seconded by Henie Ring, San Benito County.

Motion carried with 8 Ayes, 0 Noes, 0 Abstain, 4 Absence.

Ayes: Colusa, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine, Del Norte, Modoc, and Lassen Counties

15. Contract with Municipal Resources Group (MRG) for Human Resources

Consulting: *Action item for Board to consider contract with MRG for Human Resources Consulting. (Andrew Fischer)*

Trindel's HR functions and responsibilities have been performed solely by the Executive Directors while obtaining guidance from Patty Eyres. With Trindel growth it is not cost effective to hire a full-time employee to fill this role although contracting with a HR consultant to streamline internal HR policies with new hire process, recruitments, performance appraisals, staff development plans, employee engagement, job classifications, and other HR functions is needed. Suggested to contract with MRG with assignment of a specific consultant, Rumi Portillo, having the level of experience needed for these tasks at an affordable rate compared to hiring an HR Director. Fiscal impact is maximum \$10,800 for FY23-24 with the ability to adjust for less after initial month based on usage with recommendation of contract approval effective March 1, 2024. Andrew confirmed to contract an HR consultant would be at cost saving vs. full time employee with possibly setting contract up on a sliding scale or another option is contracting Patty Eyres, Law Attorney. Andrew also presented the difference of services between the two entities in answer to Jay's question. Nathan, Trent and Chester inquiring whether any stipulations and definition of what would be included in contract including travel reimbursement. Wendi, Gabriel, and Debra shared their experience with MRG with additional discussion amongst members on specific need for hiring an HR consultant, and for Andrew to monitor it to keep costs in order. Debra Lucero, Alternate Plumas, supports suggestion of contacting with MRG matters due to their knowledge and experience. Jay suggested narrowing the scop to advisory capacity only to contain costs.

Motion by Jay Sloane, Mono County to approve Contract with Municipal Resources Group (MRG) for Human Resources Consulting as presented.

Seconded by Travis Goings, Plumas County.

Motion carried with 10 Ayes, 0 Noes, 0 Abstain, 2 Absence.

Ayes: Colusa, Lassen, Modoc, Mono, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine and Del Norte Counties

16. Position Allocations for 2023-2024 fiscal year: Action item to approve allocations of positions on 2023-2024 salary schedule. (Andrew Fischer)

Andrew presented for the Board's consideration a revised position allocation for fiscal year 23-24 which would add an allocation for a Senior Workers' Compensation Examiner. Trindel has been working with a workers' compensation claims examiner for multitude of years who has her Self Insurance Administrator Certification, WCCA, and Certified Professional in Fraud Investigations designations. She has demonstrated a high degree of skill in handling workers' compensation claims. Her engagement with her co-workers has created a very cohesive team with a tremendous assistance to Andrew during Katie's absence. The promotion would be in line with the budget without adjustment.

Motion by Travis Goings, Plumas County to approve Position Allocations for 2023-2024 fiscal year-Senior Workers' Compensation Claim Examiner

Seconded by Ignacio Prado, Colusa County.

Motion carried with 9 Ayes, 0 Noes, 0 Abstain, 3 Absence.

Ayes: Colusa, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity Counties.

Noes: None

Abstain: None

Absence: Alpine, Del Norte, Mono Counties

Reports

17. Committee Reports: Report on Executive Committee meetings, and ad hoc committee, HR Task Force, since the October 4, 2023 meeting. (Andrew Fischer)

Andrew advised the Board that the HR Ad Hoc Committee and HR Task Force met three times and created the Trindel Family Medical Leave Policy, Trindel Disability and Reasonable Accommodation Policy, and Drug and Alcohol-Free Workplace Policy. The committee will bring to every Board of Directors meeting 3 to 4 HR policies as an action item. Andrew also reported that since the October 4, 2023 Board of Directors meeting the Executive Committee met one time on November 4, 2023 to discuss investments with Kevin Webb with no action taken.

18. Department Reports: Reports on Department Activities from Risk Control, Workers' Compensation, Liability and Property, and Administration. (Rachael Hartman, Andrew Fischer, Sean Houghtby, Andrew Fischer)

Rachael Hartman, Risk Control Department, consisting of three employees, Director of Risk Control, Senior Risk Control Analyst, and Risk Control Analyst. Risk control is a plan-based business strategy that aims to identify, assess, and prepare for any dangers, hazards, and other potentials for disaster-both physical and figurative-which may interfere with an organizations' operations and objectives. Additionally, the objectives can be reached by ensuring new and ongoing risks are continually identified, assessed, managed, and monitored. Controlling the risk is a crucial part of the risk management process for county members. The departments' activities include: 25 Virtual Webinars, 1329 attendees on virtual trainings, 27 in person trainings or inspections conducted with 753 attendees at in person trainings with a variety of topics. Risk Control has visited Alpine, Colusa, Del Norte, Mono, Plumas, Sierra, Sutter, Tehama, and Trinity counties. Rachael also confirmed although many new employment laws went into effect on January 1, 2024 several COVID-19 related regulations and requirements expire this year. Rachael further discussed the topics of Reproductive Loss Leave, Off-Duty Cannabis Use, and Workplace Violence Prevention Plan. She also presented Risk Controls planning of events for 2024 year including PARMA conference where 22 people from Trindel and county members will be attending and upcoming April DSR event being held at Turtle Bay in Redding. Also presented was the suggestion to change training mirroring DOT's, redesign and distribution of EAP/LEAP poster, and the advantage of utilizing Frontline first in all trauma events especially death events. Risk Control's continues with their transparency efforts with monthly report distribution.

Andrew Fischer, Workers' Compensation Department, consisting of 3 Claims Examiners, 2 Claims Examiner Technicians, and Andrew who is filling in during Katie Twitchell's absence since February 27, 2023 along with the assistance of Tim Vincent from Praxis Claims Consulting. The department is continues to expand it's networking with judges, attorneys, doctors, and members. Claims review and orientations have been conducted with Plumas, Alpine, Colusa, Trinity, and Sutter counties and scheduling these in-person reviews with the remaining counties. Anita Cooper continues to work on obtaining her WCCP while Jennifer Loomis-Martens and Jordan Wardrip's objective is to obtain professional designations in

Workers' Compensation. The department continues implementing a peer-review system on claims that meet certain threshold as an additional level of review which will increase experience and accountability to their peers. They are also working with Risk Control Department and Counties encouraging the continuation of education and trainings, also on return-to-work efforts to reduce the amount of indemnity spent and lost time for work. Jason interjected the fact of less injury claims with remote employees. Debra requesting additional clarification on workers' comp efforts as well as sharing dealings of difficult situations in Plumas County. Wendy offered her experience of her situation and advised on Colusa counties return to work efforts. Trent also shares his experience with current difficult situations with workers' compensation claims, and the results. Andrew stated Workers' Compensation trends are showing increased frequency of IDR/DR's, more lost time claims, larger settlements, and increased benefit rates. Additional discussion of Trindel's lawsuit experiences with air ambulance providers, and the courts ruling that air ambulance is exempt from the California Fee Schedule. Chester and Judi talked about how important air ambulances are for rural counties.

Sean Houghtby, Liability and Property Department, reported that he is working on obtaining is ARM and CPCU designation, that he conducted file reviews in Colusa and Trinity, that he conducted a successful County Counsel meeting for members County Counsels. He advised the Board that Penny was promoted to adjuster. He talked about the status of the liability program, and the current activity, before moving on to talk about the activity in the property program. He then provided a ten year comparison on frequency, annual legal spend, annual settlements, in the liability program, and the amount of payments in the property program.

Andrew advised the Board of the Administration Department staff report talking about the orientations that have occurred with new member personnel. He presented the Board with Trindel's Certification from the Government Finance Officers Association (GFOA) for Excellence in Financial Reporting for the 2022 Annual Comprehensive Financial Report (ACFR). Furthermore, the following tasks have been completed: financial audit, actuarial studies, claims liability adjustment from the actuarial studies, reinsurance market analysis with Guy Carpenter, and also the meeting of Executive and HR Task Force committees. Additionally, per direction from strategic planning session orientations and special focus to members critical positions was provided including visiting Colusa County to welcome Todd's replacement, Ignacio Prado, who attended an in-person orientation along with Michelle from Alpine and Josh from Plumas at Trindel's

Colusa County, Wendi Tyler and Ignacio Prado, thanking everyone with the transition of Ignacio coming on as new Alternative Board Member. Ignacio also thanking everyone for their support, appreciate the change from private sector to public, also offering if he can be of assistance to anyone do not hesitate to call him.

Del Norte County Absent

Lassen County Absent

Modoc County, Chester Robertson, mentions \$30 million infrastructure is coming in future with Caltrans, Forest Service and other entities who do not have enough staff creating higher risks.

Mono County Absent

Plumas County, Travis Goings and Debra Lucero. Debra shares their county has been without a HR Director for an extended period of time. Was able to provide the first wage increase in 15 years. Grievance is being filed against the district attorney. Having trouble filling elected official positions is a significant risk for rural counties. Humboldt, Mendocino, and Plumas have had recent turnover in key elected official positions. Nathan briefly explained the situation in Mendocino County and District Attorney.

San Benito County, Henie Ring, support received from PRISM and others entities and counties when county building burnt down which was where elections were held causing great difficulty with elections coming up in March. They are having difficulty keeping the local hospital afloat.

Sierra County, Judi Behlke, states county board meeting upcoming Tuesday with the elected officials affecting various difficulty within departments. Judi also offers help to Debra with situation.

Sutter County, Nathan Black and Jason Claunch. Jason discusses liability with FBI, special event permits and November event.

Tehama County, Gabriel Hydrick and Coral Ferin. Gabriel commended Rachael for helping with a difficult employee, and how much of a help she is for the County. Gabriel mentions he has experience similar to Plumas County and difficult elected officials.

Trinity County, Trent Tuthill discusses the 2024-25 rate increase and has been working through claims with the support of Trindel staff. Also discusses a \$9 million budget problem.

General Business (Resume)

21. Future meetings: June 13-14 meeting in Plumas County. Fall meeting with PRISM or hold the meeting in a different location, at a different time.

June 12-14 meeting at in Plumas County.

October 2-4 meeting Board and PRISM meeting in Yosemite at the Tenaya Lodge.

22. Closed Session: Executive Directors Evaluation: *Government Code Section 54957.6 Andrew Fischer*

The Board reported out of closed session that the Executive Director is to set a special board meeting toward the end of April.

23. Adjournment:

1:15 pm on February 16, 2024.

Disability Access: The meeting room is wheelchair accessible and disabled parking is available at the meeting location. If you are a person with a disability and you need disability-related modification or accommodations to participate in this meeting, please contact the Executive Director at (phone) 530-623-2322, (fax) 530-623-5019 or (email) afischer@trindel.org. Requests for such modifications or accommodations must be made at least two full business days before the start of the meeting.