

# *Workers' Compensation Program*

## *Annual Report*

### *State Fiscal Year 2010*

# *Mission Statement*

*Maximize Minnesota's governmental resources by helping our customers actively manage risk.*

## *Goals and Strategies*

*R*educe risk through proactive and innovative risk, loss control and claims management practices.

*M*aintain financial stability and a safe, productive workforce.

*D*eliver comprehensive, cost-effective property, liability and workers' compensation products and related services.

## *Vision*

*RMD will deliver highly valued risk and claims management products and services to our customers at below market rates and will help provide a safe workplace where employees thrive.*

# Workers' Compensation Program

# Annual Report

## State Fiscal Year 2010

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## Introduction

The State of Minnesota's self-insured workers' compensation program is administered by the Minnesota Department of Administration's Risk Management Division. The program consists of four service units: claims management, disability management, legal, and safety & loss control. It covers over 60,000 employees in the executive, legislative, judicial branches of state government and quasi-state agencies, such as the Minnesota Historical Society, MnSCU, and the Minnesota State Fair.

The state's workers' compensation program receives on average 2,600 new claims annually and is funded by an administrative fee charged to each agency covered by the program. During state fiscal year 2010 (FY 2010), the program's total costs increased 5.5% (\$1,580,390) from \$28.7 million to \$30.2 million. The increase is led by increases in workers' compensation and reinsurance costs.

We present the following report on the program's activities during FY 2010. This report will present the costs of indemnity and medical benefits provided to injured state employees, summarize information regarding claims for work-related injuries, and note other significant data compiled by the program during the past fiscal year. A section of this report benchmarks the program against Minnesota industry results. This information is provided to state agencies, legislators, labor unions, insurance industry professionals, and others interested in the general operation of the program.

The Workers' Compensation Program welcomes comments about this report. Please direct comments to:

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**All comparisons made in this report are of FY 2010 figures to FY 2009, unless otherwise noted, and are actual costs. The cost data has not been adjusted for inflation, except for the benchmarks section (pp. 4-7).**

## Executive Summary

The following is a summary of program activity for state fiscal year 2010:

### Cost Per \$100 of Payroll

- ◆ Costs per \$100 of payroll remains steady and are less than the Department of Labor & Industry's estimated average for employers in Minnesota (p. 5).

### Claim Numbers

- ◆ Agencies reported 3.7% fewer claims in FY 2010 (p. 9).

### Total Costs

- ◆ Total program costs increased 5.5% from \$28,653,641 in FY 2009 to \$30,234,031 in FY 2010 (pp. 11-12).
- ◆ Expenditures for all benefits increased 6% from \$22,256,201 in FY 2009 to \$23,584,737 in FY 2010 (pp. 13-14).
- ◆ Expenditures for medical benefits increased 13.7% from \$10,935,885 in FY 2009 to \$12,435,509 in FY 2010 (pp. 16-17).
- ◆ Expenditures for indemnity benefits decreased 2.0% from \$8,436,569 in FY 2009 to \$8,270,493 in FY 2010 (pp. 18-19).
- ◆ Expenditures for reinsurance increased 23.1% from \$736,379 in FY2009 to \$906,270 in FY2010 (pp. 11-12).

### Recoveries

- ◆ Recoveries decreased 34.8% in FY 2010 (pp. 20-21). Recoveries are funds the program receives from supplementary benefits, Second Injury Fund and subrogation.

### Agency Activity

- ◆ Nine large agencies (Human Services, Transportation, Corrections, MnSCU, Natural Resources, Public Safety, Veterans Affairs, Administration, and Trial Courts) accounted for 86.8% of the program's payment activity (pp. 24-25).
- ◆ Benefit costs for these nine agencies increased 7.4% from FY 2009 to FY 2010 (pp. 26-27).
- ◆ The workers' compensation incidence rate decreased slightly from 4.2 in FY 2009 to 4.1 in FY 2010 (pp. 32-33) for all agencies. The incident rate for individual agencies is located in Appendix C (p. 37).

### Other Findings

- ◆ Claims that occurred prior to 2000 accounted for 24.7% of the program's benefit costs paid out during FY 2010 (pp. 22-23).
- ◆ Most common injury causes continue to be due to overexertion and falls (p. 30).

## How the Program Works

### **Mission and Enabling Legislation**

The Workers' Compensation Program's mission is to work in partnership with state and quasi-state agencies to manage workers' compensation risk throughout state government. The program works primarily through each individual state agency's human resource and safety personnel.

The enabling legislation for the Program is found in Minnesota Statutes 176.541 through 176.611.

### **The Four Service Units**

The Workers' Compensation Program delivers its workers' compensation services to state agencies and their employees through four work units: claims management, disability management, legal, and safety & loss control. Below is a brief description of what each work unit does.

#### **Claims Management Unit**

The Claims Management Unit determines liability for workers' compensation claims filed against the state and quasi-state agencies by state employees. It then contests or pays these claims in accordance with the requirements of Minnesota Statutes 176. While carrying out this work, the unit represents the interests of the state and quasi-state agencies.

In addition to its responsibility for the administration of workers' compensation benefits, the unit also is responsible for directing the efforts to return injured employees back to the job, recovering costs from negligent third parties, and seeking final resolutions for all claims.

#### **Disability Management**

The Disability Management Unit manages disability claims by working with employees, state agencies, workers' compensation specialists, health care providers and other professionals to help injured employees stay on the job or return to work as soon as possible. The unit provides services such as vocational screenings/assessments, on-site job analyses, ergonomic evaluations, job placement, statutory rehabilitation and return-to-work plans.

#### **Legal Services**

The Legal Services Unit provides legal representation to state agencies in workers' compensation disputes. Its purpose is to conduct all aspects of defense litigation and provide legal counsel to state agencies and staff members of the Workers' Compensation Program. Its objective is to protect the legal interests of state agencies in disputed cases and to defend or resolve these cases in the best interest of the state.

#### **Safety & Loss Control**

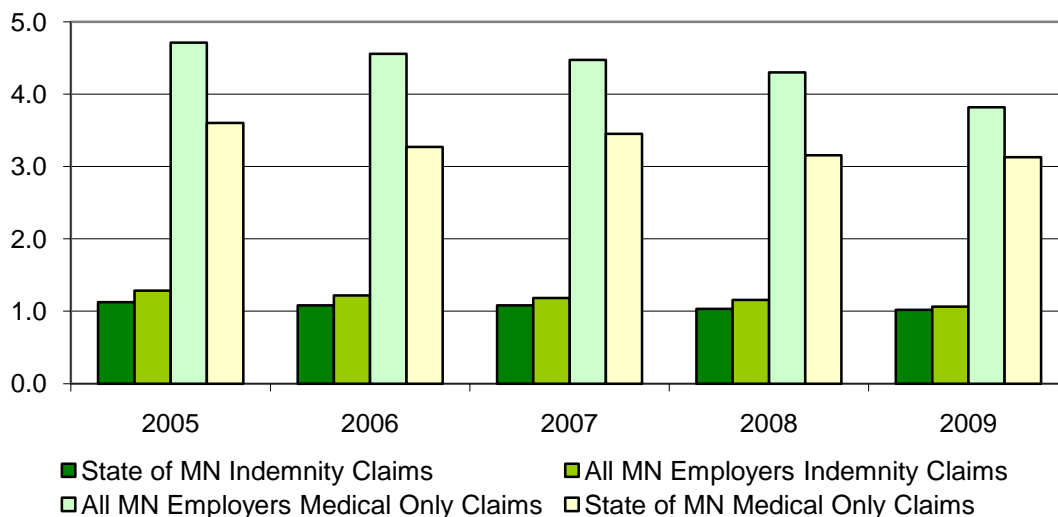
The Safety and Loss Control Unit provides safety and industrial hygiene consulting resources to all state agencies. Its purpose is to help state agencies identify and correct workplace safety hazards-both environmental and behavioral-that place employees at risk for work related injury or illness. The unit provides safety-related services to agencies such as worker exposure assessments, indoor air quality surveys, and safety program development.

## Benchmarks

Claims rate remains steady over the last five years (*Chart 1*).

**Chart 1/Paid Claims Per 100 FTE's**

Comparison of the State of Minnesota paid claims per 100 full-time equivalent employees to all Minnesota employers.



State of Minnesota			
Paid Claims Per 100 FTE CY DOI/FTE by FY			
Injury Calendar Year	Indemnity Claims	Medical Only Claims	Total Claims
2005	1.1	3.6	4.7
2006	1.1	3.3	4.4
2007	1.1	3.5	4.5
2008	1.0	3.2	4.2
2009	1.0	3.1	4.1

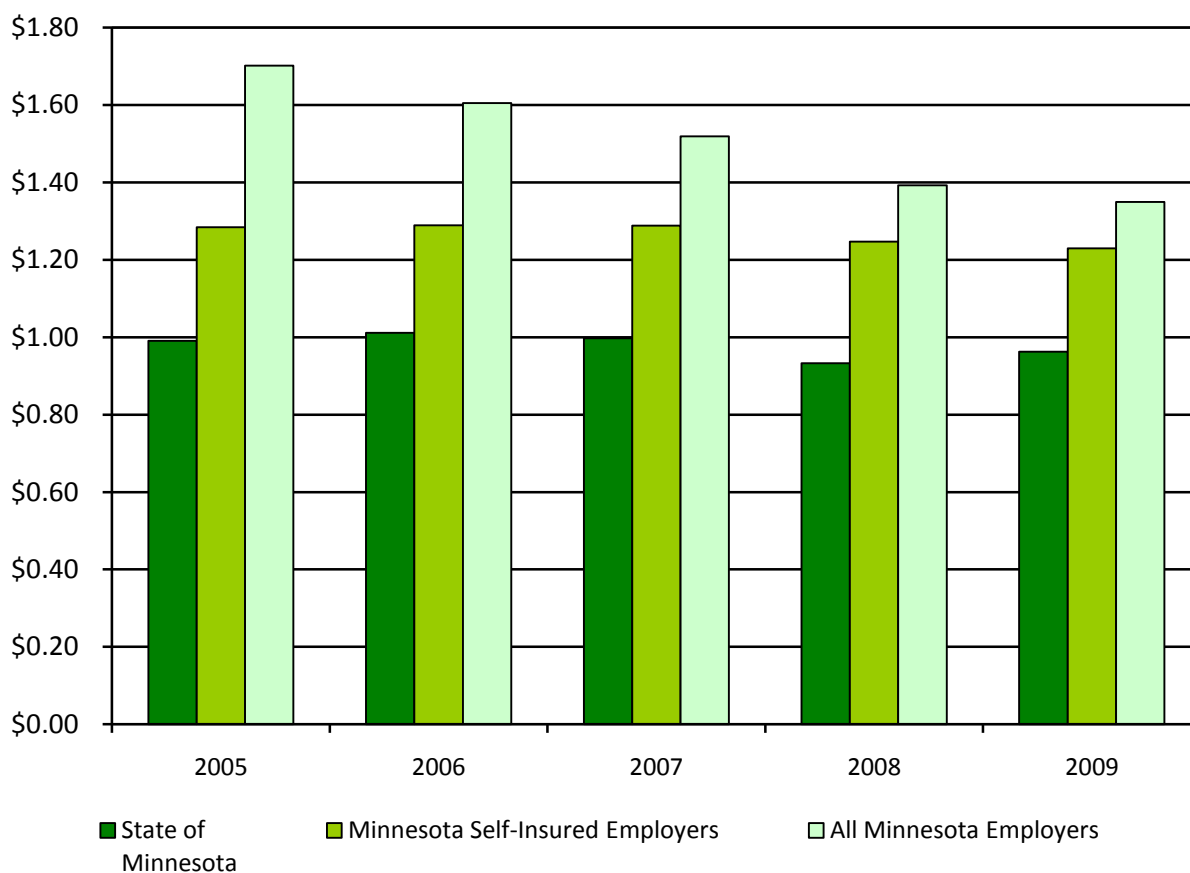
All Minnesota Employers			
Paid Claims Per 100 FTE CY DOI/FTE by FY			
Injury Calendar Year	Indemnity Claims	Medical Only Claims	Total Claims
2005	1.3	4.7	6.0
2006	1.2	4.6	5.8
2007	1.2	4.5	5.7
2008	1.2	4.3	5.5
2009	1.1	3.8	4.9

Data Source: DLI System Report (released 2011)  
 Please note that data from prior years has been updated.



The total cost of the state's workers' compensation program has been stable during the last five years when compared to payroll costs and to other Minnesota employers (*Charts 2, 3*).

**Chart 2/Estimated Cost Per \$100 of Payroll**



Year	State of Minnesota	Minnesota Self-Insured Employers	All Minnesota Employers
2005	\$0.99	\$1.28	\$1.70
2006	\$1.01	\$1.29	\$1.60
2007	\$1.00	\$1.29	\$1.52
2008	\$0.93	\$1.25	\$1.39
2009	\$0.96	\$1.23	\$1.35

Data Source: DLI System Report (released 2011)  
Please note that data from prior years has been updated.

### Chart 3/Average Cost of Indemnity Claims

Comparison of the State of Minnesota average indemnity benefits per indemnity claim to Minnesota employers (figures adjusted for wage growth).



Year	State of Minnesota	All Other Minnesota Employers
2005	\$12,200	\$17,379
2006	\$13,300	\$17,827
2007	\$12,600	\$18,386
2008	\$14,000	\$20,050
2009	\$14,800	\$21,862

Data Source: DLI System Report (released 2011)  
Please note that data from prior years has been updated.

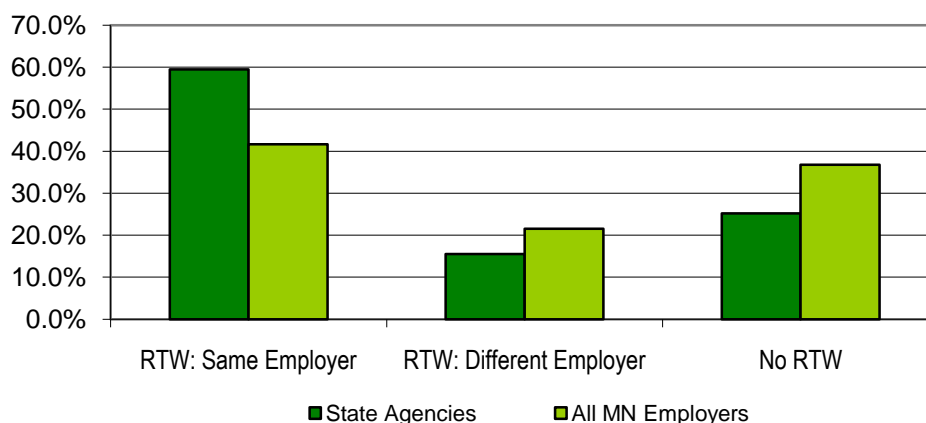
## Chart 4a/Return-to-Work Rate

Comparison of the State of Minnesota return-to-work rate against all other Minnesota employers when vocational rehabilitation plans are filed. Return-to-work is affected by many factors, including the job market, injury severity, and the availability of job modifications.

Year of Closure		Return to Work: Same Employer (%)	Return to Work: Different Employer (%)	Not Employed (%)	Total (%)
2003	<b>All MN Employers</b>	42.8	22.4	34.9	100
	<b>State Agencies</b>	50.7	20.9	28.4	100
2004	<b>All MN Employers</b>	42.6	23.2	34.2	100
	<b>State Agencies</b>	58.5	19.5	22.0	100
2005	<b>All MN Employers</b>	43.0	22.4	34.5	100
	<b>State Agencies</b>	53.4	21.6	25.0	100
2006	<b>All MN Employers</b>	41.7	22.4	35.9	100
	<b>State Agencies</b>	64.0	13.5	22.5	100
2007	<b>All MN Employers</b>	40.7	22.6	36.7	100
	<b>State Agencies</b>	62.4	13.4	26.1	102
2008	<b>All MN Employers</b>	41.4	20.9	37.7	100
	<b>State Agencies</b>	62.4	10.1	27.5	100
2009	<b>All MN Employers</b>	39.3	17.0	43.7	100
	<b>State Agencies</b>	65.0	9.6	25.0	100
Average 2003-2009	<b>All MN Employers</b>	<b>41.6</b>	<b>21.6</b>	<b>36.8</b>	100
	<b>State Agencies</b>	<b>59.5</b>	<b>15.5</b>	<b>25.2</b>	100

Data Source: DLI System Report (released 2011)  
Please note that data from prior years has been updated.

## Chart 4b/Return to Work (RTW) Comparison 2003-2010/Average



## Findings

**The overall number of new claims decreased, but we closed fewer claims (Chart 5, 6, and Appendix A)**

***Number of claims decreased (Chart 5)***

The program experienced a decrease of 100 claims reported from FY 2009 to FY 2010. Appendix A (p. 35) contains an agency-by-agency breakdown of the number of claims reported for FY 2009 and FY 2010.

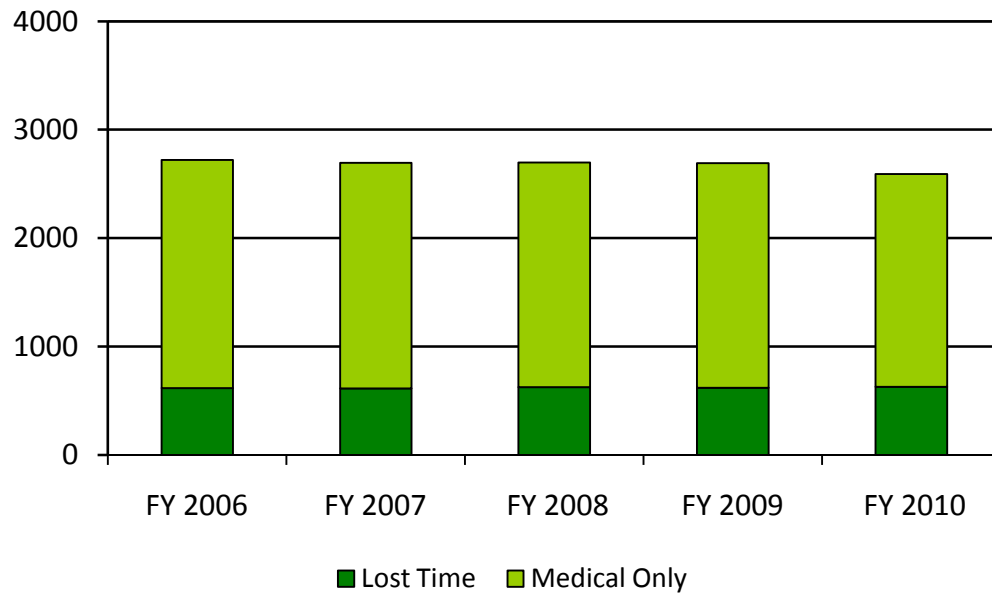
***Increase in lost time claims (Chart 5)***

*Lost time claims*, those in which the employee is disabled beyond a three calendar-day waiting period, increased by 1.1% (7) from FY 2009 to FY 2010. *Medical only claims* decreased by 5.2% (107) from FY 2009 to FY 2010.

***Number of claims closed decreased (Chart 6)***

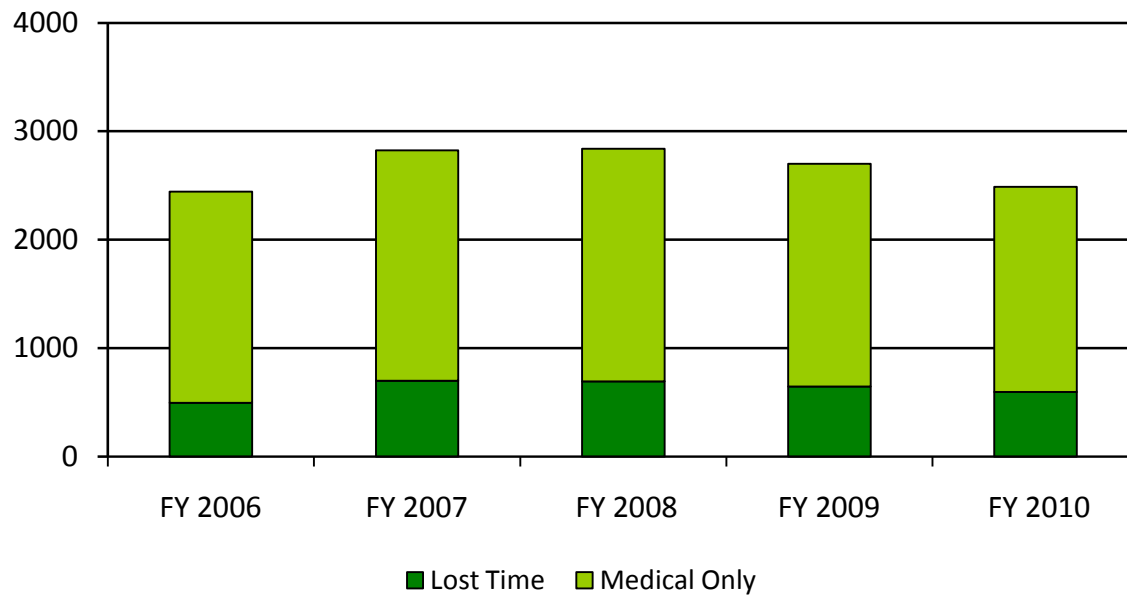
The program closed fewer claims in FY 2010 compared to FY 2009. The program closed fewer claims than it received during FY 2010 (2,591 received vs. 2,489 closed), thus increasing the number of claims being managed.

**Chart 5/Number of Claims Reported/FYs 2006-2010**



	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 06-10	FY 09-10
	Claims Reported					% Change	
<i>Lost Time</i>	616	614	624	620	627	1.8%	1.1%
<i>Medical Only</i>	2,104	2,079	2,073	2,071	1,964	-6.7%	-5.2%
<b>Totals</b>	<b>2,720</b>	<b>2,693</b>	<b>2,697</b>	<b>2,691</b>	<b>2,591</b>	<b>-4.7%</b>	<b>-3.7%</b>

**Chart 6/Number of Claims Closed/FYs 2006-2010**



	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 06-10	FY 09-10
	Claims Closed					% Change	
<i>Lost Time</i>	495	698	692	646	594	20.0%	-8.0%
<i>Medical Only</i>	1,948	2,127	2,146	2,055	1,895	-2.7%	-7.8%
<b>Totals</b>	<b>2,443</b>	<b>2,825</b>	<b>2,838</b>	<b>2,701</b>	<b>2,489</b>	<b>1.9%</b>	<b>-7.8%</b>

## **Total Program Costs**

### **The program experienced an increase in total costs (Chart 7)**

The program's total costs of \$30,234,031 reflects an increase of 5.5% (\$1,580,390) from FY 2009 to FY 2010. These costs include all benefits, program administrative fees, special assessments, reinsurance, and managed care administrative fees.

#### **Benefits**

*Benefit costs* include all benefits paid under Minnesota Statutes, Chapter 176. In FY 2010, these costs increased 6.0% (\$1,328,536) compared to FY 2009. Benefit costs by category are listed on page 14 of this report.

#### **Administration**

In FY 2010, the program provided claims administration, safety and loss control services, and disability management/rehabilitation services with administrative operating revenues of \$2,496,000, which has remained unchanged since FY 2004.

#### **Special Assessments**

The program's expenditure for *special assessments* decreased 0.5% (\$7,336) compared to FY 2009. Special assessments are levied by the Department of Labor and Industry (DLI) for payment of uninsured employer claims, reimbursement of supplementary benefits, and reimbursement of Second Injury Fund claims. This assessment is based upon indemnity benefits paid and charged to all insurers and self-insured employers doing business in Minnesota.

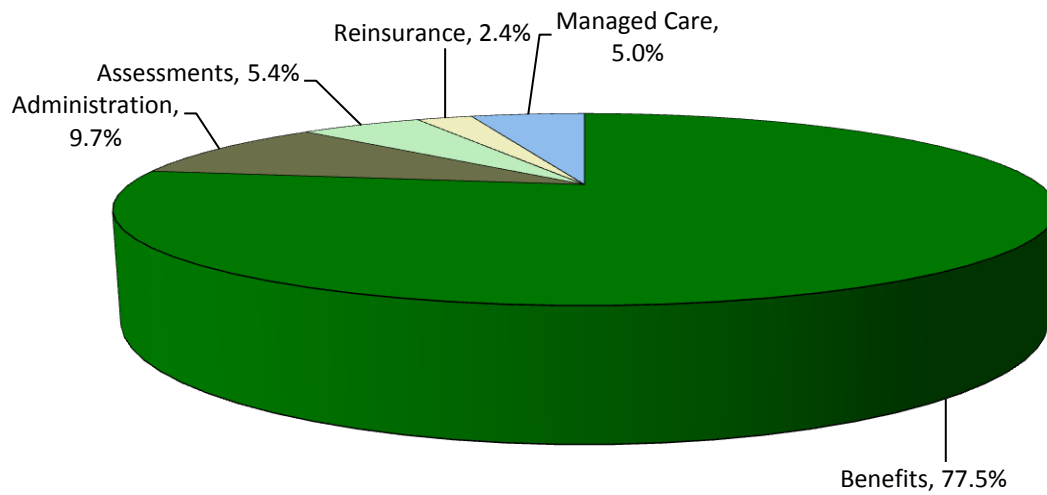
#### **Reinsurance**

The program's expenditure for *reinsurance* increased 23.1% in FY 2010 compared to FY 2009. The Workers' Compensation Reinsurance Association (WCRA) provides coverage to the state on claims exceeding our deductible or retention level. The increase in premiums in FY 2010 is associated with the overall loss experience of WCRA members.

#### **Managed Care**

The program's payment for *managed care* services increased 1.3% (\$18,803) from FY 2009 to FY 2010. This slight increase is due to the number of employees covered by the Program.

**Chart 7/Total Program Costs/FYs 2006-2010**



	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 06-10	FY 09-10
	<b>Total Program Costs</b>					<b>% Change</b>	
<b>Benefits</b>	\$16,817,690	\$20,398,449	\$21,423,282	\$22,256,201	\$23,584,737	40.2%	6.0%
<b>Administration</b>	\$2,545,789	\$2,537,651	\$2,556,402	\$2,704,525	\$2,775,022	9.00%	2.6%
<b>Assessments</b>	\$1,367,872	\$1,338,730	\$1,408,947	\$1,553,475	\$1,546,139	13.03%	-0.5%
<b>Reinsurance</b>	\$534,597	\$553,511	\$557,147	\$736,379	\$906,270	69.52%	23.1%
<b>Managed Care</b>	\$1,227,235	\$1,331,002	\$1,369,343	\$1,403,061	\$1,421,864	15.86%	1.3%
<b>Totals</b>	<b>\$22,493,183</b>	<b>\$26,159,343</b>	<b>\$27,315,121</b>	<b>\$28,653,641</b>	<b>\$30,234,031</b>	<b>34.41%</b>	<b>5.52%</b>



## **Benefit Costs**

### **The program's expenditures for benefits increased (Chart 8)**

In FY 2010, benefit expenditures increased a total of 6.0% (\$1,328,535) compared to FY 2009.

#### ***Medical costs increased***

Payments for office and hospital visits, prescriptions, supplies, and reimbursements for travel and time off to see the doctor increased 13.7% (\$1,499,624) in FY 2010 compared to the previous year.

#### ***Indemnity costs decreased***

Benefit payments to compensate employees for lost wages or for permanent loss of body function decreased in FY 2010 compared to FY 2009 by 2.0% (\$166,077).

#### ***Rehabilitation costs increased***

Expenditures for disability management and vocational rehabilitation services that aid in returning injured employees to work increased 9.7% (\$129,781) from FY 2009 to FY 2010.

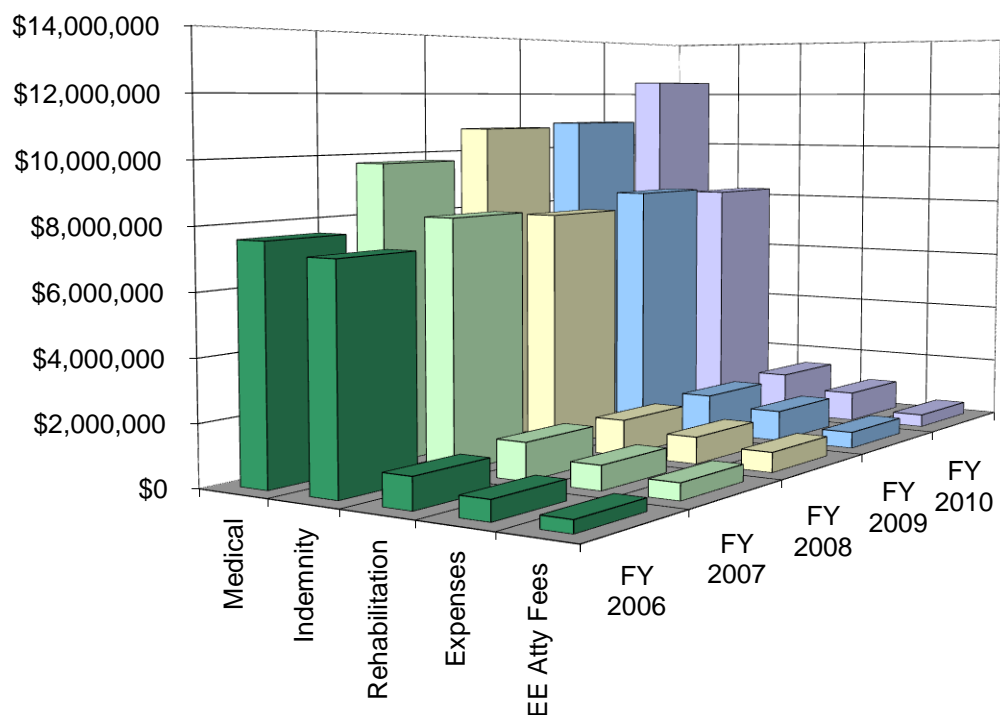
#### ***Expense costs decreased***

Expenditures for investigations, independent medical examinations, medical records, court reporters, deposition fees, and legal defense costs decreased 1.8% (\$18,079) in FY 2010.

#### ***Employee attorney costs decreased***

Fees paid to attorneys representing injured employees in FY 2010 decreased 21.7% (\$116,714) compared to FY 2009.

**Chart 8/Benefit Costs/FYs 2006-2010**

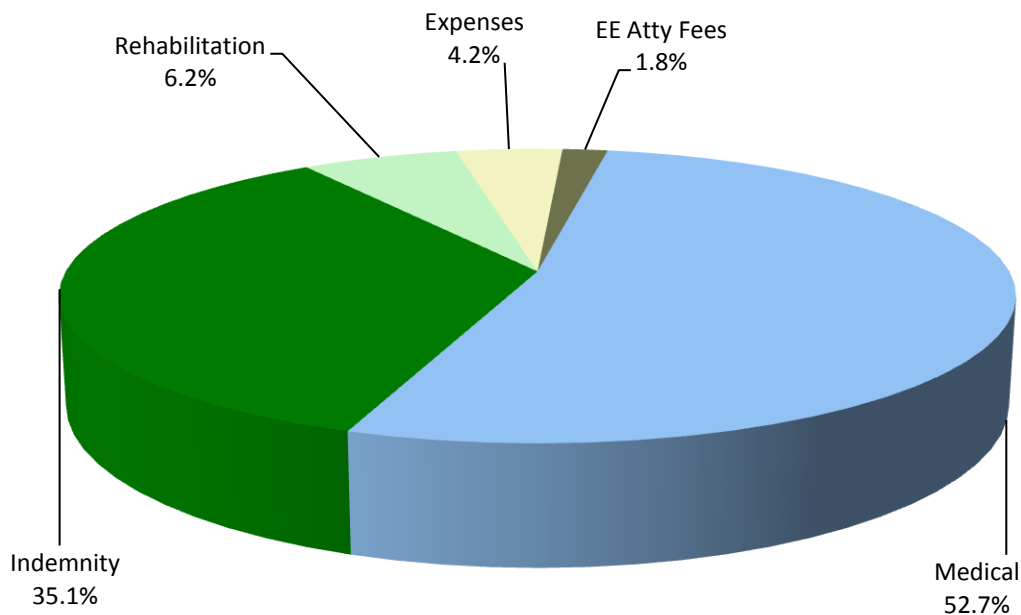


	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 06-10	FY 09-10
	<b>Benefit Costs</b>					<b>% Change</b>	
<b>Medical</b>	\$7,573,499	\$9,747,169	\$10,790,514	\$10,935,885	\$12,435,509	64.2%	13.7%
<b>Indemnity</b>	\$7,166,259	\$8,086,464	\$7,910,732	\$8,436,569	\$8,270,493	15.4%	-2.0%
<b>Rehabilitation</b>	\$1,018,196	\$1,227,354	\$1,188,114	\$1,331,215	\$1,460,996	43.5%	9.7%
<b>Expenses</b>	\$655,244	\$789,490	\$880,966	\$1,013,659	\$995,580	51.9%	-1.8%
<b>EE Atty Fees</b>	\$404,492	\$547,972	\$652,956	\$538,873	\$422,159	4.4%	-21.7%
<b>Totals Overall</b>	<b>\$16,817,690</b>	<b>\$20,398,449</b>	<b>\$21,423,282</b>	<b>\$22,256,201</b>	<b>\$23,584,737</b>	<b>40.2%</b>	<b>6.0%</b>

**The majority of benefits were for medical payments (*Chart 9*)**

In FY 2010, 52.7% (\$12,435,509) of the total benefits paid were for injured employees' medical costs. 35.1% (\$8,270,493) of the total benefits paid went directly to employees in the form of indemnity payments to compensate for lost wages or for permanent loss of body function. The percentage of total benefits going directly to employees (35.1%) was lower than the 37.9% of the previous year (FY 2009).

**Chart 9/Composition of Benefit Costs/FY 2010**



## **Medical Costs**

### **The program's expenditure for medical benefits increased 13.7% (Chart 10)**

In FY 2010, the program paid \$12,435,509 to various medical care providers and for medical reimbursements to the employee. This was an increase of 13.7% (\$1,499,625) compared to FY 2009.

**Medical office visits** include all non-chiropractic care that is not provided in a hospital. From FY 2009 to FY 2010, these payments increased by 15.5% (\$477,384).

**Hospital** payments include all inpatient and outpatient treatment that is provided in a hospital. In FY 2010, these payments increased 17.0% (\$956,385) compared to FY 2009.

**Chiropractic care** payments decreased 5.8% (\$14,408) in FY 2010 compared to FY 2009.

**Miscellaneous medical** includes payments to intervenors, diet and/or fitness centers, and home remodeling. In FY 2010, these payments decreased 55.3% (\$111,715) compared to FY 2009.

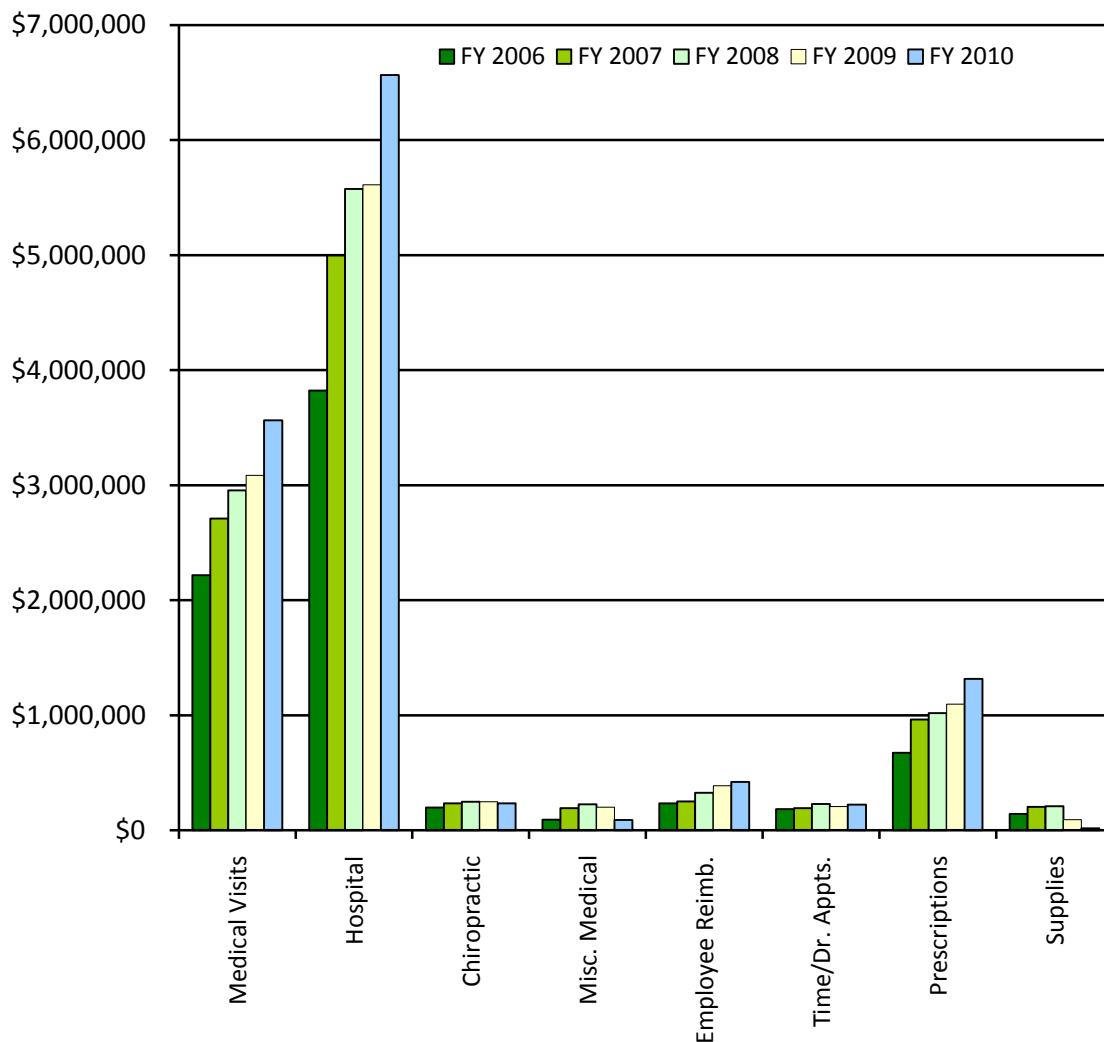
**Employee reimbursements** include mileage, parking, and meals. These payments increased 8.5% (\$32,951) from FY 2009 to FY 2010.

**Employee time for doctor** is reimbursement of wages lost for time spent attending medical appointments. It does not include wages lost because of inability to work. These payments increased 6.8% (\$14,258) compared to FY 2009.

**Prescription** costs increased 20.1% (\$220,408) from FY 2009 to FY 2010.

**Supplies** include medical equipment and supplies. These payments decreased 81.3% (\$75,639) in FY 2010 compared to FY 2009.

**Chart 10/Medical Benefit Costs/FYs 2006-2010**



	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 06-10	FY 09-10
<b>Medical Benefit Costs</b>						<b>% Change</b>	
Medical Visits	\$2,219,085	\$2,711,069	\$2,954,882	\$3,086,947	\$3,564,331	60.6%	15.5%
Hospital	\$3,823,479	\$4,995,210	\$5,576,210	\$5,609,808	\$6,566,193	71.7%	17.0%
Chiropractic	\$199,486	\$234,465	\$249,328	\$249,731	\$235,323	18.0%	-5.8%
Misc. Medical	\$91,931	\$193,517	\$226,023	\$202,106	\$90,391	-1.7%	-55.3%
Employee Reimb	\$235,309	\$252,005	\$325,878	\$389,092	\$422,043	79.4%	8.5%
Time/Dr. Appts.	\$185,309	\$194,323	\$228,422	\$208,463	\$222,721	20.2%	6.8%
Prescriptions	\$674,863	\$962,579	\$1,019,504	\$1,096,690	\$1,317,098	95.2%	20.1%
Supplies	\$144,037	\$204,001	\$210,267	\$93,047	\$17,408	-87.9%	-81.3%
<b>Totals</b>	<b>\$7,573,499</b>	<b>\$9,747,169</b>	<b>\$10,790,514</b>	<b>\$10,935,884</b>	<b>\$12,435,509</b>	<b>64.2%</b>	<b>13.7%</b>

## Indemnity Costs

### The program's expenditure for indemnity benefits decreased 2.0% (Chart 11)

The program's second largest expenditure, indemnity benefits, experienced a decrease of 2.0% from FY 2009 to FY 2010.

#### **Types of Indemnity Benefits**

Indemnity benefits are usually paid on a biweekly basis to compensate employees for lost wages and permanent loss of body function due to a work-related injury. Indemnity benefits fall into one of the following categories:

#### **Temporary Total Disability (TTD) benefits**

are paid to employees who are unable to work, but who may be able to return to some type of work in the future. In FY 2010, TTD payments increased 9.9% (\$241,778) compared to FY 2009.

**Other Benefits** include lump sums to settle claims, death benefits to dependents, and retraining benefits. In FY 2010, these payments decreased 24.5% (\$376,178) compared to FY 2009.

**Supplementary Benefits (SBs)** are paid in conjunction with PTD, or to bring payments up to a percentage of the statewide average weekly wage. The majority of employees who receive SBs also receive Social Security Disability benefits. The program does not invoice agencies for these benefit payments, but rather receives full reimbursement from the Department of Labor and Industry. In FY 2010, SB payments increased 0.5% (\$9,765) compared to FY 2009. The legislature has eliminated the requirement to pay Supplementary Benefits for injuries occurring on or after October 1, 1995.

#### **Temporary Partial Disability (TPD) benefits**

are paid to employees who are able to work at either a reduced wage or a reduced number of hours. In FY 2010, TPD payments increased 11.5% (\$53,355) compared to FY 2009.

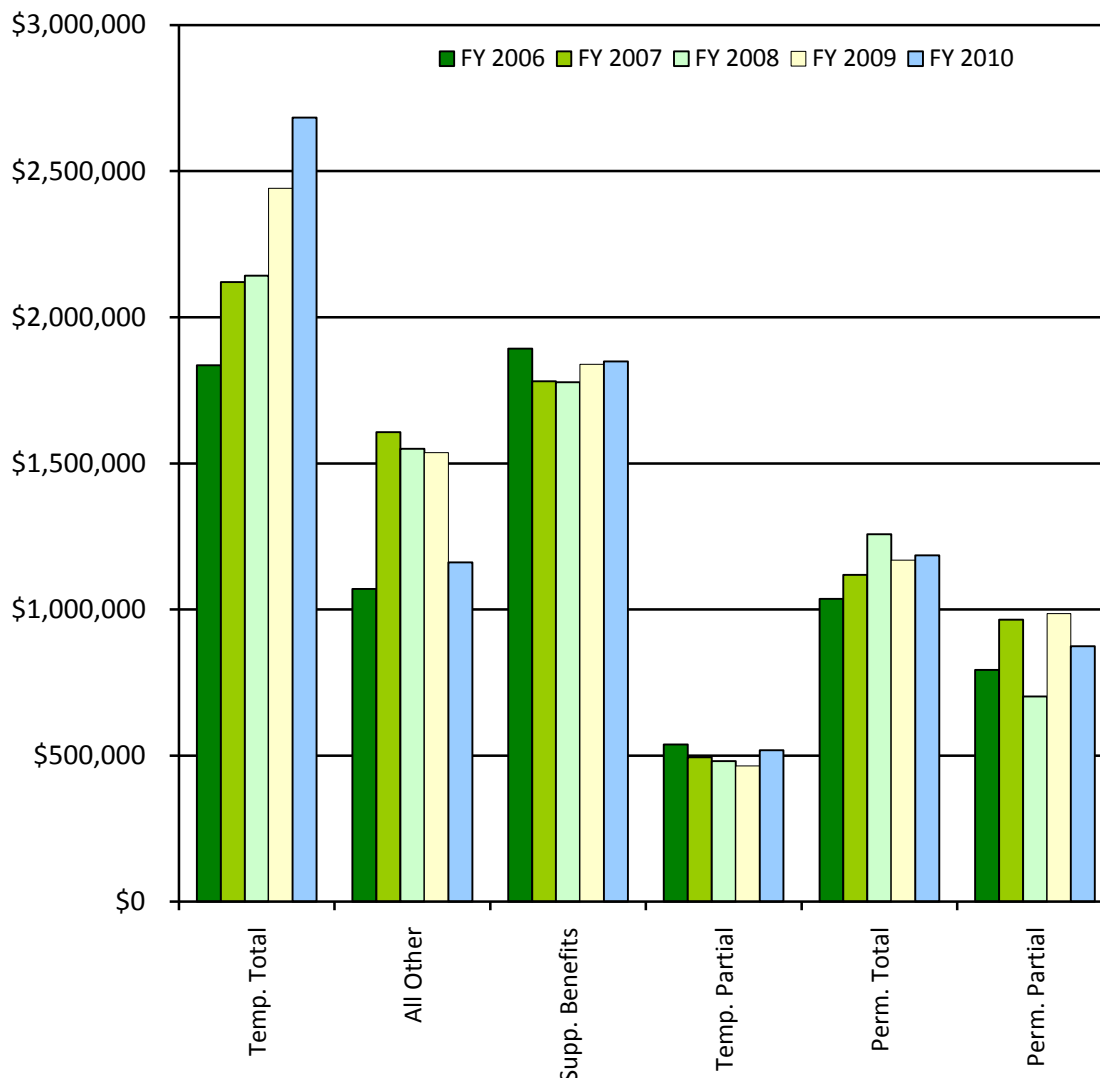
#### **Permanent Total Disability (PTD) benefits**

are paid to employees who will never be able to work again. In FY 2010, PTD payments increased 1.5% (\$17,080) compared to FY 2009.

#### **Permanent Partial Disability (PPD) benefits**

are paid to employees who have a permanent loss of body function. In FY 2010, PPD payments decreased 11.3% (\$111,876) compared to FY 2009.

**Chart 11/Indemnity Benefit Costs/FYs 2006-2010**



	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 06-10	FY 09-10
	Indemnity Benefit Costs					% Change	
Temp. Total	\$1,835,506	\$2,119,918	\$2,142,642	\$2,441,323	\$2,683,101	46.2%	9.9%
All Other	\$1,070,179	\$1,607,294	\$1,550,049	\$1,537,102	\$1,160,924	8.5%	-24.5%
Supp. Benefits	\$1,892,753	\$1,780,702	\$1,777,430	\$1,838,748	\$1,848,513	-2.3%	0.5%
Temp. Partial	\$537,610	\$494,693	\$481,142	\$465,029	\$518,384	-3.6%	11.5%
Perm. Total	\$1,036,602	\$1,118,537	\$1,257,262	\$1,168,443	\$1,185,523	14.4%	1.5%
Perm. Partial	\$793,609	\$965,320	\$702,207	\$985,924	\$874,048	10.1%	-11.3%
Totals	\$7,166,259	\$8,086,464	\$7,910,732	\$8,436,569	\$8,270,493	15.4%	-2.0%

## **Recoveries decreased 34.8% in FY 2010 (*Chart 12*)**

Recoveries are funds the program receives from three main sources: supplementary benefits, Second Injury Fund, and subrogation. Total recoveries in FY 2010 decreased 34.8% (\$1,319,732) compared to FY 2009.

**Supplementary Benefit Recoveries** are reimbursed by the Department of Labor and Industry. In FY 2010, the program recovered 32.0% less (\$800,346) compared to FY 2009.

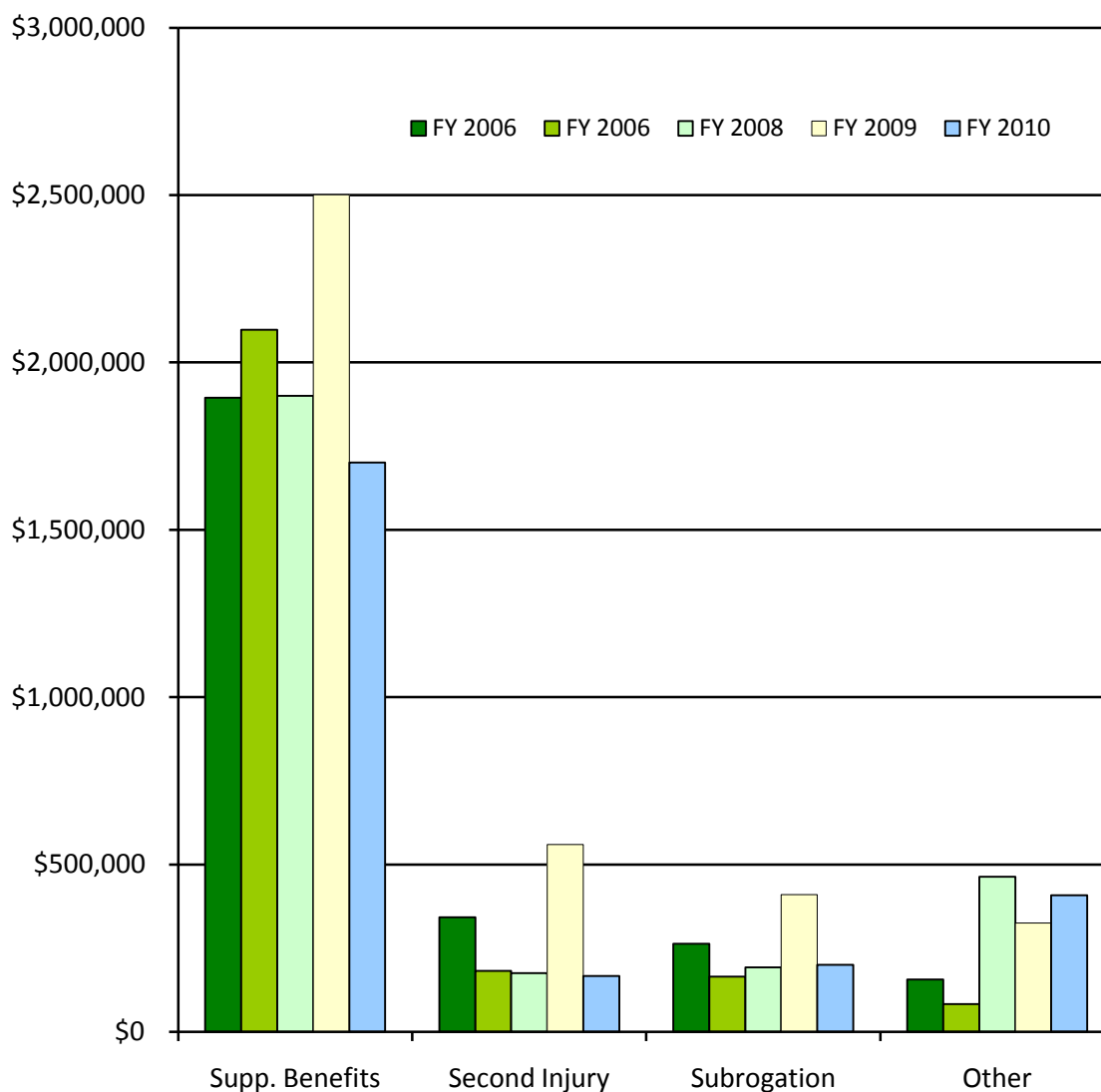
**Second Injury Fund Recoveries** are reimbursed by the Department of Labor and Industry for benefits paid on claims in which the employee had certain pre-existing conditions. In 1992, legislation eliminated the Second Injury Fund for claims occurring on or after July 1, 1992. In FY 2010, the recovery of these funds decreased 70.2% (\$393,212) compared to FY 2009.

**Subrogation Recoveries** are funds paid by third parties who are found responsible for employees' injuries and illnesses. From FY 2009 to FY 2010, the recovery of these funds decreased 51.2% (\$209,896).

**Other Recoveries** include funds obtained through contribution and reinsurance. In FY 2010, the recovery of these funds increased 25.8% (\$83,722) compared to FY 2009.



**Chart 12/Recoveries/FYs 2006-2010**



	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 06-10	FY 09-10
	Recoveries					Change	
Supp. Benefits	\$1,894,535	\$2,097,374	\$1,900,508	\$2,501,334	\$1,700,988	-10.2%	-32.0%
Second Injury	\$342,451	\$182,156	\$175,835	\$559,905	\$166,693	-51.3%	-70.2%
Subrogation	\$263,561	\$165,420	\$193,074	\$410,102	\$200,206	-24.0%	-51.2%
Other	\$156,609	\$83,558	\$464,004	\$324,907	\$408,629	160.9%	25.8%
Totals	\$2,657,156	\$2,528,508	\$2,733,421	\$3,796,248	\$2,476,516	-6.8%	-34.8%

## **Payments Made for Calendar Year Injuries**

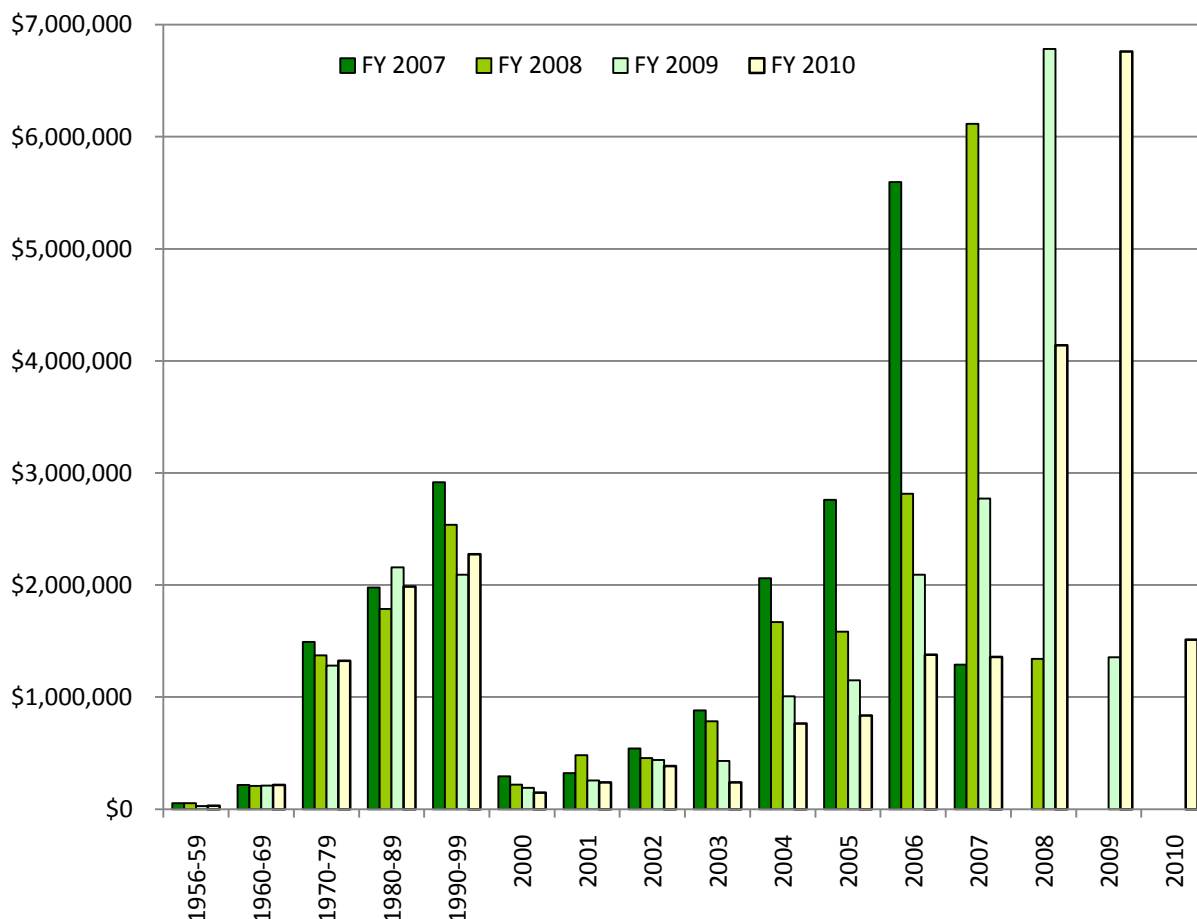
**Claims that occurred prior to 2000 accounted for 24.7% of the program's FY 2010 benefit costs (*Chart 13*)**

Chart 13 shows a breakdown of total benefits paid from FY 2007 to FY 2010 for injuries occurring in calendar years 1956 through June 30, 2010. In FY 2010, 24.7% (\$5,830,198) of all benefits went to employees who were injured prior to 2000. In FY 2009, \$5,769,495 was paid on older claims compared to \$5,830,198 paid in FY 2010, a 1.1% increase. In FY 2010, the oldest claim the program managed occurred in 1957.

### ***Claims follow predictable pattern***

In terms of cost, claims tend to undergo a "maturing" process. Claim costs tend to rise in the year following the injury as further benefits are paid. Then, in subsequent years, claim costs tend to decrease. Chart 13 shows claims payments made in FY 2010 which demonstrate this pattern.

**Chart 13/Payments Made for Calendar Year Injuries/FYs 2007-2010**



Calendar Years	FY 2007	FY 2008	FY 2009	FY 2010
1956-59	\$52,800	\$53,505	\$28,378	\$29,436
1960-69	\$214,806	\$207,497	\$210,292	\$216,209
1970-79	\$1,492,534	\$1,373,885	\$1,280,308	\$1,324,042
1980-89	\$1,978,510	\$1,786,071	\$2,157,922	\$1,986,951
1990-99	\$2,917,579	\$2,537,635	\$2,092,595	\$2,273,560
2000	\$293,150	\$217,946	\$190,956	\$146,280
2001	\$321,423	\$481,330	\$256,028	\$238,857
2002	\$540,431	\$454,908	\$439,394	\$384,316
2003	\$881,161	\$785,335	\$431,560	\$238,724
2004	\$2,060,346	\$1,670,445	\$1,006,100	\$765,387
2005	\$2,760,592	\$1,583,663	\$1,149,925	\$835,130
2006	\$5,595,600	\$2,813,497	\$2,092,776	\$1,377,829
2007	\$1,289,517	\$6,116,306	\$2,771,443	\$1,357,427
2008		\$1,341,260	\$6,783,587	\$4,139,217
2009			\$1,355,937	\$6,759,588
2010				\$1,511,783
<b>TOTALS</b>	<b>\$20,398,449</b>	<b>\$21,423,282</b>	<b>\$22,256,201</b>	<b>\$23,584,737</b>

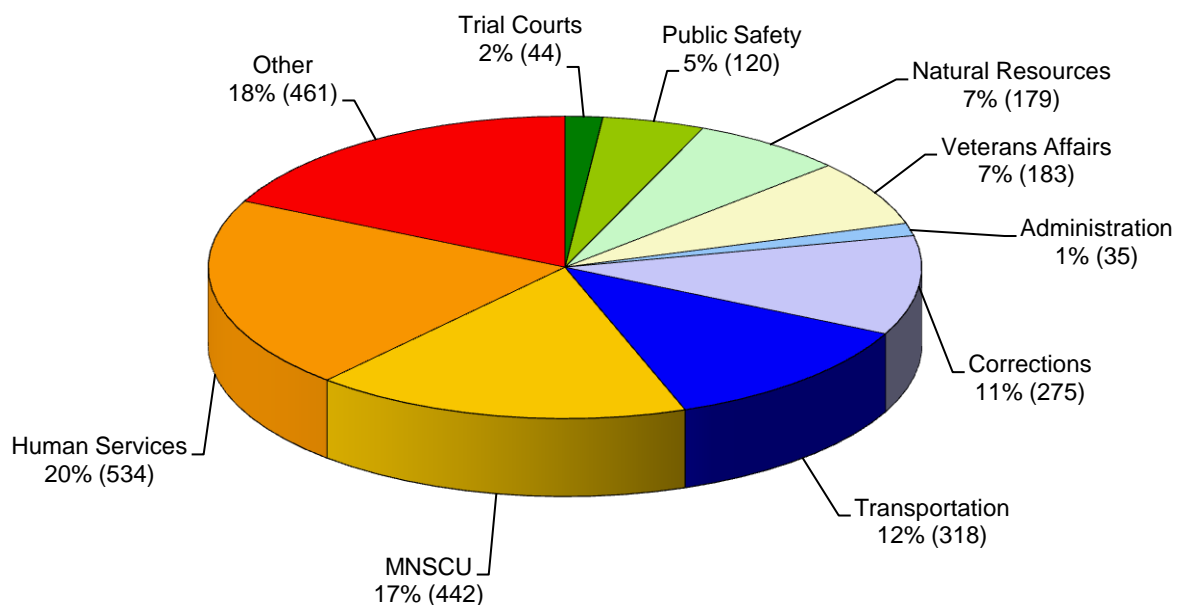
## **Claims/Benefits Activity by Agency**

### **Nine agencies accounted for over 80% of the program's activity (Charts 14, 15, and Appendices A, B)**

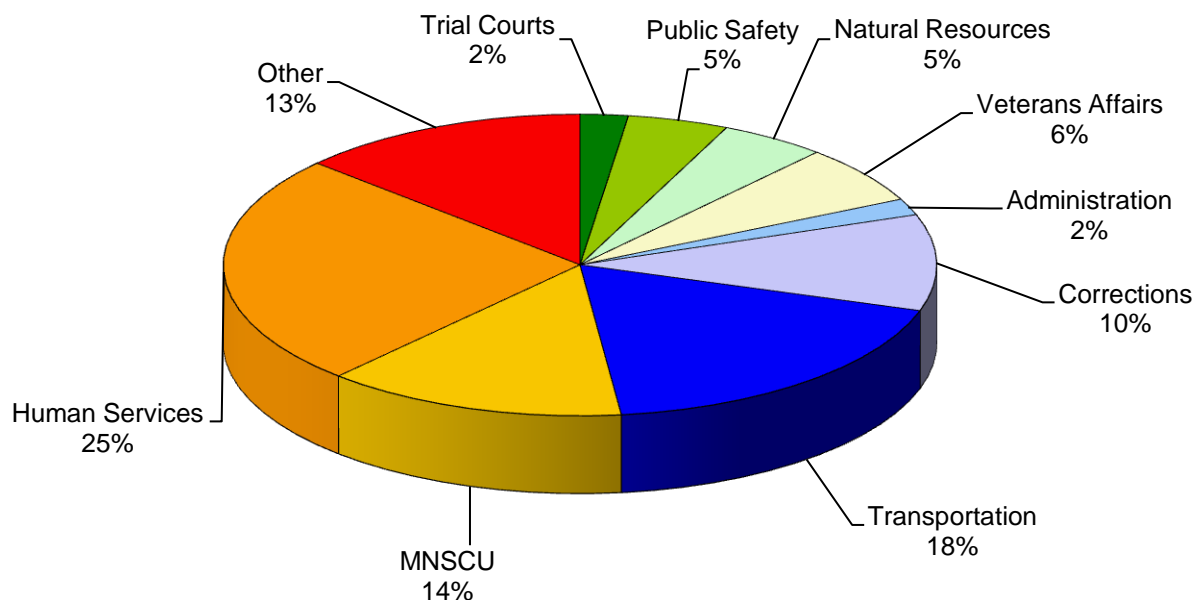
Reported claims distribution among state agencies is consistent with agency size and the nature of work being performed by employees. Nine agencies reported 82.2% (2,130) of the claims and paid 86.8% (\$20,468,318) of the benefits in FY 2010. The nine agencies are: Human Services, Transportation, Corrections, MnSCU, Natural Resources, Public Safety, Veterans Affairs, Administration, and Trial Courts.

Charts 14 and 15 contain information on these nine agencies, while Appendices A (Reported) and B (Benefit Costs) contain agency-by-agency comparison of the number of claims reported and the amount of benefits paid in FY 2009 and FY 2010.

**Chart 14/Composition of Reported Claims by Agency/FY 2010**



**Chart 15/Composition of Benefits Paid by Agency/FY 2010**



## **Benefit Costs for Nine Agencies**

**Benefit costs for these nine agencies increased 7.4%  
(Chart 16 and Appendix B)**

Combined benefit costs for the nine large agencies increased a total of 7.4% (\$1,418,416) from FY 2009 to FY 2010. Chart 16 shows data for these nine agencies. Cost data for the remaining agencies is contained in Appendix B (p. 36).

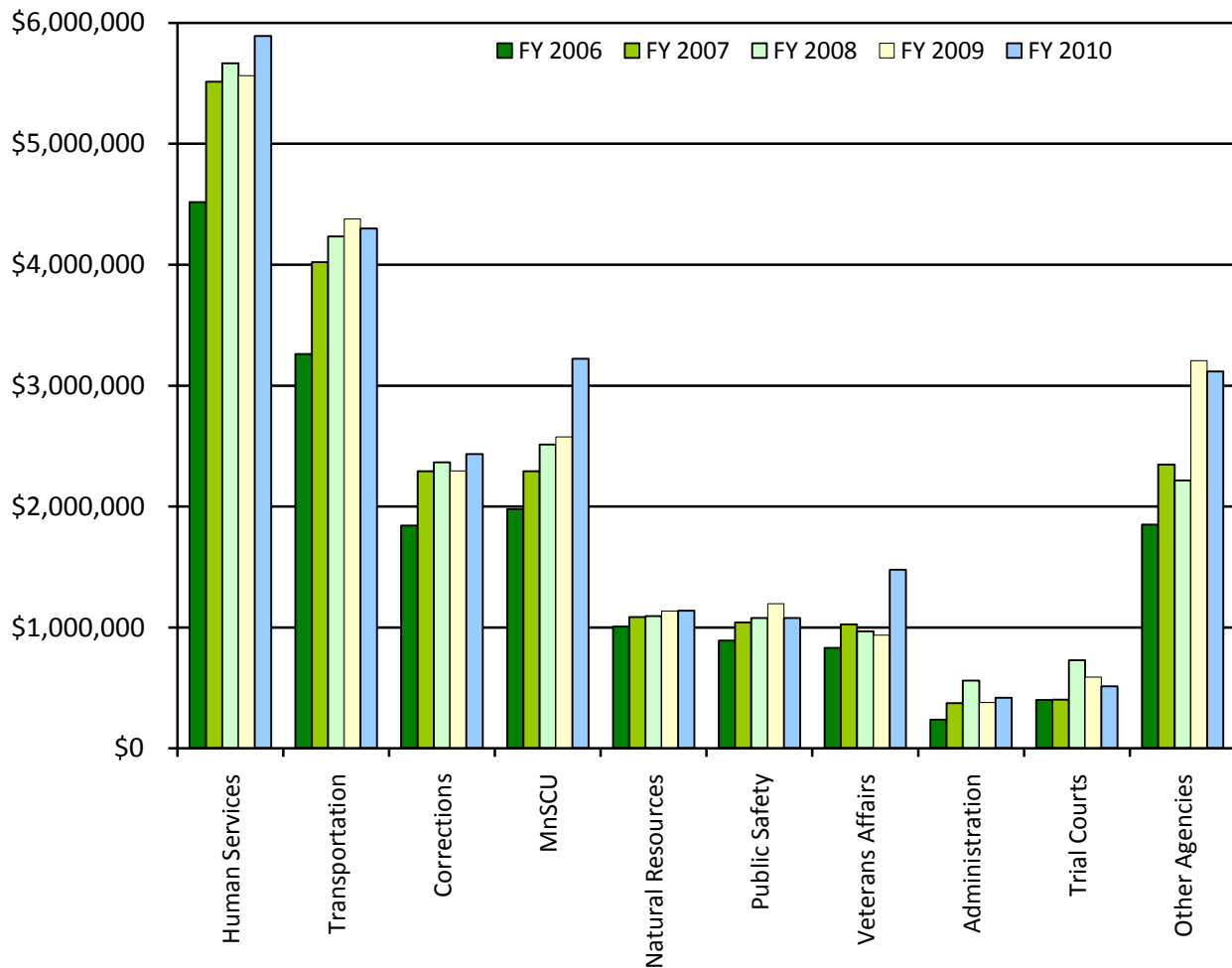
### ***Caution urged when comparing agencies***

It must be noted that comparisons of agencies' workers' compensation costs may be misleading and must be kept in perspective. One must consider many factors when comparing costs among agencies: the number and age of employees, the type of work performed, the salaries paid, the number of hours worked, and the type and severity of injuries.

### ***Benefit Costs Increased for Five of the Largest Nine Agencies, While the Other Agencies Experienced a Decrease.***

The nine agencies experienced changes ranging from -13.2% (Trial Courts) to 57.5% (Veterans Affairs). All other agencies experienced a decrease of 2.8% (\$89,881).

**Chart 16/Benefit Costs for Nine Agencies/FYs 2006-2010**



	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 06-10	FY 09-10
	<b>Benefit Costs</b>					<b>% Change</b>	
<b>Human Services</b>	\$4,517,894	\$5,512,508	\$5,664,960	\$5,561,779	\$5,890,376	30.4%	5.9%
<b>Transportation</b>	\$3,260,886	\$4,021,775	\$4,233,137	\$4,377,941	\$4,299,536	31.9%	-1.8%
<b>Corrections</b>	\$1,841,575	\$2,292,717	\$2,364,310	\$2,294,411	\$2,433,251	32.1%	6.1%
<b>MnSCU</b>	\$1,978,448	\$2,292,184	\$2,513,929	\$2,575,520	\$3,221,826	62.8%	25.1%
<b>Natural Resources</b>	\$1,006,271	\$1,085,435	\$1,093,681	\$1,137,248	\$1,137,504	13.0%	0.0%
<b>Public Safety</b>	\$891,082	\$1,042,578	\$1,079,014	\$1,196,068	\$1,078,499	21.0%	-9.8%
<b>Veterans Affairs</b>	\$832,192	\$1,026,087	\$969,000	\$937,495	\$1,476,328	77.4%	57.5%
<b>Administration</b>	\$237,632	\$374,972	\$560,500	\$378,905	\$418,359	76.1%	10.4%
<b>Trial Courts</b>	\$401,061	\$403,078	\$728,375	\$590,535	\$512,641	27.8%	-13.2%
<b>Totals 9 Agencies</b>	\$14,967,041	\$18,051,334	\$19,206,906	\$19,049,902	\$20,468,318	36.8%	7.4%
<b>Other Agencies</b>	\$1,850,649	\$2,347,115	\$2,216,376	\$3,206,299	\$3,116,418	68.4%	-2.8%
<b>Totals Overall</b>	<b>\$16,817,690</b>	<b>\$20,398,449</b>	<b>\$21,423,282</b>	<b>\$22,256,201</b>	<b>\$23,584,737</b>	<b>40.2%</b>	<b>6.0%</b>

## **Claim Characteristics (*Charts 17, 18 and 19*)**

Claims are defined in the Workers' Compensation Program by four different characteristics:

- body part
- cause
- nature
- source

We present charts 17 (A & B), 18 (A & B), and 19 (A & B) describing the distribution and average claim cost of injuries by body part, cause, and nature. Source is excluded from analysis due to the large number of possible source codes.

Average claim costs are in parenthesis in charts 17B, 18B, and 19B. The average is based upon a five year claim maturity and therefore represent the average of costs paid to date (6/30/10) on claims reported during the five year period of FY 2002 through FY 2006.

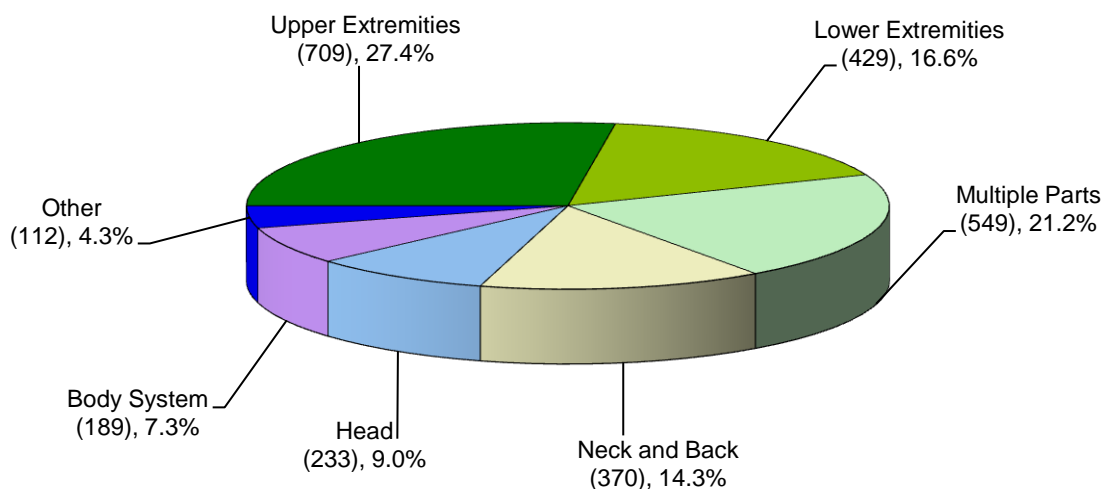
For a complete listing of injury characteristic coding used by the Workers' Compensation Program, please go to <http://www.admin.state.mn.us/risk/publications.html> and click on Workers' Compensation Injury Coding Guide.



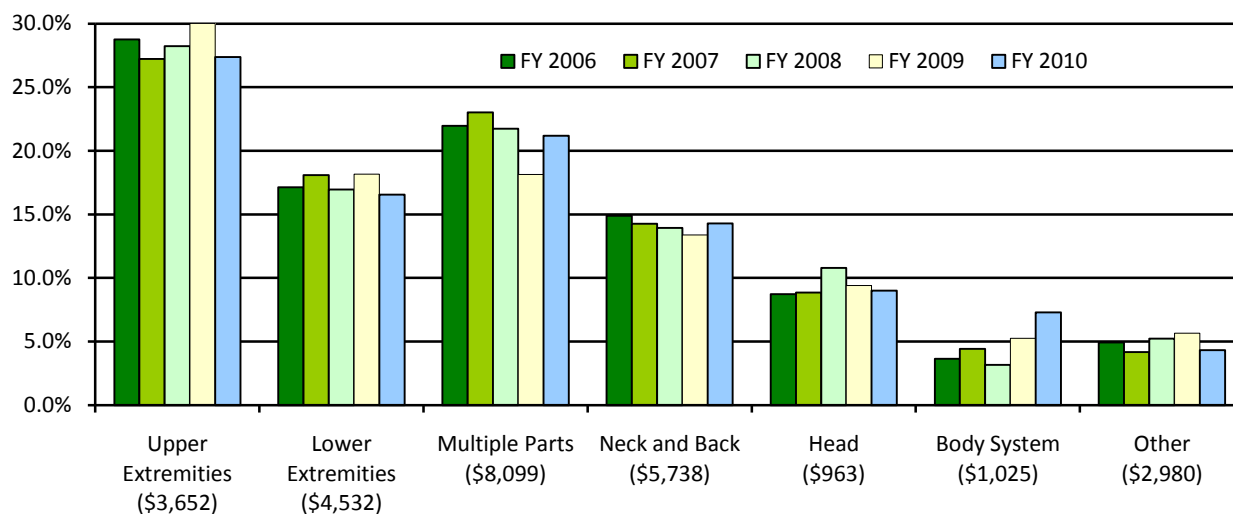
## FY 2010 Reported Claims (Chart 17A) and 5-Year Comparison (Chart 17B) by Body Part

In FY 2010, upper extremities (arm, shoulder, elbow, wrist) continued to be the most frequently reported injured body part (27.4%), down 12.3% compared to FY 2009. Reported injuries that involve multiple body parts (\$8,099 average per claim) and injuries to the neck and back (\$5,738 average per claim) have the highest average cost per claim.

**Chart 17A FY 2010 Reported Claims by Body Part**



**Chart 17B 5-Year Comparison by Body Part (%) of Reported Claims**

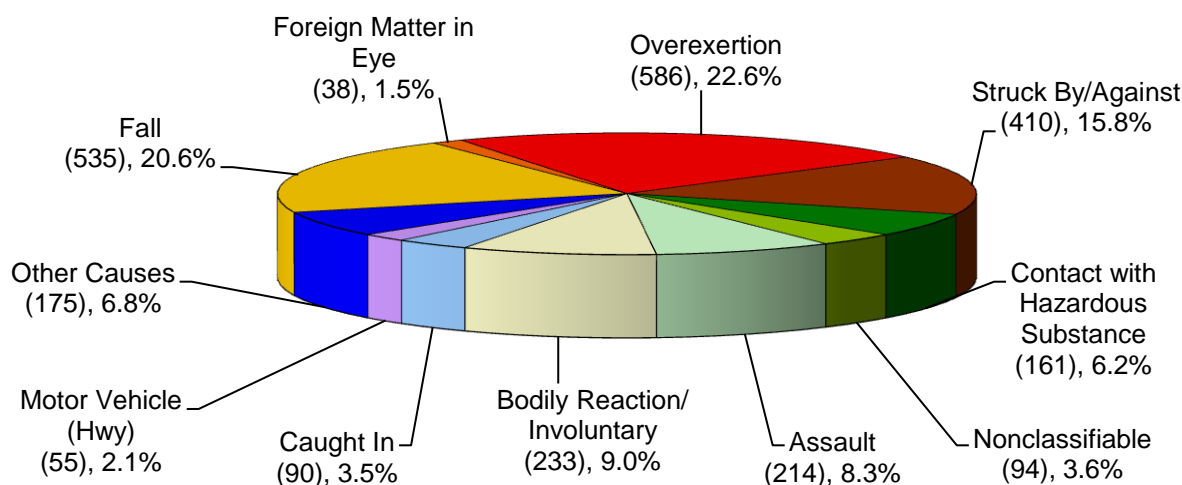


NOTE: The dollar amounts shown in parenthesis in chart 17B above are the historical average claim costs on claims reported in FY 2002 through FY 2006 paid out through 6/30/10.

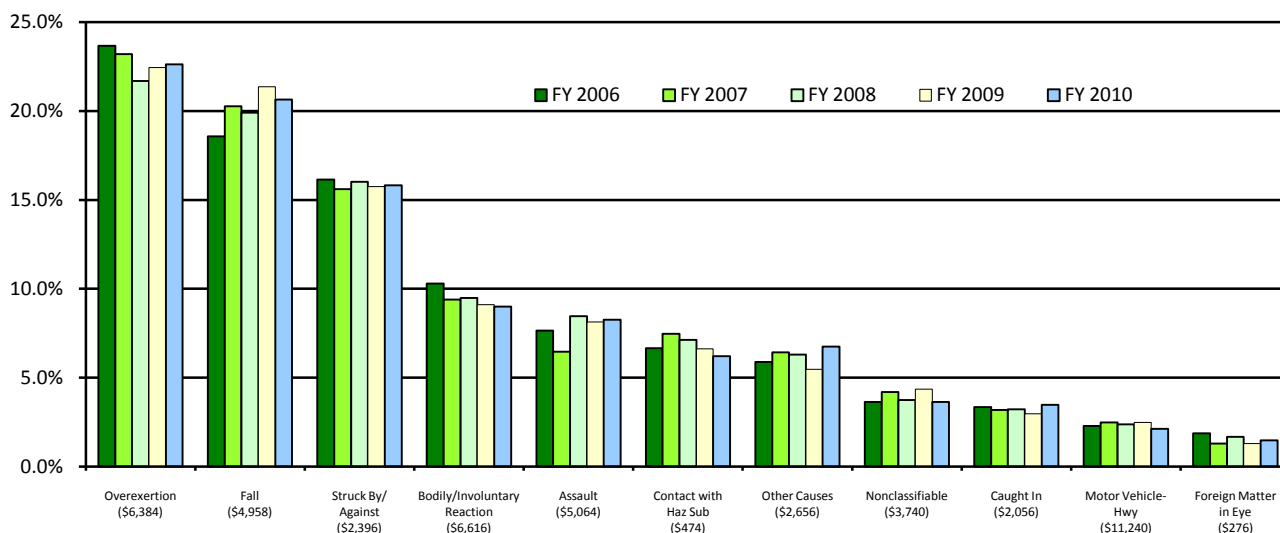
## FY 2010 Reported Claims (Chart 18A) and 5-Year Comparison (Chart 18B) by Cause

The injury "cause" or "type" identifies the event which directly caused the injury. In FY 2010, overexertion, defined as excessive physical effort (22.6%) and falls (20.6%) continue to be the most prevalent cause of injuries. Motor vehicle claims (\$11,240 average per claim), bodily reaction/involuntary motion claims (\$6,616 average per claim), and overexertion claims (\$6,384 average per claim) are on average the most expensive cause of claims.

**Chart 18A FY 2010 Reported Claims by Cause**



**Chart 18B 5-Year Comparison by Cause (%) of Reported Claims**

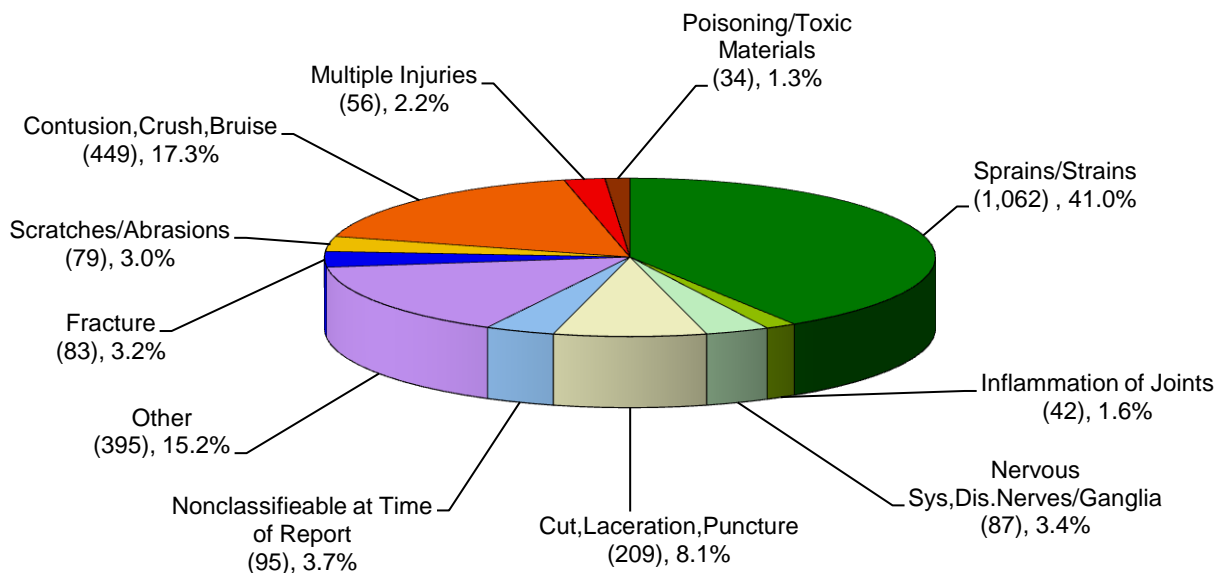


NOTE: The dollar amounts shown in parenthesis in chart 18B above are the historical average claim costs on claims reported in FY 2002 through FY 2006 paid out through 6/30/10.

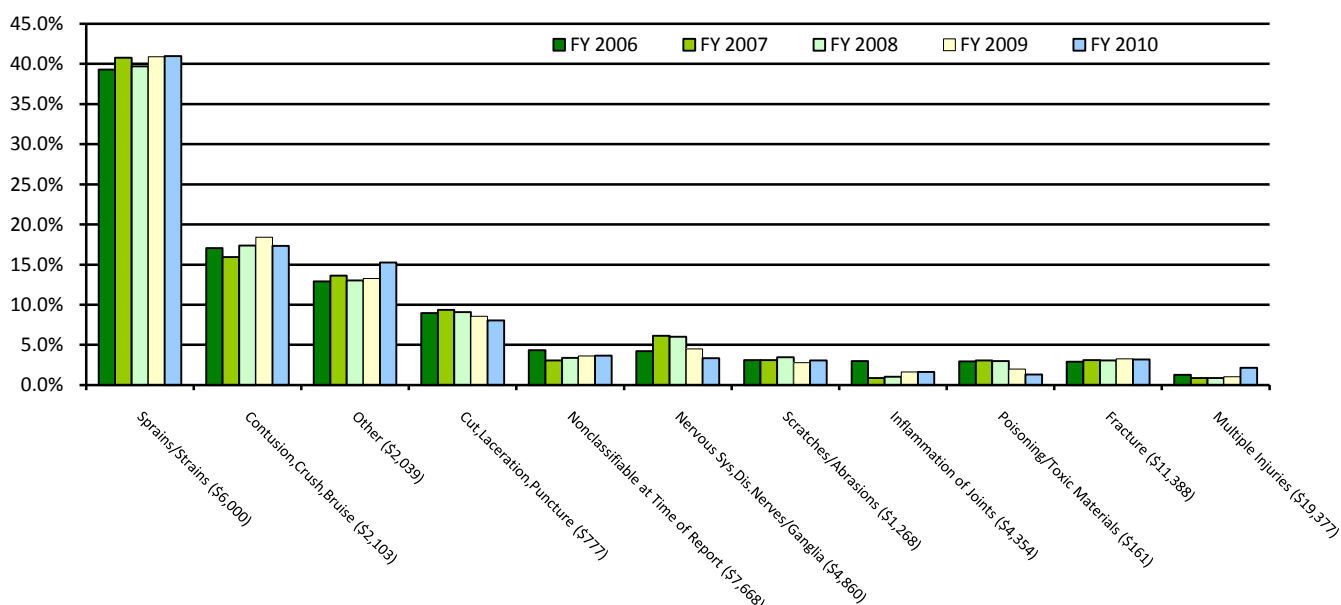
## FY 2010 Report Claims (Chart 19A) and 5-Year Comparison (Chart 19B) by Nature

The “nature” of an injury identifies the injury or illness in terms of its principal physical characteristics such as: a cut, broken bone, or pain. In FY 2010, sprains/strains continued to be the most frequently reported nature of injury (41.0%), occurring more than twice as often as the next most frequently reported nature, contusion/crush/bruise (17.3%). While occurring infrequently, multiple injuries (\$19,377 average per claim) and fractures (\$11,388 average per claim) represent the most expensive reported claims.

**Chart 19A FY 2010 Reported Claims by Nature**



**Chart 19B 5-Year Comparison by Nature (%) of Reported Claims**



NOTE: The dollar amounts shown in parenthesis in chart 19B above are the historical average claim costs on claims reported in FY 2002 through FY 2006 paid out through 6/30/10.

## **Incident Rates**

### **The average workers' compensation claim incident rate decreased slightly in FY 2010 (Chart 20)**

The workers' compensation claim *incident rate* is an indicator of an agency's claims experience. It is an approximation of the number of reportable claims paid per year, per 100 full-time employees and is calculated as follows:

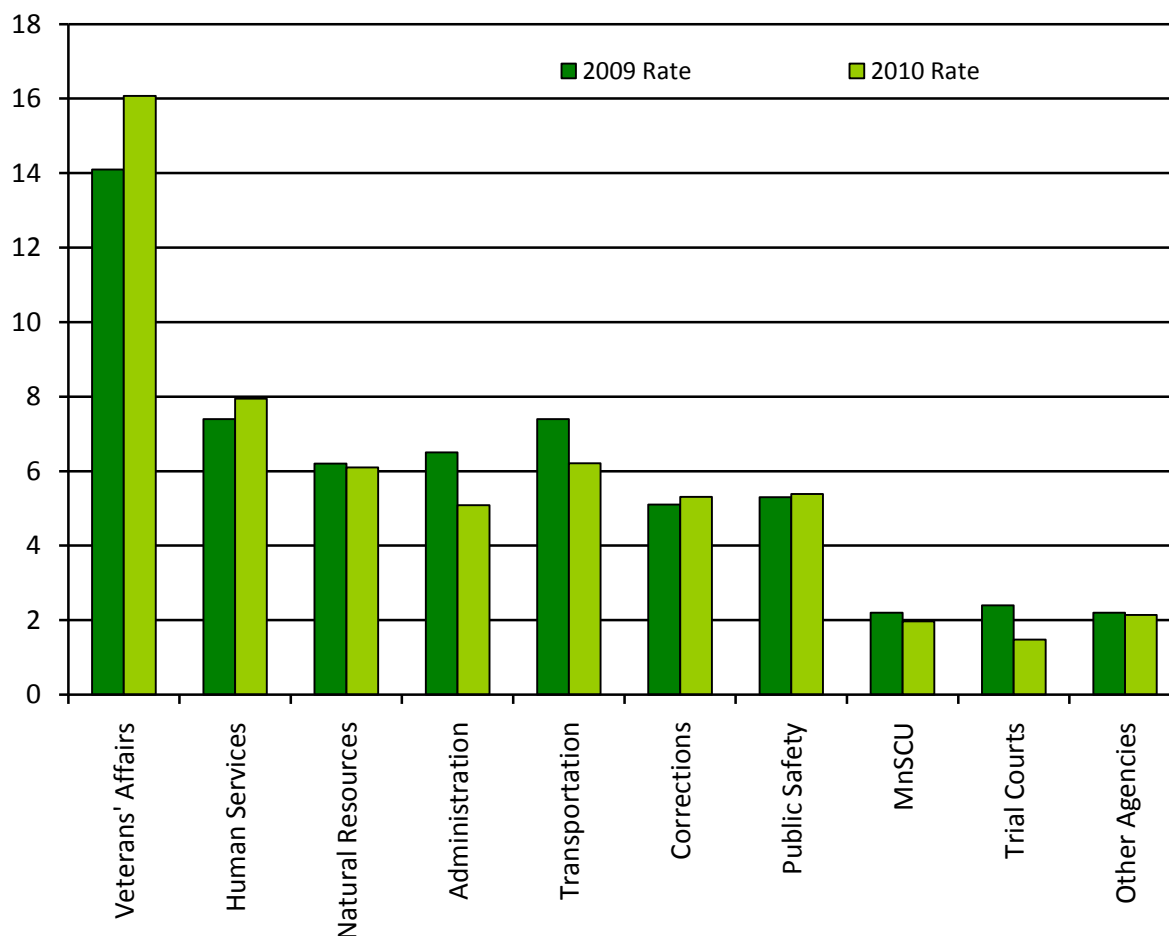
$$\text{Incident Rate} = \frac{\text{Number of Reportable Claims Paid} \times 200,000}{\text{Total Employee Hours Worked}}$$

A *reportable* claim is one in which an employee seeks medical treatment or misses time from work, we accept liability, and expenses are paid.

The statewide average incident rate decreased slightly from 4.2 in FY2009 to 4.1 in FY 2010. See Appendix C (p. 37) for individual agency incident rates for FY 2010.

Overall, the incident rate for all agencies decreased from 4.3 in FY 2006 to 4.1 in FY 2010. See Chart 21 (p. 34) for five year rate comparison.

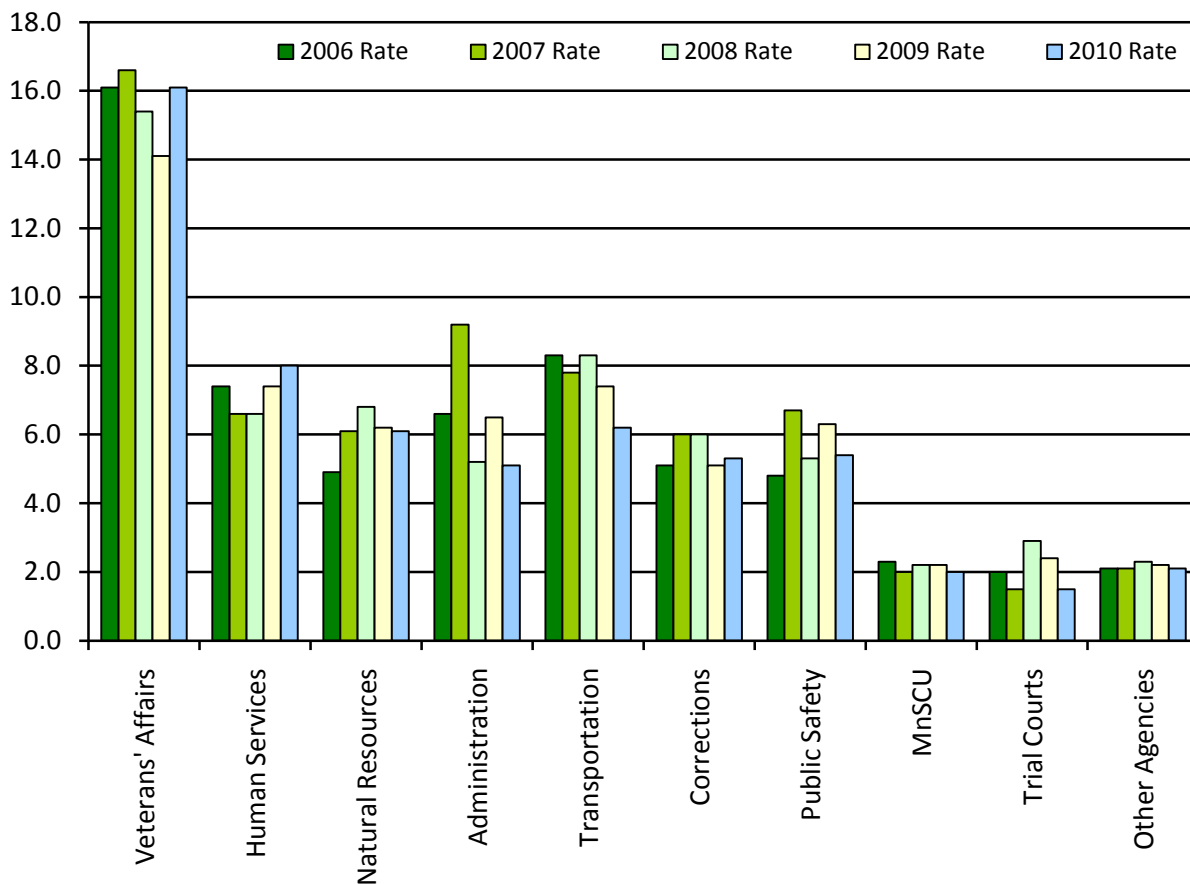
Chart 20/Incident Rates/FYs 2009-2010



	FY 2009	FY 2009		FY 2010	FY 2010		FY 09-10
Agency	Reportable Claims	Hours Worked	2009 Rate	Reportable Claims	Hours Worked	2010 Rate	Rate Change
Veterans' Affairs	135	1,915,564	14.1	155	1,929,591	16.1	2.0
Human Services	440	11,870,888	7.4	453	11,392,040	8.0	0.6
Natural Resources	150	4,851,546	6.2	145	4,753,339	6.1	-0.1
Administration	29	895,522	6.5	22	863,772	5.1	-1.4
Transportation	307	8,270,680	7.4	270	8,693,267	6.2	-1.2
Corrections	185	7,262,348	5.1	193	7,262,818	5.3	0.2
Public Safety	92	3,536,895	5.3	96	3,563,376	5.4	0.1
MnSCU	334	29,939,625	2.2	296	30,011,393	2.0	-0.2
Trial Courts	46	3,901,769	2.4	28	3,787,126	1.5	-0.9
Other Agencies	219	19,895,575	2.2	218	20,344,013	2.1	-0.1
<b>All Agencies</b>	<b>1,937</b>	<b>92,340,412</b>	<b>4.2</b>	<b>1,876</b>	<b>92,600,735</b>	<b>4.1</b>	<b>-0.1</b>

\*Source of Hours Worked is SEMA4.

**Chart 21/Incident Rate Comparison/FYs 2006-2010**



Agency	2006 Rate	2007 Rate	2008 Rate	2009 Rate	2010 Rate	FY 06-10 Rate Change
Veterans' Affairs	16.1	16.6	15.4	14.1	16.1	0.0
Human Services	7.4	6.6	6.6	7.4	8.0	0.6
Natural Resources	4.9	6.1	6.8	6.2	6.1	1.2
Administration	6.6	9.2	5.2	6.5	5.1	-1.5
Transportation	8.3	7.8	8.3	7.4	6.2	-2.1
Corrections	5.1	6.0	6.0	5.1	5.3	0.2
Public Safety	4.8	6.7	5.3	6.3	5.4	0.6
MnSCU	2.3	2.0	2.2	2.2	2.0	-0.3
Trial Courts	2.0	1.5	2.9	2.4	1.5	-0.5
Other Agencies	2.1	2.1	2.3	2.2	2.1	0.0
All Agencies	4.3	4.2	4.3	4.2	4.1	-0.2

## Appendix A: Reported Claims/FY 2009 – 2010 by Agency

Agency	FY 2009	FY 2010	% of Change
Administration	52	35	-32.69%
Agriculture	11	10	-9.09%
Animal Health Board	5	2	-60.00%
Attorney General	2	5	150.00%
Boards & Commissions	7	9	28.57%
Perpich Center for Arts Educ	4	3	-25.00%
Commerce & Commerce Weights & Measures	11	4	-63.64%
Corrections	262	275	4.96%
Court of Appeals	0	1	100.00%
Education	14	13	-7.14%
Explore Minnesota Tourism	1	1	No Change
Employment & Economic Development	29	36	24.14%
Examining Boards	3	5	66.67%
Faribault Academies	19	18	-5.26%
Friends of MN Conservation Corp	90	113	25.56%
Gambling Control Board	3	0	-100.00%
Governor's Office	2	1	-50.00%
Health	19	34	78.95%
Higher Educ Services Office	1	2	100.00%
Historical Society	30	14	-53.33%
House of Representatives	5	4	-20.00%
Housing Finance	1	2	100.00%
Human Rights	0	0	No Change
Human Services	537	534	-0.56%
Indian Affairs Council	0	1	100.00%
Investment Board	0	0	No Change
Iron Range Resources	5	4	-20.00%
Judicial	10	4	-60.00%
Judicial Standards Board	0	0	No Change
Labor & Industry	15	9	-40.00%
Legislative Auditor	0	0	No Change
Legislative Coord Commission/Revisor of Statutes	1	0	#N/A
Lottery	3	2	-33.33%
Mediation Services	0	1	100.00%
Military Affairs	37	27	-27.03%
Minnesota Management & Budget	2	4	100.00%
MN State Retirement	1	3	200.00%
MnSCU	471	442	-6.16%
Natural Resources	181	179	-1.10%
Office of Enterprise Technology	4	7	75.00%
Ombudsman-Corrections	0	0	No Change
Ombudsperson for Families	0	0	No Change
Pollution Control Agency	26	21	-19.23%
Public Defense Board	4	4	No Change
Public Employees Retirement Assoc.	1	1	No Change
Public Safety	144	120	-16.67%
Public Utilities Commission	0	0	No Change
Racing Commission	0	0	No Change
Revenue	35	33	-5.71%
Secretary of State	5	4	-20.00%
State Arts Board	0	0	No Change
State Auditor	1	2	100.00%
State Fair	26	27	3.85%
State Senate	1	3	200.00%
Tax Court	0	0	No Change
Teachers Retirement Assoc.	0	0	No Change
Transportation	355	318	-10.42%
Trial Courts	74	44	-40.54%
Veterans Affairs	161	183	13.66%
Work Comp Court of Appeals	0	0	No Change
Zoo	20	27	35.00%
<b>TOTAL</b>	<b>2,691</b>	<b>2,591</b>	<b>-3.72%</b>

## Appendix B: Benefit Costs/FY 2009 – 2010 by Agency

Agency	FY 2009	FY 2010	% of Change
Administration	\$378,905	\$418,359	10.41%
Agriculture	\$278,283	\$288,857	3.80%
Animal Health Board	\$42,368	\$27,786	-34.42%
Attorney General	\$25,060	\$66,485	165.30%
Boards & Commissions	\$24,388	\$39,052	60.13%
Perpich Center for Arts Educ	\$824	\$570	-30.88%
Commerce & Commerce Weights & Measures	\$50,692	\$78,631	55.12%
Corrections	\$2,294,411	\$2,433,251	6.05%
Court of Appeals	\$0	\$2,850	100.00%
Education	\$90,360	\$54,333	-39.87%
Explore Minnesota Tourism	\$469	\$802	70.99%
Employment & Economic Development	\$413,383	\$323,611	-21.72%
Examining Boards	\$40,529	\$16,136	-60.19%
Faribault Academies	\$239,340	\$151,785	-36.58%
Friends of MN Conservation Corp	\$14,891	\$32,780	120.13%
Gambling Control Board	\$3,708	\$2,943	-20.62%
Governor's Office	\$6,771	\$2,642	-60.98%
Health	\$127,938	\$120,136	-6.10%
Higher Educ Services Office	\$127	\$1,366	977.85%
Historical Society	\$20,295	\$12,228	-39.75%
House of Representatives	\$29,616	\$20,606	-30.42%
Housing Finance	\$6,368	\$50,012	685.38%
Human Rights	\$22,572	\$12,938	-42.68%
Human Services	\$5,561,779	\$5,890,376	5.91%
Indian Affairs Council	\$0	\$2,832	100.00%
Investment Board	\$0	\$0	No Change
Iron Range Resources	\$218,252	\$163,009	-25.31%
Judicial	\$102,612	\$45,636	-55.53%
Judicial Standards Board	\$0	\$0	No Change
Labor & Industry	\$254,289	\$183,986	-27.65%
Legislative Auditor	\$0	\$0	No Change
Legislative Coord Commission/Revisor of Statutes	\$0	\$2,430	100.00%
Lottery	\$18,150	\$13,603	-25.05%
Mediation Services	\$34,266	\$29,521	-13.85%
Military Affairs	\$292,074	\$287,563	-1.54%
Minnesota Management & Budget	\$1,254	\$68,758	5383.01%
MN State Retirement	\$12,541	\$3,898	-68.92%
MnSCU	\$2,575,520	\$3,221,826	25.09%
Natural Resources	\$1,137,248	\$1,137,504	0.02%
Office of Enterprise Technology	\$24,475	\$58,843	140.42%
Ombudsman-Corrections	\$0	\$0	No Change
Ombudsperson for Families	\$0	\$0	No Change
Pollution Control Agency	\$18,982	\$52,790	178.10%
Public Defense Board	\$6,912	\$6,832	-1.16%
Public Employees Retirement Assoc.	\$12,094	\$1,116	-90.77%
Public Safety	\$1,196,068	\$1,078,499	-9.83%
Public Utilities Commission	\$0	\$0	No Change
Racing Commission	\$0	\$0	No Change
Revenue	\$193,020	\$343,952	78.20%
Secretary of State	\$7,785	\$1,521	-80.47%
State Arts Board	\$972	\$0	-100.00%
State Auditor	\$15,444	\$15,974	3.43%
State Fair	\$91,985	\$125,549	36.49%
State Senate	\$939	\$0	-100.00%
Tax Court	\$0	\$0	No Change
Teachers Retirement Assoc.	\$81	\$0	-100.00%
Transportation	\$4,377,941	\$4,299,536	-1.79%
Trial Courts	\$590,535	\$512,641	-13.19%
Veterans Affairs	\$937,495	\$1,476,328	57.48%
Work Comp Court of Appeals	\$19,415	\$23,767	22.42%
Zoo	\$442,774	\$378,291	-14.56%
<b>TOTAL</b>	<b>\$22,256,201</b>	<b>\$23,584,737</b>	<b>5.97%</b>



## Appendix C: Agency Incident Rates/FY 2010

Agency	# of Hours Worked	Reportable Claims	Incident Rate
Administration	863,772	22	5.09
Agriculture	739,199	8	2.16
Animal Health Board	91,911	2	4.35
Attorney General	548,541	3	1.09
Boards & Commissions	377,177	6	3.18
Perpich Center for Arts Educ	123,321	1	1.62
Commerce & Commerce Weights & Measures	562,584	3	1.07
Corrections	7,262,818	193	5.31
Court of Appeals	163,187	1	1.23
Education	698,851	4	1.14
Explore Minnesota Tourism	87,548	1	2.28
Employment & Economic Development	3,195,461	21	1.31
Examining Boards	309,663	1	0.65
Faribault Academies	309,763	17	10.98
Friends of MN Conservation Corp	Not Available	71 *	Not Available
Gambling Control Board	51,991	0	0.00
Governor's Office	63,217	0	0.00
Health	2,437,466	31	2.54
Higher Educ Services Office	118,382	2	3.38
Historical Society	Not Available	9 *	Not Available
House of Representatives	Not Available	2 *	Not Available
Housing Finance	359,573	1	0.56
Human Rights	69,046	0	0.00
Human Services	11,392,040	453	7.95
Indian Affairs Council	8,532	1	23.44
Investment Board	38,370	0	0.00
Iron Range Resources	121,483	4	6.59
Judicial	434,856	4	1.84
Judicial Standards Board	3,389	0	0.00
Labor & Industry	765,261	7	1.83
Legislative Auditor	115,622	0	0.00
Legislative Coord Commission/Revisor of Statutes	164,251	0	0.00
Lottery	249,734	2	1.60
Mediation Services	23,116	1	8.65
Military Affairs	475,787	24	10.09
Minnesota Management & Budget	501,535	4	1.60
MN State Retirement	147,536	2	2.71
MnSCU	30,011,393	296	1.97
Natural Resources	4,753,339	145	6.10
Office of Enterprise Technology	572,441	5	1.75
Ombudsperson for Families	7,675	0	0.00
Pollution Control Agency	1,618,320	13	1.61
Public Defense Board	1,068,965	3	0.56
Public Employees Retirement Assoc.	152,348	1	1.31
Public Safety	3,563,376	96	5.39
Public Utilities Commission	80,067	0	0.00
Racing Commission	23,221	0	0.00
Revenue	2,526,197	19	1.50
Secretary of State	142,241	1	1.41
State Arts Board	17,688	0	0.00
State Auditor	189,843	1	1.05
State Fair	Not Available	23 *	Not Available
State Senate	Not Available	2 *	Not Available
Tax Court	10,478	0	0.00
Teachers Retirement Assoc.	142,276	0	0.00
Transportation	8,693,267	270	6.21
Trial Courts	3,787,126	28	1.48
Veterans Affairs	1,929,591	155	16.07
Work Comp Court of Appeals	22,234	0	0.00
Zoo	410,588	24	11.69
<b>TOTAL</b>	<b>92,597,658</b>	<b>1,876</b>	<b>4.05</b>

\* Reportable Claim #'s are not included in the 1,876 total

## Appendix C1: Agency Incident Rates Graph/FY 2010

