

Organization of Department

Mike Robinson, Director of Risk Management

- Risk Management Staff
 - Insurance Coordinator
 - Wellness Coordinator
 - Workers' Compensation Specialist
 - Insurance Clerk (2)
 - Department Secretary

Purpose

The Risk Management Department is responsible for the acquisition and administration of all benefits and insurance products that safeguard the assets of the district, and minimize loss through an effective and efficient enterprise risk management process.

District Programs Managed

- Medical Plan – 8,090 eligible employees, 5,178 covered employees, 8,961 covered lives, 2010 plan cost \$39.5M, of which the District funded \$24.3M.
- Property Insurance – Excess of \$1.2B in property, coverage limits \$750M, no claims in the last 10 years. One of the lowest property insurance rates of school districts in the Houston area.
- Workers' Compensation - Lowest excess insurance rate of any public entity in Texas insured by Midwest Casualty Company. Total cost of the program is approximately \$1.1M per year. There were 320 claims in 2010.
- Auto Liability/Physical Damage Insurance - \$500K CSL, \$50K/\$25K retentions, covers 753 vehicles.
- Legal Liability Insurance – \$1M coverage, \$50K retention.
- General Liability Insurance – \$1M coverage, \$50K retention.
- Student Accident/Athletic Insurance – District provided student accident insurance for over 13,000 UIL participants.
- Unemployment Compensation Administration – 267 claims in 2010, 360 claims in first 10 months of 2011.
- Master Builder's Risk Policy Administration – Provides property insurance for all new construction bond projects.
- Bonding/Notary Administration
- Storage Tank Liability Insurance – Provides environmental liability coverage for district fuel distribution tanks.
- Nursery Accident Liability Insurance – Provides accident liability insurance for Transportation employee's child care.
- Life Insurance Plan – 8,090 participants, District provides a base level of coverage for most employees.
- EAP (Employee Assistance Program) – District provides a confidential access to professional resources to assist employees and their families in resolving personal problems.

Voluntary Employee Benefits

- Cancer Plan – 940 participants
- Section 125 Dependent Care FSA – 100 participants
- Section 125 Medical Care FSA – 950 participants
- Dental DHMO – 3,065 participants
- Dental Indemnity – 1,581 participants
- Disability Plan – 2,725 participants
- Group Legal Plan – 649 participants
- Supplemental and dependent life coverage – 4,060 participants, Child life 2,249 participants, Spouse life 2,085
- Vision Plan – 3,439 participants

Department Facts

- The medical plan cost is normally the third largest expenditure in the district budget; following salaries and utilities.

- There are about 9,000 members in the medical plan. There are only 103 of the 1,238 school districts in Texas that have 9,000 or more students.
- There were 44,390 medical claims in 2010.
- There were 113,209 prescriptions filled in 2010.

Challenges

- Providing a quality medical plan at an affordable cost that is sustainable in the future.
- Management of the requirements of national healthcare reform.
- Budgetary reductions.
- Finding effective and efficient solutions for all of the programs administered by the department.