

**Vermont League of Cities & Towns Testimony**  
**Ken Canning, Director, Risk Management Services**  
**Joe Damiata, Manager, Underwriting, Safety and Health Promotion**

**House Committee on Government Operations**  
**Tuesday, March 29, 2016**

The Vermont League of Cities & Towns (VLCT) is a non-profit association owned and governed by its member municipalities; all of Vermont's cities and towns are currently members. VLCT operates two trusts for the benefit of its membership: VLCT Employment Resource and Benefits Trust, Inc. (VERB) and VLCT Property And Casualty Intermunicipal Fund, Inc. (PACIF). Today, over 95% of eligible municipalities are members of PACIF. PACIF provides broad coverage such as workers' compensation, property, liability, automobile, etc... VLCT PACIF also provides comprehensive risk management programs and services to its members to assist in reducing their exposure to loss.

VLCT's Risk Management Services (RMS) Department is responsible for managing and operating the PACIF Trust. All major functions are performed in-house, including: Underwriting, Loss Control, Claims Handling and Member Relations. twenty-seven staff members work directly for RMS. Other operational support such as Finance, IT, and HR is provided via contract by VLCT.

**VLCT Safety and Health Promotion (Loss Control)**

- Staff - Management, Consultants and Admin
- Territories - # of members
- Performance Metrics (Operations Manual, number of visits per month, days in the office, annual service plans, BP assessment tool, focus members, etc.)
- Written Correspondence (Letters, Action Plans, etc.)
- Advice from Claims Reports and Injury Review Process
- Services
  - Trainings - Online and instructor led
  - CDL Drug & Alcohol Testing Consortium
  - Safety and VOSHA program consultation
  - Safety Committee Assistance
  - Facility Hazard ID Surveys
  - Grant and Scholarship Program
  - Invest EAP
  - Consultation such as Worker's compensation best practices
    - Management commitment
    - Designated medical provider
    - Modified duty program
    - Incident and accident investigation
    - Safety Committee
    - Prompt claim reporting
- WorkStrong
  - Group Trainings
  - One to One Consultations
    - Fitness Evaluations for employees including (Bicep Strength, Flexibility, Step Test, Body Fat %, Blood pressure and bone density (women only))
    - Nutrition Consultation
    - Exercises to relieve aches and pains
    - Restorative Yoga
    - Train the Trainer Stretching Programs
    - Ergonomic Assessments for office workstations