

Report HRR-CS-03-15

To: Chair Pringle and Members of the Corporate Services Committee
From: Sandra Shipley, Human Resources Manager
Meeting Date: January 13, 2015
Subject: **2015 Workplace Safety Insurance Board Insurance Coverage Renewal**
Status: Recommendation adopted by Committee as presented per Resolution CS11-15; Endorsed by County Council February 3, 2015 per Resolution CC36-15;

Recommendation(s)

THAT Report HRR-CS-03-15 regarding Workplace Safety Insurance Board (WSIB) Insurance be received;

AND THAT the following insurance policies through Jardine Lloyd Thompson of Canada be approved for 2015:

- **Chubb Insurance Company for occupational accident insurance at a premium of \$72,682.92 including provincial sales tax, and**
- **Chubb Insurance Company for excess indemnity insurance at a premium of \$158,564.52 including provincial sales tax.**

Background

The County of Grey currently uses two types of insurance to reduce its financial exposure due to catastrophic accidents under Schedule 2 of the Workplace Safety and Insurance Board. The following is a description of the County's current type and level of insurance:

Occupational Accident Insurance:

The Chubb Insurance Company of currently provides up to \$500,000 due to work related death and permanent disability. Prior to 2015, permanent disability was defined as the level of impairment, as adjudicated by WSIB, as not less than 30% and reimbursement was based on 80% of costs. However, effective January 1, 2015, the reimbursement rate will increase to 100% and the disability impairment level will be lowered to 25%.

Premium costs are charged by the number of full time equivalents (FTE's) and are broken down by management and administrative staff and by department. The premium rate for this insurance will remain at the 2013 level.

Excess Indemnity:

The Chubb Insurance Company of Canada currently provides excess indemnity insurance for all expenses exceeding \$500,000 to a maximum of \$15,000,000 due to work related death or dismemberment.

Premiums are calculated on projected insurable earnings. The premium rate will increase by 0.56% in 2015. With the increase in projected insurable earnings of 2.48%, it results in a compounded increase of 3.06% over the 2014 premium.

Financial / Staffing / Legal / Information Technology Considerations

The 2015 cost for WSIB insurance is \$216,766.80 including provincial sales tax, a decrease of \$11,104.56 over 2014.

Link to Strategic Goals / Priorities

None

Attachments

None

Respectfully submitted by,

Sandra Shipley
Human Resources Manager

Director Sign Off: *Grant McLevy, Director, Human Resources*