

GLENWOOD
INSURANCE SINCE
1911

People you can trust,
coverage you can count on

2025 Workers' Compensation Proposal

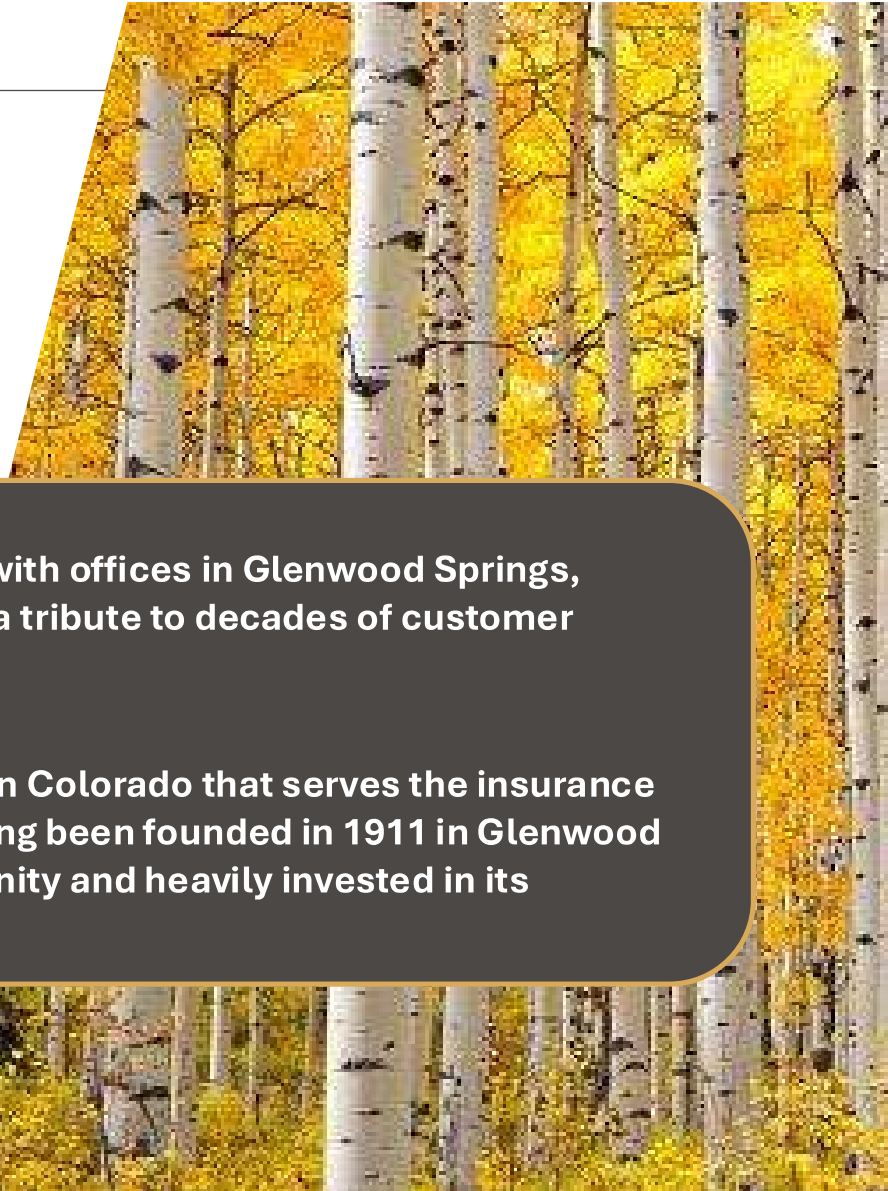


Our Story

Glenwood Insurance is an independent insurance agency with offices in Glenwood Springs, Rifle, and Denver, Colorado. The organization's success is a tribute to decades of customer trust earned by the agency's professionals.

Glenwood Insurance is an independent insurance agency in Colorado that serves the insurance needs of businesses, public entities, and individuals. Having been founded in 1911 in Glenwood Springs, we are closely tied to the Garfield County community and heavily invested in its success.

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Introduction-Glenwood Insurance Agency

Name	Title	Role	County Interface
Nettie Avery	Insurance Advisor	Project Manager	BOCC Risk Manager / Safety Procurement & Contracts Director
Mindy Shue	Account Executive	Coverage Analysis Renewal Evaluation Support to Nettie Avery	Procurement & Contracts Director Risk Manager / Safety
Rikki Daniell	Account Manager	Certificate Requests Billing Inquiries Audits Administrative Support	Finance Procurement & Contracts Department
Tom Jensen	Loss Control Advisor	Loss control Employee safety & training support Deductible analysis Loss data analysis	Risk Manager / Safety Benefits Administrator Department Managers County Attorney
Parm Purewal	Claims Liaison	Claims support Return-to-work support	Risk Manager / Safety Benefits Administrator County Attorney

Marketing Methodology

Several Companies Approached

- Considered Companies “A-” rated or better
- Expertise with Public Entity Organizations
- Claims handling and return to work services
- Medical provider network
- Safety services & loss prevention services offered
- Multilingual & translation resources
- Online services provided
- Provider’s long-term view of relationship with County
- Review of each insurance providers “injured worker survey scores”
 - This is an important metric by which injured workers grade insurance providers.


Recommendation

Pinnacol Assurance

- \$2,000 Deductible
- 2025 estimated payroll (\$46,262,824)
 - Audited each year

Future Pricing Considerations

- Experience modification factor
- Cost containment certification
- Per-claim deductible



Deductible Level	Quoted Premium
No Deductible	\$504,858
\$2,000	\$478,765
\$5,000	\$460,547

Dividend Information

Individual Loss Control Dividend

- Optional Dividend Program
- Cost is 5% of premium
- Dividend return is based on policyholder premium and loss ratio
 - 18.8% is the maximum dividend amount based on 0% loss ratio

General Dividend Eligibility

- All policyholders are eligible
- No cost
- Potential dividend based on Pinnacol available surplus
- Paid 18-24 months after expiration
- Loss Ratio is a considered factor for dividend return

Deductible Considerations

- How a deductible initially affects premium
- How a deductible affects cost of claims as reported to NCCI
- How a deductible affects experience modification factor

Deductible Analysis

Assumption:

Each deductible level has been in place for the 2021, 2022, and 2023 policy years

The Emods for the \$2K and \$5K deductibles are estimates based on the County's actual payrolls and claims performance for the 2021, 2022, and 2023 policy years, and assume that the given deductible had been in place for the entire 3-year rating period.

Deductible	2025 Indicated Premium	Estimated 2025 Emod if deductible had been in place for 2021-2023	Estimated 2025 Premium if deductible had been in place for 2021-2023	10-Year Average Out of Pocket Claims Cost	Estimated 2025 Net Program Cost, if deductible had been in place	Savings
\$0	\$504,858	0.88	\$504,858	\$0	\$504,858	\$0
\$2,000	\$478,765	0.74	\$403,485	\$32,315	\$435,800	\$42,965
\$5,000	\$460,547	0.69	\$362,261	\$58,334	\$420,595	\$39,952

This chart demonstrates the potential cost savings that can be realized through a deductible program and effective workplace safety efforts. In addition to the savings shown here, additional savings may be realized through Pinnacle Assurance's general dividend program.

Introduction-Pinnacol Assurance

Pinnacol will provide slide

Pinnacol Assurance Online Systems

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Policyholder Portal – Online access to key policy information

- Claim adjustor notes
- Medical documentation
- Costs of each claim as they are incurred, as well as reserves

Injured Worker Portal

- Medical documentation
- Request mileage reimbursement

Pinnacol Assurance – Claims Management

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Best in class injured worker satisfaction, with a 4.2 out of 5 rating*

- Claims adjustors with extensive public sector experience
- Dedicated claims adjustor for all indemnity claims
- Bilingual adjustors available for Spanish-speaking workers
- Translation services available for other languages

Pinnacol Assurance's Public Entity Team resolves claims 38% faster than Garfield County's current workers' compensation solution

Pinnacol Assurance – Return to Work

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Return to work consultants can assist with:

- Overall modified duty program development
- Developing modified duty task lists
- Creating Rule 6 offers

Pinnacol Assurance – Loss control

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- Baseline risk assessments
- In-person and virtual safety consultations
- Ergonomic consultation with a Certified Professional Ergonomist
- Industrial Hygiene consultation
- In-person safety training sessions
- Access to an online safety education system

Glenwood Insurance Agency - Claims review, analysis, and action planning

Claims Review

- Monthly review of claims, following up as necessary
- Quarterly review of claims, with summary report highlighting trends and areas of concern
- Annual claims trend report, with presentation before the BOCC
- Benchmarking of claims against a group set of similar public sector entities

Glenwood Insurance Agency - Loss control services

- Cost containment certification assistance
- Safety program review
- Worksite safety assessments
- Safety training support
- Safety committee participation
- Assistance with workplace accident investigations and root cause analysis

Transition Plan

- Virtual kick-off meeting between key stakeholders
- Review of current County roles and responsibilities to understand needs
- Review of the County's data needs to inform setup of data reporting framework
- Provide training for County staff who interface with the insurance program
 - Claims reporting and management
 - Return to Work program training
 - Policyholder Portal users

Questions