



Monterey County

Board of Supervisors
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

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July 09, 2019

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Current Status: Agenda Ready

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Matter Type: General Agenda Item

a. Approve Return-to-Work Service Contract with Norman Peterson and Associates, (“NPA”) with non-standard insurance provisions.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve a Return-to-Work Service Contract with Norman Peterson and Associates (“NPA”).

SUMMARY:

NPA offers high-quality customized Return-to-Work products and services to decrease Workers’ Compensation costs and increase productivity. County Counsel - Risk Management recommends the County avail itself of these products and services.

DISCUSSION:

Workers’ Compensation costs continue to increase due to ongoing time away from work and increased medical costs. NPA’s proprietary system, Optimum Utilization of Resources (OUR), is a productive Return-to-Work system tailored to each customer to maximize productivity while saving money, shortening recovery time, and reducing economic hardship on the employee. This customized, cost-savings system streamlines communication between physicians, employers and Workers’ Compensation personnel creating fast accommodation for injured workers. This is developed through a series of on-site interviews. The objective of these interviews is data collection, development of “Bridge Assignments” and to act as a buy-in mechanism for staff. NPA has a databank of 3000 temporary transitional work assignments, developed and tested in the field. This extensive catalog allows an organization to choose Modified or “Bridge Assignments” that match its needs.

Benefits of the OUR system include:

- Injured workers are back to work quickly, if possibly within one day.
- Employers receive productive, valuable work for their money.
- Medical and indemnity costs are significantly reduced.
- Recovery period is reduced and risk of re-injury is minimized.
- Physicians receive clear documentation about the physical requirements of temporary transitional work.
- The program assists in meeting requirements of ADA and FEHA.

OTHER AGENCY INVOLVEMENT:

Worked with County Human Resources Department and County Administrative Office who concur with recommendations.

FINANCING:

NPA offers a tiered pricing structure beginning with \$750 per claim, applicable to all accepted indemnity claims for the first year; \$850 per claim for the second year; \$950 per claim for the third year. In addition, there is a one-time setup fee of \$20,000. The per claim costs will be funded through the claims process and paid by the Workers' Compensation Third-Party Administrator (Intercare); the initial set up fee will be funded out of the Workers' Compensation Internal Service Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of this contract will promote a healthy and productive workforce.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Approved by:

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Attachments: Board Report
Contract