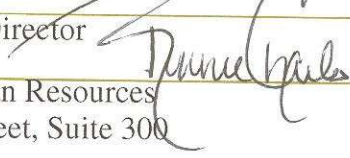
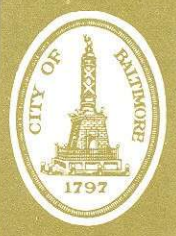


FROM	NAME & TITLE	Ronnie E. Charles, Director 
	AGENCY NAME & ADDRESS	Department of Human Resources 201 E. Baltimore Street, Suite 300
	SUBJECT	City Council Bill No. 13-0087R Investigative Hearing - Worker's Compensation Claims

CITY of
BALTIMORE
MEMO



TO

DATE: March 4, 2013

The Honorable Bernard "Jack" Young and
Members of the Baltimore City Council
City Hall
100 North Holliday Street, Room 406
Baltimore, MD 21202

The Department of Human Resources is in support of City Council Bill 13-0087R *Investigative Hearing – Baltimore City Workers' Compensation Claims*. This legislation requests the Risk Management Officer of the Office of Risk Management and Division of Safety in the Department of Finance to provide information on the number and types of Workers' Compensation claims paid out to Baltimore City employees, the adjudication of claims and management of vendor contracts by the Office of Risk Management, and the accessibility of claims-related data.

The Department of Human Resources agrees that it is in the best interests of Baltimore City to be pro-active in identifying root cause and implementing processes to ameliorate the number and cost of job-related injuries and Workers' Compensation claims. Current research indicates that prompt reporting of workplace incidents, analysis of the nature of incidents and injuries and training in workplace safety are all critical in addressing Workers' Compensation claims.

Studies show that Health and Wellness programs are beneficial in alleviating the costs of Workers' Compensation Claims by up to 20 percent. These programs aid in reducing the frequency and severity of claims as well as shortening the return to work time; and are especially effective with improving chronic health and lifestyle issues which are associated with higher medical claims costs and absences. The Department of Human Resources is currently in the process of implementing a Citywide Wellness program. We would be happy to partner with the Office of Risk Management and City agency safety officers to develop targeted training in response to identified safety issues, related City policy and procedures as well as to incorporate focus areas into the wellness program.

The Department of Human Resources is wholly supportive of Council Bill 13-0087R *Investigative Hearing – Baltimore City Workers' Compensation Claims* and would be pleased to partner with the Office of Risk Management to address the issue of Workers' Compensation Claims upon approval of this Bill.

C: Douglas Kerr, Risk Management

