

- The City of Maple Grove has received a limited number of PERA duty disability claims for PTSD.
- If the PF PERA deficit results in a 4% increase in required employer and employee contributions, the total cost would be approximately \$400,000. Based on previous actions, this could be a \$240,000 impact to the city's levy.
- If the city is required to pay the health insurance due to a disability claim, that cost could be as much as \$21,000 per year per employee. Based on the average age of 42 for a PTSD worker's comp claim and payout until age 65, factoring inflation, that would be a total of \$681,500 over the 23 years.
- If there is a continued increase in duty disability claims, staffing, overtime costs, loss of experience in the department, and many other areas would be substantially impacted.
- The City of Maple Grove supports legislation that accomplishes PTSD prevention, treatment prior to duty disability approval, and funding solutions to address the obligations of cities in meeting the state mandates.

Maple Grove has adopted various strategies to recognize PTSD signs and implement best practices, including:

- Normalizing conversations about mental health
- Providing an annual "check up from the neck up" paid for by the department for each sworn officer
- Identifying ways to promote cultural behaviors that enhance public safety physical and mental wellness
- Educating employees about PTSD signs, symptoms, treatment options, and outcomes

Additionally, the city is enhancing relationships between public safety and human resources to coordinate and streamline prevention of duty disability injuries and implement best practices and initiatives aimed at improving mental health wellness and preventing and coping with PTSD. With implementation of these strategies, the city hopes to not see an increase in PERA PTSD duty disability claims and will be able to treat and prevent risks associated with the overall wellness of public safety employees.

