

## Report HRR-CS-02-14

**To:** Chair Pringle and Members of the Corporate Services Committee  
**From:** Sandra Shipley, Human Resources Manager  
**Meeting Date:** January 14, 2014  
**Subject:** 2014 Workplace Safety Insurance Board Insurance Coverage  
Renewal  
**Status:** Recommendation endorsed by Committee as presented per  
Resolution CS14-14 January 14, 2014; Endorsed by County Council  
February 4, 2014 per Resolution CC24-14;

### Recommendation(s)

**THAT Report HRR-CS-02-14 regarding Workplace Safety Insurance Board (WSIB) insurance be received;**

**AND THAT the following insurance policies through Jardine Lloyd Thompson of Canada be approved for 2014:**

- **Chubb Insurance Company for occupational accident insurance at a premium of \$74,014.56 including provincial sales tax, and**
- **Chubb Insurance Company for excess indemnity at a premium of \$153,856.80 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 Canada currently provides insurance up to \$500,000 due to work related death and permanent disability. Permanent disability is defined as the level of impairment, as adjudicated by WSIB as not less than 30%. Reimbursement is based on 80% of costs.

Premium costs are charged by the number of full time equivalents (FTE's) and are broken down by management and administrative staff (all departments), Museum/Archives, Public Works, EMS and Homes. Last year the County saw a significant increase in premiums (10% for most areas, 20% for the Homes). The 2014 premium rates 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 3% in 2014. With the increase in projected insurable earnings of 2.5%, it results in a compounded increase of 5.6% over the 2013 premium.

## Financial / Staffing / Legal / Information Technology

### Considerations

The 2014 cost for WSIB insurance is \$227,871.36 including provincial sales tax, an increase of \$10,275.12 over 2013. The 2014 budget included an estimated insurance cost of \$243,840.00 which will result in a surplus of approximately \$15,568.64.

## Link to Strategic Goals / Priorities

None

Respectfully submitted by,

Sandra Shipley  
Human Resources Manager`

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