



MINUTES
BOARD OF FIRE COMMISSIONERS
Regular Meeting – Tuesday, January 25th, 2022

ATTENDEES: Chairman Marc Komorsky
Commissioner Richard Sassi
Commissioner Barry Ward
Secretary Bria Le
Commissioner George Burns (*absent*)
Commissioner Anthony Pignataro (*via Teams*)
Chief Tim O'Connor

At 5:19 pm Chairman Marc Komorsky called the Board of Fire Commissioners' Regular Meeting to order for Tuesday, January 25th, 2022, and led the Pledge of Allegiance. The Board then held a moment of silence on behalf of life member Dawn Kirchner.

EXECUTIVE SESSION:

At 5:20 pm, upon a MOTION made by Commissioner Pignataro and SECONDED by Commissioner Sassi, the Board RESOLVED to go into Executive Session to discuss one personnel issue. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

At 6:01 pm, the Board resumed Public Session.

Upon a MOTION made by Pignataro and SECONDED by Sassi, the Board RESOLVED to open the meeting up to Public Comments. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

PUBLIC COMMENTS:

- Town Resident Mary McAllister told the Board that she was that she wanted to see what the meeting was about and that she was concerned about the 7.9% increase in taxes. She noted that there was a decrease in town and county taxes and questioned the reason for the increase in the fire district taxes. Lengthy discussion followed regarding the overtime worked by the staff due to COVID, the SAFER grant and the need for additional personnel, the lack of revenue sources other than taxes, and the challenges brought on by recent town growth. McAllister then asked about the number of paid staff on duty and further discussion followed regarding the number of staff at each station and which station replies to McAllister Drive.

Upon a MOTION made by Commissioner Ward and SECONDED by Sassi, the Board RESOLVED to end Public Comments and go back into regular business. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

NEW BUSINESS:

- **USI Insurance Presentation** – Michael McClay of USI Insurance gave a presentation to the Board on how USI can help the District mitigate losses from claims and save on insurance costs (slideshow attached). Lengthy discussion held on improving the District's Experience Modification handling claims to help the MOD.

MINUTES: 12/21/21 Special Meeting, 12/28/21 Special Meeting, 1/11/22 Organizational & Regular Meeting, & 1/18/22 Special Meeting.

BoFC Special Meeting 1/25/22

Please note that this meeting was conducted in person at 504 Freedom Plains Road in Poughkeepsie, NY AND open for public viewing and/or listening via Microsoft Teams.



LAGRANGE FIRE DISTRICT

504 Freedom Plains Rd • Poughkeepsie, NY 12603



Upon a MOTION made by Sassi and SECONDED by Pignataro, the Board RESOLVED to accept the minutes from the special meeting on 12/21/21. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

Upon a MOTION made by Sassi and SECONDED by Ward, the Board RESOLVED to accept the minutes from the special meeting on 12/28/21. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

Upon a MOTION made by Sassi and SECONDED by Ward, the Board RESOLVED to accept the minutes from the 1/11/22 Organizational & Regular Meeting. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

Upon a MOTION made by Sassi and SECONDED by Ward, the Board RESOLVED to accept the minutes from the 1/18/22 Special Meeting. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

CORRESPONDENCE

- Check – ABI Document Services for HIPAA request - \$7.50

Upon a MOTION made by Pignataro and SECONDED by Ward, the Board RESOLVED to put the \$7.50 into the General Fund. Pignataro - Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

- Notice from Dutchess County RE: Election Poll Site Inspections

ROOM USE REQUESTS: *(none)*

REPORTS: *(by officers present)*

- **Treasurer** – *(no report)*

- **Chief** –

VEHICLES: Fire Chief Tim O'Connor said he finally received the estimate for 47-11 and said the repair should be done within the next couple of weeks with the exception of the tires, which he noted were hard to get.

PERSONNEL: Chief O'Connor said that he has confirmed four seats in the Westchester academy. Short discussion followed regarding the unknown time frame for any upcoming training academies for firefighters and an upcoming EMT class at Dutchess Community College. O'Connor gave a brief update on the volunteers who are undergoing training.

Chief O'Connor said, on a sadder note, that everyone knows about (the passing of) Dawn Kirchner. He said the services for are on Saturday from 12 – 3 and he said the family has reached out to him to ask for the District's involvement since she was a volunteer for 40 years. O'Connor requested to bring 47-13 to the funeral home and said he was coordinating with other local agencies for engine coverage. He also requested to bring 47-68 to the funeral also. Short discussion followed in regards to staffing the vehicles and having enough personnel at the funeral home.

SAFETY: The Chief gave the Board an update on the status of the Workplace Safety & Loss program and said that he is really close to having the requirements met. He said that he is working on a couple of policies for the program and will bring them to the Board before the next meeting.

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EXECUTIVE SESSION: Chief O'Connor said he had two personnel and one insurance item for Executive Session.

- **EMS Administrator** – *(no report)*
- **Department** – *(no report)*
- **Union** –
Union Vice President Scott Merritt said that their thoughts are with the family and friends of Station 3 for the loss of Dawn.
- **Vehicles** –
Lt. Champion reviewed the status of the current vehicle repairs. He also said he was working on the references for the evacuation system for diesel exhaust in the bays as discussed in the last meeting.

OLD BUSINESS:

- **Repairs and Repair Requests** – O'Connor said that the insurance adjuster was at Station 2 to look at the bathroom water leak and has been given Redemption Mechanical's information to coordinate the repairs.

NEW BUSINESS:

- **Hose & Pump Testing** – Chief O'Connor brought up the renewal for the testing by Waterway. Komorsky read the proposal.

Upon a MOTION made by Ward and SECONDED by Sassi, the Board RESOLVED to approve the proposal (attached). Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

ABSTRACT: \$107,303.43

Upon a MOTION made by Ward and SECONDED by Sassi, the Board RESOLVED to pay the bills for the month of January, as per the abstract, for \$107,303.43. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

PUBLIC COMMENTS:

At 7:37 pm, upon a MOTION made by Sassi and SECONDED Ward, the Board RESOLVED to go into a second Public Comments session. by Komorsky opened Public Comments session of the meeting. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

At 7:39 pm, upon a MOTION made by Sassi and SECONDED by Ward, the Board RESOLVED to close the Public Comments session after hearing no comments. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

EXECUTIVE SESSION:

Sassi said, for those that may have missed it, that the Board held a moment of silence for Dawn (Kirchner) and he said that their thoughts and prayers are with the family of Jeff Pells, as well as the three firefighters

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in Baltimore that passed away, the two officers in New York City PD that passed away in the line of duty. Komorsky also included the officer in Houston that was shot in the line of duty.

At 7:41 pm, upon a MOTION made by Pignataro and SECONDED by Ward, the Board RESOLVED to go into Executive Session to discuss two personnel and one insurance issue from O'Connor, one personnel and one recruitment issue from Ward, two personnel and one contractual issue from Sassi, two personnel and one litigation item from Le, and one personnel item from Komorsky. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

OPEN SESSION & ADJOURNMENT:

At 9:22 pm, the Board resumed Open Session. Komorsky asked if anyone had any comments.

At 9:23 pm, upon a MOTION made by Sassi and SECONDED by Pignataro, the Board RESOLVED to adjourn the meeting. Pignataro – Aye, Sassi – Aye, Ward – Aye, Komorsky - Aye. **Motion Carried.**

Respectfully submitted,

Bria Le – District Secretary

Approved by the Board of Fire Commissioners on 2/22/22

BoFC Special Meeting 1/25/22

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January 25, 2022

PARTNERSHIP FOR COMMERCIAL INSURANCE & RISK MANAGEMENT

LAGRANGE FIRE DISTRICT

Michael McClay | Alicia Yarusso
www.usi.com





What Makes USI Different?

Today's Agenda

- About USI
- The USI ONE Advantage ®
- Lagrange Fire District Business Issues and Challenges
- Property & Casualty Solutions
- Next Steps



USI Brings National Capabilities & Local Expertise

USI is a national insurance brokerage and consulting firm with approximately 200 local offices connected across the U.S. and a leading market position in all core businesses. The USI White Plains office has been serving the local community since 1928.

Leading National & Local Broker
Approaching \$2B in Revenue



Commercial
P&C

Employee
Benefits

Personal
Risk

Programs

Retirement
Consulting

USI's Northeast Region

- Over 500 professionals with an average tenure of 25 years and specialists across a broad range of industries
- Dedicated regional property and casualty analytics, claims, risk control, environmental, international and MPS experts
- Regional offices located in: Mount Laurel, NJ; New York, NY; Toms River, NJ; Uniondale, NY; Florham Park, NJ; White Plains, NY

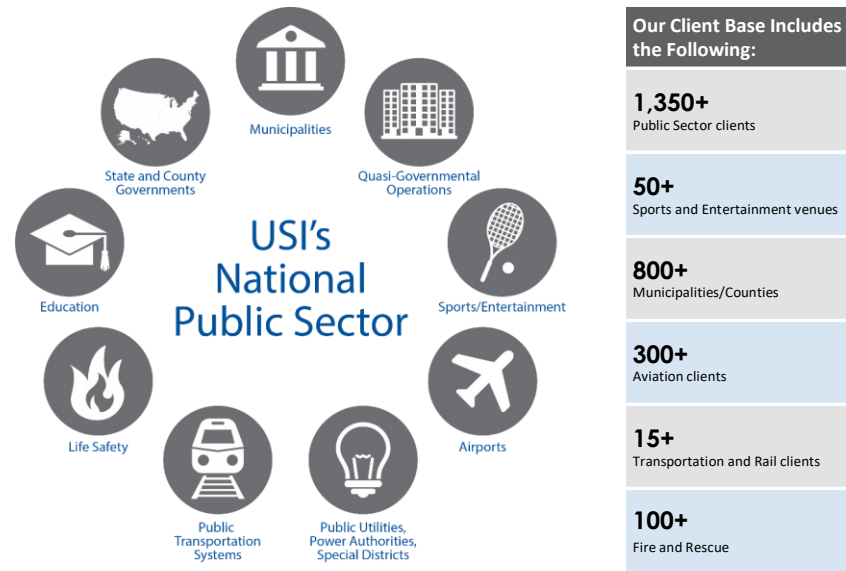
USI's White Plains Office

- Over 50 insurance professionals specializing in healthcare, personal risk management, construction, real estate, surety and distribution and manufacturing

Experience with Handling Public Sector Clients

Members of the proposed team have extensive public entity client expertise and we understand the balance that exists between “when to purchase insurance” and “when to self-insure.” Your team members help their clients implement risk management strategies like departmental cost allocation and incentive-based safety programs. They provide training for governmental employees (contractual risk transfer and claim reserving best practices) and help manage complex claims to successful settlement.

As a company, we have several industry sectors we focus on to deliver insurance products and services. Within the public sector, we handle all lines of property/casualty insurance, employee benefits, and bonds. This group represents clients who are county governments, cities and towns, public utilities, airports, bus/rail transportation systems, and specialized governmental agencies representing law enforcement, joint power authorities, and school districts.



USI is committed to serving public sector clients. We support a national/regional public sector resource group to provide industry knowledge, market information, and assistance to the USI brokers who serve governmental entities throughout the country. We serve as broker for public entity clients at all levels, including state, municipal, public works, and public education.

With over 1,390 public sector clients, USI demonstrates the capacity to address the current and emerging needs of Lagrange Fire District.

USI also has served the public sector for project specific engagements such as the following:

- Construction wrap-ups (Owner-Controlled Insurance Program)
- Claims audit (third party administrators)
- Loss control analysis
- Safety services – customized contracts to provide supplemental safety professionals to staff (outsourcing)
- Environmental due diligence
- Independent risk assessment
- Litigation management

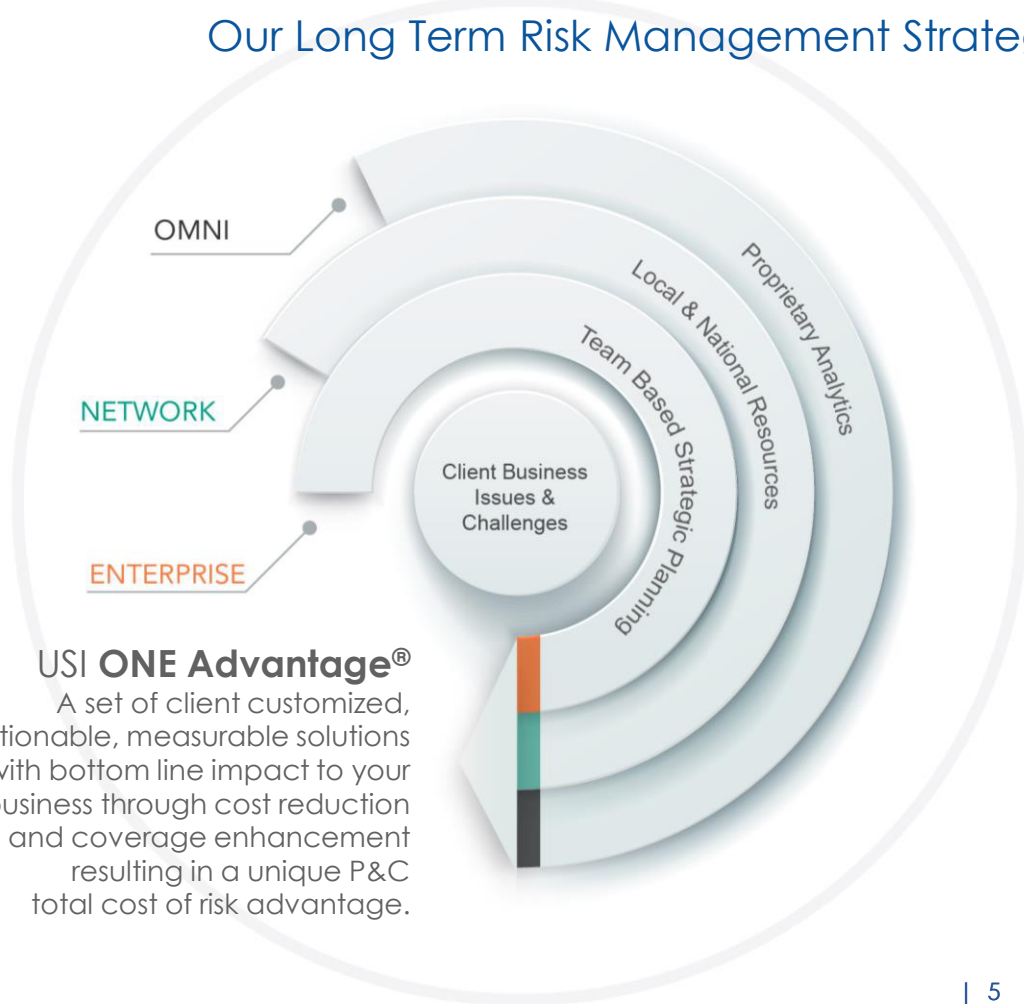
Although our team reflects expertise in the public sector, our professionals also bring valuable experience in complex risks from a variety of industries, including but not limited to transportation, education, and manufacturing. We believe this breadth of experience (and solutions) will benefit Lagrange Fire District.



What Makes USI Different? **USI ONE ADVANTAGE**[®]

Our Long Term Risk Management Strategy

USI **ONE**[®], is a fundamentally **different approach** to risk management, integrating **proprietary business analytics** with a **networked team of local and national experts** in a **team based consultative planning process** to evaluate the client's risk profile and identify targeted solutions to address those risks.



USI **ONE Advantage**[®]

A set of client customized, actionable, measurable solutions with bottom line impact to your business through cost reduction and coverage enhancement resulting in a unique P&C total cost of risk advantage.



USI ONE® OMNI Knowledge Engine™

Provides Robust Analytics and Solutions

A real-time interactive solutions platform built by USI experts capturing the experience of more than 500,000 clients, thousands of professionals and over 150 years of business activity through our acquired agencies.

The image displays three overlapping screenshots of the USI ONE OMNI Knowledge Engine interface. The top screenshot shows a navigation menu with 'INPUT', 'SOLUTIONS', and 'OUTPUT' tabs. The middle screenshot shows a 'WORKERS COMPENSATION' section with a 'PREMIUM ANALYSIS' button and a list of 'Total Impact' items. The bottom screenshot shows a 'SELECT LINE OF COVERAGE' table with columns for 'PREMIUM INFO' and 'SOURCE'.

SELECT LINE OF COVERAGE	PREMIUM INFO	SOURCE
Workers Compensation	111,800	Benchmark
Liability/Errors	76,800	Benchmark
Property	45,500	Benchmark
Medical Prof. Liability	27,300	Benchmark
Directors & Officers Liability	15,500	Benchmark
General & Product Liability	10,800	Benchmark
Employment Practices Liability	9,900	Benchmark
Total:		

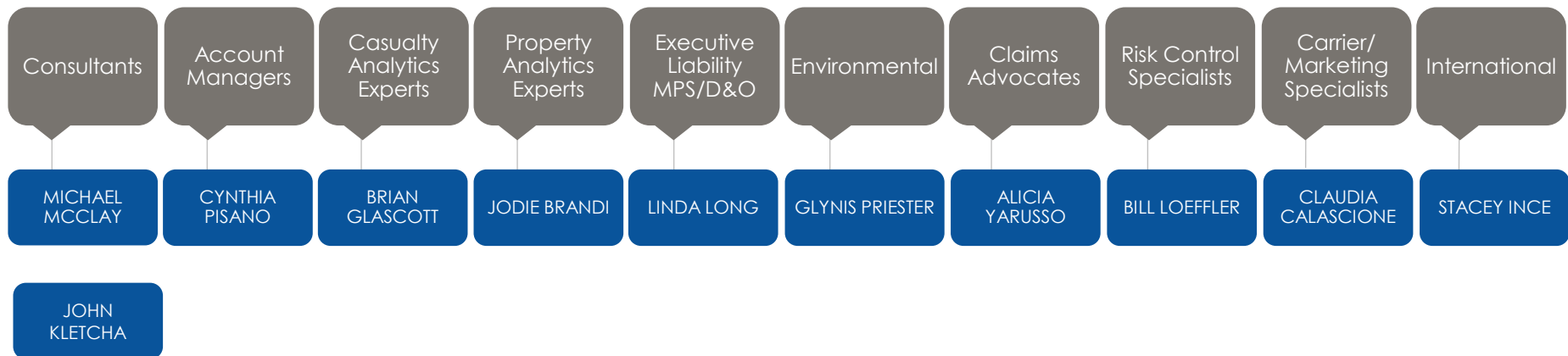
- **Proprietary Analytics**
One-of-a-kind tool built by USI subject matter experts
- **Actionable Solutions Engine**
Codifies the broad and deep knowledge of USI specialists into thousands of actionable risk management solutions across industry verticals
- **Timely Updates**
Regularly refreshed data and solutions based on market dynamics
- **Measurable Financial Impact**
Multi-year strategic process evaluating short and long term impact to the bottom line

Actionable, Quantifiable Data Engine to Drive Decision Making



USI ONE® Network Provides Deep Expertise

Dedicated technical experts networked nationally and embedded in local offices, with over 8,000 professionals nationwide to build integrated client centered account teams.



- 3,000+ national property and casualty professionals across our commercial operations
- 300+ P&C professionals within USI Northeast
- Embedded local/regional experts to ensure account team availability.
- Hands-on service and ongoing diligent follow-through

Unmatched Breadth and Depth of Local and National Property & Casualty Resources



USI ONE® Enterprise Provides Strategic Planning

Highly consultative team meetings integrating USI's Omni analytics with our broad resource network to build a risk management strategy aligned with client business needs.



- **Discipline**
Structured round table analysis on a weekly schedule delivers consistent execution of our team strategy
- **Collaboration**
Integrated team of local and national experts to evaluate critical risk issues and create alignment with proposed solutions
- **Advancement**
Test conclusions and make improvements based on client input and risk dynamics
- **Accountability**
Clearly assigned tasks and deliverables within the agreed timeline

Proven Process for Identifying, Quantifying and Eliminating Exposures to Your Business




Property and Casualty Solutions



We Understand Your Challenges

Tailored Solutions with Financial Impact

Based on LaGrange Fire District company profile, we derived the following solutions from our proprietary **Omni Knowledge Engine™**, which can provide potential impact of up to **\$28,199** in Premium Savings. Saving estimated based on potential impact of mod reduction and claims/risk management.

Line of Coverage & Issue	Solution	Impact	Case Study (See Appendix)	Execution Demo
Workers Compensation: Rising claims, medical costs and collateral demands continue to pose a challenge to many organizations by increasing total cost of risk / increasing experience mod factor.	<ul style="list-style-type: none"> Experience Mod Analysis with Targeted risk control advocacy based on claims review result 	<ul style="list-style-type: none"> \$6,029 Premium Savings 		 WORK PRODUCT
Workers Compensation: The longer a claims remains open, the greater impact the claim has on overall cost. High reserves can have a significant impact on e-mod and workers comp cost	<ul style="list-style-type: none"> Claims review for proper reserving and closing 	<ul style="list-style-type: none"> \$17,270 Premium Savings 		 WORK PRODUCT
General & Product Liability: USI Pre-negotiates and pre-underwrites all marketing submissions. That and our scale allows us to negotiate the best pricing on the market	<ul style="list-style-type: none"> Market access, leverage and selection 	<ul style="list-style-type: none"> \$4,900 Premium Savings 		 WORK PRODUCT

Next Steps 

STEP 1

Impact of Experience Modification (E-Mod) on Workers Compensation Costs

*Combined volunteer and non-volunteer policies

Impact on Premium	Manual Premium		E-Mod		Modified Premium
	\$232,996	✗	1.00	=	\$232,996
	\$232,996		1.24		\$288,915
	\$232,996	✗	1.47	=	\$342,504

*53,589 increase in premium at 1.47 mod

- The E-Mod is a measure of how your workers comp loss experience compares to your peers.
- Compares actual losses to “expected losses” of peer group:
 - Industry avg = 1.0 mod
 - Lower than peers = < 1.0 mod
 - Higher than peers = > 1.0 mod
- Has a direct correlation to your premium; 1 to 1 correlation +/- to industry average.

October 2021

PARTNERSHIP FOR COMMERCIAL INSURANCE & RISK MANAGEMENT

WORKERS' COMPENSATION EXPERIENCE MOD ANALYSIS

Brian Glascott - Casualty Analytics Resource

Michael McClay – Vice President – Property and Casualty

USI www.usi.com



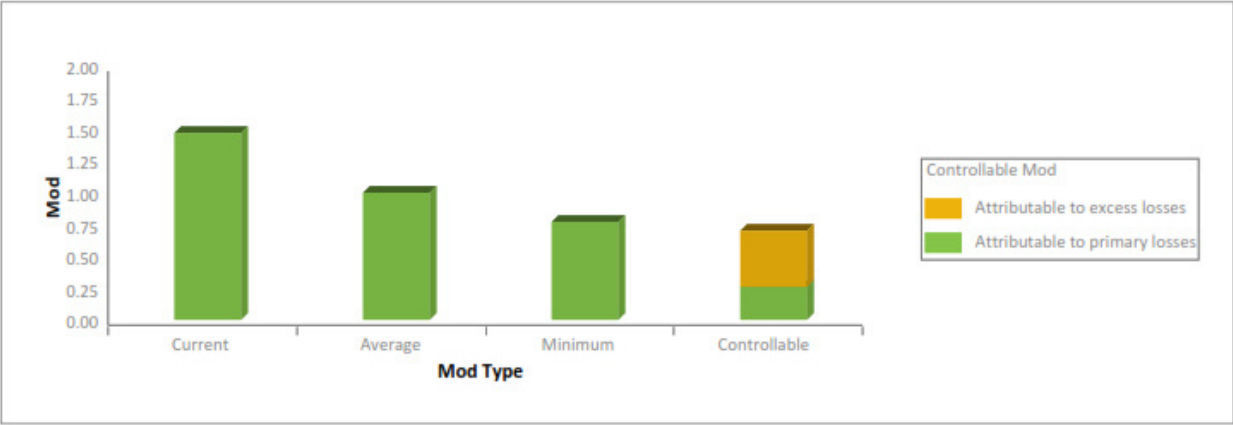
Disclaimer

Disclaimer: All loss analysis and analytics are provided to assist in the evaluation of insurance programs. Actual loss experience can differ materially. No assurance can be given that actual loss liabilities will not ultimately exceed the estimates contained herein. In our judgment, we have employed techniques and assumptions that are appropriate, and the indications presented herein are reasonable, given the information currently available. The accuracy of our results is dependent on the accuracy and completeness of the historical data and other quantitative and qualitative information supplied by the client. USI Insurance Services shall not have any liability to the client, or any third party related to or resulting from the client's use of this loss analysis. USI Insurance Services does not guarantee its accuracy nor assume or warrant any responsibilities regarding decisions or actions that are based upon the use of this tool.

Executive Summary

- A Worker's Compensation experience modification is a rating published by an insurance rating board that compares a company's actual Workers' Compensation losses to the losses that were actuarially expected based on the company's industry, location, payroll, and other factors.
- USI reviewed the losses and payrolls from 2018, 2019 and 2020 from their loss runs to generate this report.
- The experience modifications are based on the payrolls, losses, and actuarial factors for policies with effective dates between 21 and 57 months prior to the effective date of the modification but never more than 45 months of experience.
- LaGrange Fire Department's experience modification promulgated by the NCCI effective July 1, 2021, was a 1.24.
- Our internal analytics department estimates LaGrange Fire District's experience modification effective March 2nd, 2022, would be approximately 1.47.
- This large increase could be to several factors:
 - Losses are valued 9 months later than they normally would be allowing losses to develop further
 - Class code 7711 (volunteer fire fighters), was not listed on the audits
- USI's regional technical resource group, including casualty analytics, risk control and claims management teams are available to work with LaGrange Fire District to lower their experience modification factor and improve their risk profile.
- For a 2022 mod, we would use losses valued as of 1/1/2022 to create an accurate mod review for 7/1/2022
- The goals of the experience modification review process are as follow:
 - Review the data for accuracy
 - Identify trends
 - Identify opportunities to revise the current and prior modifications
 - Project future modifications to aid in the budgeting and bidding process

2021 Mod and Potential Premium Savings

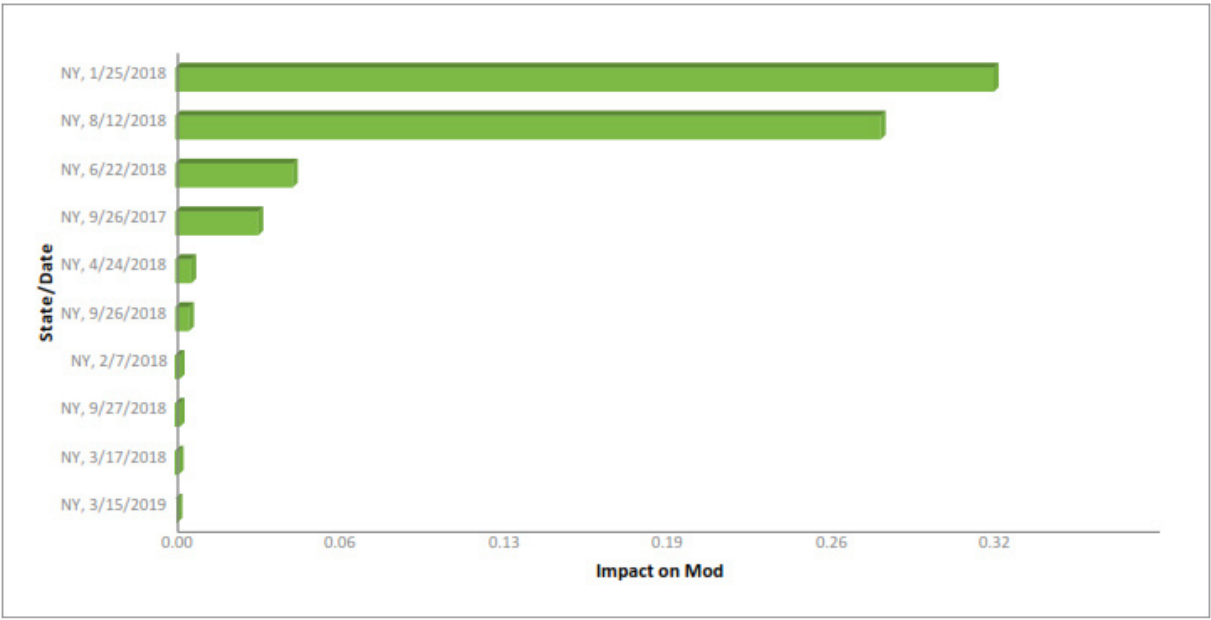


Mod Type	Mod Value	Description
Current	1.47	Your actual mod.
Average	1.00	The average mod is always 1.00.
Minimum	0.77	The lowest mod you could achieve if you had zero losses in the experience rating period.
Controllable	0.70	The mod points you could have saved if you had zero losses in the experience rating period.

Key Observations

- The published 7/1/2021 experience modification was a 1.24
- Our internal estimation for the experience modification for 2021 is 1.47
- The minimum modification, .77, represents what the modification would be if there were zero losses in the experience period
- The controllable portion of the modification, .70, is the difference between the current modification and the minimum modification
- Every point saved on the mod, can result in thousands of dollars saved in premium
- As payrolls and expected losses increase the minimum modification will decrease resulting in a greater opportunity for premium savings

Top Losses included in the Experience Mod Calculation



Key Observations

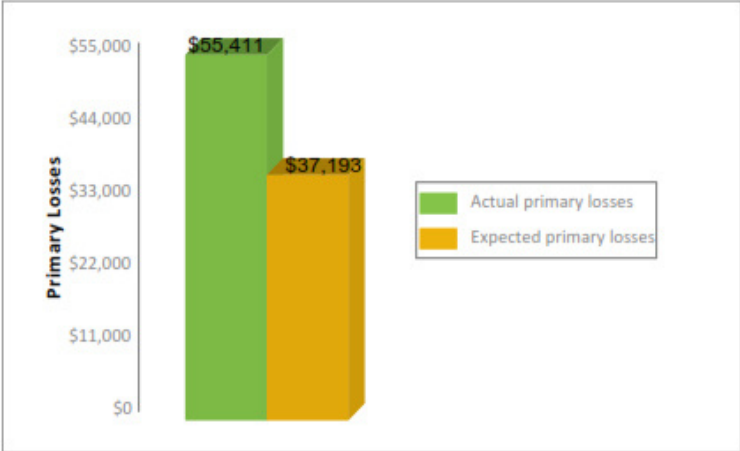
- This chart shows the impact of the impact on modification and premium of the top 10 losses included in the 2021 experience mod calculation
- Losses remain in the experience period for three years and are valued at 18 months, 30 months and 42 months after the effective date of the policy
- The largest loss took place in PY 2017. This loss added .3232 points to the modification and has the largest impact on your premium
- The top three losses account for .648 points
- The 2017 policy year losses will fall out of the experience rating period in 2022 and will be replaced with the 2020 loss data.

State	Date	Incurred Loss	Limited/Adjusted Loss	Impact on Mod
NY	1/25/2018	\$596,905	\$528,000	0.3232
NY	8/12/2018	\$433,206	\$433,206	0.2785
NY	6/22/2018	\$9,826	\$9,826	0.0463
NY	9/26/2017	\$6,942	\$6,942	0.0327
NY	4/24/2018	\$1,323	\$1,323	0.0062
NY	9/26/2018	\$1,138	\$1,138	0.0053
NY	2/7/2018	\$376	\$376	0.0017
NY	9/27/2018	\$358	\$358	0.0017
NY	3/17/2018	\$257	\$257	0.0012
NY	3/15/2019	\$148	\$148	0.0007
Grand totals:		\$1,050,479	\$981,574	0.6975

Loss Ratio Analysis

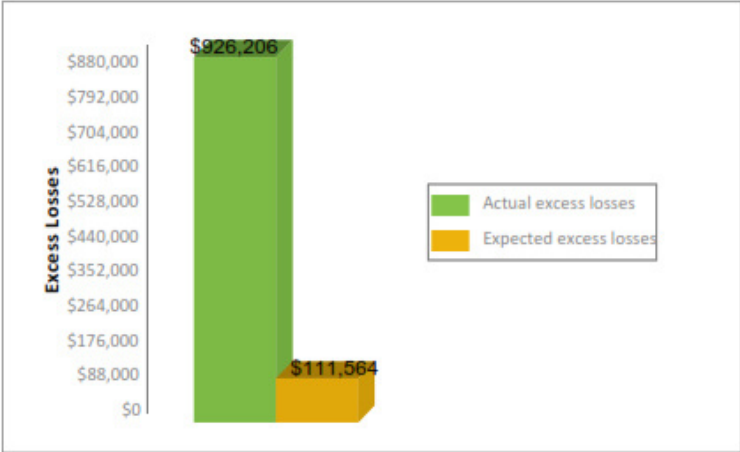
Frequency of Loss Analysis

Ratio of actual primary losses (APL) to expected primary losses (EPL): 149.0%



Severity of Loss Analysis

Ratio of actual excess losses (AEL) to expected excess losses (EEL): 830.2%



Key Observations

- Your company's actual primary and excess loss are larger than expected amount for a business of your size in the industry
- There are a few very large losses driving your mod,
- Our job is to help you identify potential operations issues, improve your claim handling process, and aid in your injury management efforts
- By doing so, we will work hand in hand with you to evaluate and maintain loss prevention and control practices that will likely provide a significant opportunity to reduce costs

COVID-19 Impact on Audit and EMR Calculation

I. Require Assignment of Classification 8873 for Temporary Change in Duties

The Department approved Manual Rule V(B)(4)(d) – Temporarily Reassigned Employees, which establishes new classification code 8873, Telecommuter Reassigned Employees, and requires that it be applied to the payroll of employees who, during New York’s stay-at-home order related to the COVID-19 pandemic (and future stay-at-home orders), are reassigned to either (a) not perform any work duties (idle), or (b) perform clerical work duties at home. The loss cost rate for **Classification 8873 will mirror the rate for Classification 8810** (clerical office employees). Further, this provision is applicable at the start of New York’s stay-at-home order and for up to 30 days after its conclusion.

Employees who are classified to code 8871, Telecommuter Clerical Employees, are to remain classified as 8871. In other words, the new 8873 classification only applies to employees who are reassigned and meet one of the two conditions described above.

These amendments are effective for all new and renewal policies effective May 1, 2020, as well as to all in-force policies as of March 16, 2020. Please find enclosed the following modified

II. COVID-19 Related Claims Excluded from Experience Rating

The Department approved Experience Rating Plan Rule I(C)(4)(a)(iv), which requires that claims with a diagnosis of COVID-19 and an accident date on or after December 1, 2019 are to be excluded from the experience rating calculations of individual employers.

The occurrence of COVID-19 workers’ compensation claims is unlikely to be a predictor of future claim costs incurred by an employer, and therefore their inclusion in an experience rating modification calculation would not meet the intended goal of experience rating.

Key Observations

- In response to COVID-19 the NYCIRB has issued circular letter RC-2512 to address audit classification issues as well as the impact of COVID-19 claims on experience rating. Excerpts of the bulletin appear on this page.
- The Board has established code 8873 to apply to reassigned employees who were either idle or assigned to clerical duties under New York’s stay-at-home order.
- Claims from COVID-19 with date of accident on or after 12/1/2019 are excluded from the experience rating formula.

Comprehensive Process





Targeted Risk Control Advocacy Based on Claims Review Result

Targeted loss prevention driven by claims review outcomes and analytics improves claims trends and reduces total cost over time

- USI Claims and Analytics team analyze claim trends that adversely impact loss experience and total cost of risk
- USI Risk Control Specialists create a plan to address adverse loss trends
- USI Analytics Team evaluates the cost of adverse claim trends and projects the financial impact of implementing a risk control plan

Impact and Benefits

- Premium savings **up to 30%** by targeting risk control actions
- Clearer understanding of how risks impact premium development and cash flow
- Measure costs of specific safety improvements against future premium and claims savings to calculate ROI



Reduce Total Cost of Risk with Targeted Risk Control



Claims Review for Proper Reserving and Closing

Regular claim reviews to evaluate reserve accuracy and timely claim closure drives down total insurance costs and ensures accurate premiums

- Evaluate open claims with claims adjuster for potential closure
- Validate accuracy of open claim reserves based on supporting documentation amending as needed to reflect expected outcome
- Establish a cost effective and proactive resolution strategy to close claims
- Evaluate and negotiate impact of claim reserve changes on future premium

Impact and Benefits

- Reduce premium up to **15%** by eliminating over-inflated reserves and claim inventory
- Improve budget certainty
- Provide market leverage through predictable and improved claim outcome
- Eliminate deductible reserve/collateral to free up capital

Workers Compensation 6-Year Claims and Reserve Status				
Year	# of open claims	Outstanding Reserves Prior to Claims Review	Changes to Reserve Based on Review outcome	Outstanding Reserves After Claims Review
2009	7	\$ 72,000	\$ (32,000)	\$ 40,000
2010	16	\$ 94,800	\$ (24,800)	\$ 70,000
2011	30	\$ 165,500	\$ (25,500)	\$ 140,000
2012	41	\$ 247,000	\$ (24,000)	\$ 223,000
2013	50	\$ 365,000	\$ (34,000)	\$ 331,000
2014	72	\$ 475,000	\$ (52,000)	\$ 423,000
Total	216	\$ 1,419,300	\$ (192,300)	\$ 1,227,000
			Reserve Reduction	14%
			Projected Premium Reduction	11%

Right-Sizing Open Claim Reserves Drives Down Total Cost of Risk

Preventing Strains and Sprain Injuries

Strains and sprains resulting from overexertion in lifting, have averaged one third of all work-related injury claims

Risk/Issue



Strains and Sprains are a leading cause of employee injuries, negatively impacting workers compensation costs in the Manufacturing sector

USI's Risk Control Approach



- Complete a loss trend analysis
- Conduct a Job Hazard Analysis to identify root cause and exposures
- Design program focused on corrective action to mitigate future losses. For instance, implementation of wearable technology to monitor for and reduce employee injuries and overexertion while performing certain tasks

Financial Impact



Average direct claim costs of a back strain = \$37,000, with indirect costs estimated up to \$100,000



GENERAL LIABILITY

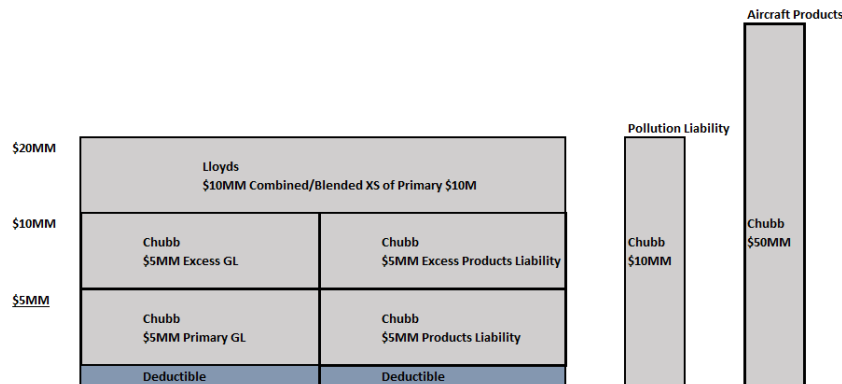
Market Access, Leverage and Selection

USI's national platform and prominent position among middle market brokers creates broad market availability for optimal market selection

- Develop USI solutions for coverage terms and conditions, and pricing before approaching markets
- Review and verify available markets that can appropriately address the client's exposures
- Create and submit quality submission information to targeted markets creating leverage to the client's benefit

Impact and benefits

- Estimated premium savings of **5-10%** derived from prequalifying markets based on established coverage requirements
- USI and client take control of the market selection process to create leverage in pricing and coverage negotiations



Better Pricing and Coverage Results Through Market Selection and Leverage

In Closing

Different & Better

USI's nationally **networked** team of **40 Risk Control Consultants** bring to our customers over **700 years** of collective knowledge and experience working with risk management programs, solving compliance issues and identifying solutions to meet the needs of our customer base.

- As part of the National TR team, we work in lock step with our claim, and analytics colleagues, in order to drive measurable and impactful solutions for our clients
- Our colleagues specialize by industry vertical, understanding our client's unique business issues

Our **regionally-based risk control consultants work locally** to provide customers access to the latest strategies to best manage their risk management programs.

Our team is a **direct extension of our customers operations** and are **experts** in navigating the murky waters to best meet our clients' business needs in the face of many legal barriers affecting risk management



PO Box 92 Hyde park, NY 12538 Phone 845.242.6114 FAX 814.286.3000

Email mrosenfeld@waterwayinc.com

ESTIMATE

TO LaGrange Fire District
 Lieutenant Vittel
 LaGrange Fire District
 504 Freedom Plains Rd
 Poughkeepsie, NY 12603

ESTIMATE NUMBER 3195
 DATE 01/01/2022
 DUE DATE

	DESCRIPTION	QUANTITY	RATE	AMOUNT
	Static Testing of Fire Hose (per NFPA 1962)	19,057	0.25	4,764.25
	Ground Ladder Testing (per to NFPA 1932)	282	3.25	916.50
	Hard Suction Testing (per NFPA 1962)	18	30.00	540.00
	Fire Pump Testing (per NFPA 1911 Chapter 18) If less than 1500 GPM	5	295.00	1,475.00
	Fire Pump Testing (per NFPA 1911 Chapter 18) If less than 1250 GPM	1	200.00	200.00
	Restrung of Porta Tanks	2	200.00	400.00
			TOTAL	\$8,295.75

Waterway of the Hudson Valley (WHV) to inspect & service test all items in accordance to the corresponding NFPA standards (NFPA 1932, 1962,1911). It is expressly understood & agreed that WHV shall not be deemed or held liable, obligated or accountable upon or under any guarantees or warranties, express or implied, statutory, by operation of law or otherwise, relative to the use of any tested items after the inspection date. Furthermore, WHV will not be held liable, obligated or accountable for any items that fail during testing under specified conditions and pressures.

OOS FEE- \$550 fee will be added if a piece of apparatus is OUT OF SERVICE during the appointment and an additional test date for the OOS apparatus is needed
MISSED APPOINTMENT FEE - A \$850 fee will be billed if the appointment is missed once a test date is confirmed.
HOURLY RATE - A \$325.00 per hour fee will be billed if during testing the crew waits more than an hour for the next piece of apparatus to be tested.

Your signature confirms your agreement to have Waterway of the Hudson Valley perform testing on the items above. You agree to supply water and associated costs, as well as a proper testing site and personnel to drive the apparatus.

NAME: _____ . TITLE: _____


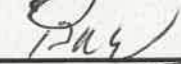

SIGNATURE: _____ . DATE: _____

MAILING ADDRESS: _____

TEST SITE ADDRESS: _____

SITE CONTACT: _____ . PHONE: _____

VENDOR	Amount Due	PO #	Due Date	1/25/2022
Bottini Fuel ✓	\$ ✓1,364.61	10951		Diesel fuel delivery
Brenntag Lubricants Northeast ✓	\$ ✓258.88	10950		Speedi Dry oil absorbant
Central Hudson ✓	\$ ✓2,547.38	10952		Stas 2 & 3 electric, area light, & gas charges
Cryo Weld ✓	\$ ✓64.85	10953		Oxygen delivery
Doyle Security Systems ✓	\$ ✓326.82	10961		Building monitoring all 3 stations
Dutchess Recreational Vehicles ✓	\$ ✓193.85	5228		Repair fuel leak on portable pump
HG Page & Sons ✓	\$ ✓109.36	5229		Shop supplies - building
HG Page & Sons ✓	\$ ✓91.07	5232		Lumber for training
IAFF Center of Excellence ✓	\$ ✓1,390.00	10956		Balance due for agreement
KoskoHeritage ✓	\$ ✓1,411.77	10955		Stas 1 & 3 fuel oil deliveries
Magna5 ✓	\$ ✓444.03	10957		Stas 2 & 3 phone service
Medical Warehouse ✓	\$ ✓407.00			Reeves stretchers
Medical Warehouse ✓	\$ ✓860.80			Medical Supplies
Medical Warehouse ✓	\$ ✓45.26			Medical Supplies
Medical Warehouse ✓	\$ ✓349.00			Medical Supplies
Medical Warehouse ✓	\$ ✓480.48			Medical Supplies
NYSHIP ✓	\$ ✓90,568.82	10954		Health Insurance Feb 2022
Optimum ✓	\$ ✓381.26	10958		Cable & internet services at all 3 stations
Precision Automotive ✓	\$ ✓913.86	5231		Repairs for radiator crack
Sean Hatfield ✓	\$ ✓56.17			Reimbursement for cleaning supplies
Staples ✓	\$ ✓36.96	10962		Office supplies
Stryker Sales Corporation ✓	\$ ✓444.67	10726		Medical Equipment
Target Solutions ✓	\$ ✓3,345.00	10963		Online training platform annual fee
Verizon ✓	\$ ✓139.00	10959		Sta 2 internet service
Verizon Wireless ✓	\$ ✓581.47	10945		Apparatus & Cell phone service
Verizon Wireless ✓	\$ ✓28.02	10960		Lifepak modem lines
Zep Sales & Service ✓	\$ ✓463.04	10949		Vehicle wash

TOTAL SUBMITTED		\$ 107,303.43	Date:	Commissioner Signatures:
<i>changes listed:</i>			01/25/22	
			2/25/22	
TOTAL APPROVED			1/25/22	
KEY:				
pre-paid				
Paid				