

INSURANCE MATTERS

COUNTY COMMISSIONERS ASSOCIATION OF PENNSYLVANIA
THE **VOICE** OF PENNSYLVANIA COUNTIES



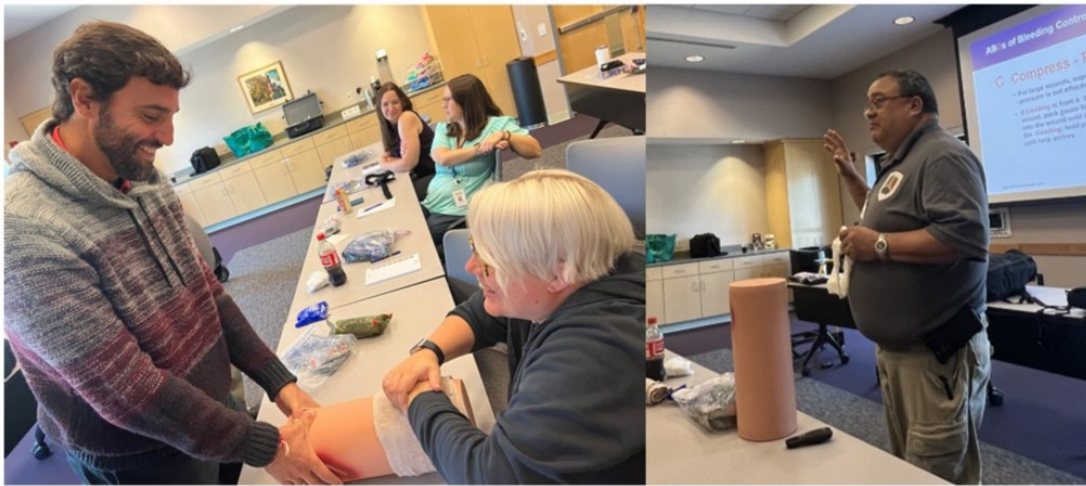
REMINDER – PComp Safety and Wellness Grant Applications are due by December 1st, 2024

The **PComp Safety Improvement Program Grant** supports safety committees and administrations by awarding grants to offset the costs of safety improvements to protect employees, assist workers' compensation efforts in reducing accident frequency and severity, while enhancing their safety and risk management programs. The maximum grant amount is \$35,000 per member, up to a maximum of 75% of the member's annual contribution.

The **PComp Wellness Improvement Program Grant** supports members by awarding wellness grants to offset the costs of wellness programs and activities. The grant amount is \$5,000 per member.

PComp members must submit their fully completed and signed Safety and Wellness grant applications by the end of business on December 1, 2024. Grant applications will be considered, assessed and subject to PComp's grant offering and requirements.

For more information, contact kwentz@pacounties.org.



Safety and Wellness at Work

On September 10, 2024, CCAP's Wellness and Safety Committees joined forces to offer Stop the Bleed training to staff. Guest speaker, Phil Lucas, Public Safety Director from Mifflin County, led the instruction and provided coaching to staff during live demonstration on training manikins. During this training, staff learned the ABC's of bleeding control and the value of a tourniquet. Bleeding is the number one cause of preventable death after injury, and educated responders can quickly become the difference between life and death in these emergency situations.

Attention PComp Members: Wellness events and education, such as the one showcased, are **eligible** and **reimbursable** through your Wellness Improvement Program Grant (WIP). WIP Grants are proudly sponsored by the PComp Board of Trustees. New for 2024, WIP Grants provide PComp members with financial support to fund programs for employees with the goal of implementing, improving and increasing wellness related activities.

For more information, contact Keith Wentz at kwentz@pacounties.org.

You Are Not Alone - Join Our Cyber Family

Panel Discussion

Opening session Day 1 -October 2



2024 Cybersecurity Summit – Hosted by Harrisburg University and CCAP!

In an era where digital threats are evolving at an unprecedented pace, the importance of cybersecurity cannot be overstated. It's the shield that protects our personal information, corporate data and national security from cyber-attacks. Join CCAP's Information Technology Department to gain insights from top cybersecurity professionals and understand why investing in cybersecurity is not just a necessity but a priority for a safer tomorrow. There is something for every perspective at this year's Cybersecurity Summit being held at [Harrisburg University of Science and Technology](https://www.harrisburg.edu/) on October 2-3, 2024.

This year's Cybersecurity Summit is a testament to the collective effort in bolstering our cyber defenses. Don't miss out on this opportunity to network, learn and shape the future of cybersecurity. Register now and be part of the conversation that sets the tone for cybersecurity for years to come!

For more information, contact Heather Hiester at hhiester@pacounties.org.

[Register Today](#)



The Manager's Role in Boosting Employee Confidence

Have you ever been in a situation where you were expected to complete a task but didn't have the tools or know-how? Have you ever completed a task well but failed to receive the recognition you thought it deserved?

Suppose you replied yes. You know how struggling with confidence at work feels. If you can't feel confident in your work, don't believe it is valued, and/or feel like there is no direction for your job, you know how challenging it is to put in effort and find motivation.

It is a genuinely negative feeling, and, as a manager, you should strive to prevent your employees from feeling this way. While you cannot change timid people into bold ones (they have to want that for themselves), you *can* encourage confidence and promote a more robust working environment by providing the following:

- **Provide Adequate Training** - Training and adequately orienting your employees is vital to preventing stress and the lack of confidence that results from a lack of training. Educating your staff on new technology and trends will give them the confidence to stay afloat and relevant in ever-changing workplaces.
- **Offer Consistent Recognition** - The performance levels of your employees will increase the more frequently you acknowledge their successes. And don't wait for the significant achievements to recognize success – make sure you offer recognition for even the more minor achievements your employees meet.
- **Listen to Your Employees** - If you provide a space within your department where your employees can come and talk and process what is going on in their world, you will increase their confidence simply through active listening. Employees who feel like they are being heard and who see changes made due to speaking up will have much greater confidence and pride in their work than those who do not.
- **Give Timely Feedback** - Staff members want to know they are doing a good job right away — not weeks down the line. Additionally, be timely in

notifying your employees about changes they could make. This will give them the ability to change unwanted behaviors sooner rather than later, leading to greater success for their work output immediately, not when the unwanted behavior has turned into an unwanted habit.

- **Be Encouraging in the Face of Mistakes** -No one is perfect, and not one employee will be flawless in their work performance. Oddly, your staff is self-criticizing enough as it is, so when it comes to addressing mistakes, be encouraging. Offer additional training, if needed, but ensure that with mistakes comes the chance to learn and make improvements for the next time.

Read more articles like this in [M&S EAP's blog!](#) M&S EAP services are available to UC Trust members at no cost.



Registration is Open for the Fall Risk Management Workshops!

The fall workshop season is underway. CCAP Insurance Programs has some great educational opportunities for you to consider. Check out the listing of courses below or, for a complete catalog, visit our website for information regarding topic descriptions, dates, times and locations.

As a reminder, most of the workshops are **FREE** to attend if your county is a member of the sponsoring Insurance Programs. To check membership status, please refer to [CCAP Insurance Programs Member Listings](#).

[Register Now](#)

DATE	TOPIC	LOCATION
October 3	Safety Workshop	The Penn Stater Hotel and Conference Center, State College
October 9	Excellent Supervisor Seminar: Workplace	Regional Learning Alliance, Cranberry

	Ethics	Twp.
October 17	Defensive Driving Course	The Penn Stater Hotel and Conference Center, State College
October 22	KEYS: HR Boot Camp	CCAP Office, Harrisburg
October 24	Excellent Supervisor Seminar: Workplace Ethics	The Penn Stater Hotel and Conference Center, State College
October 30	Excellent Supervisor Seminar: Workplace Ethics	Virtual Option via Zoom
November 1	County Risk Managers Sharing Group	CCAP Office, Harrisburg
November 13	Prison Personnel Workshop	The Penn Stater Hotel and Conference Center, State College
November 14	Excellent Supervisor Seminar: Workplace Ethics	CCAP Office, Harrisburg

CCAP Insurance Programs continues to collaborate with the [Academy for Excellence in County Government](#). Please refer to our website for additional information on co-sponsored events. These workshops are **FREE** to current Academy participants.

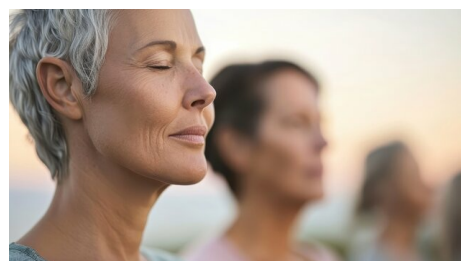
For more information, contact Linda Rosito at lrosito@pacounties.org.

Safety Spotlights

CCAP Insurance Programs proudly presents two Safety Spotlights. This fall we are offering two sessions. This newly offered educational opportunity is designed to address hot topics through **live webinars**. Webinar lengths range from 1-2 hours. Please consider joining us!



Thursday, October 10



Wednesday, October 16

1 p.m. – 2 p.m.

What You Need to Know About Per- and Polyfluoroalkyl Substances (PFAS)

Register

10 a.m. – 11:30 a.m.

Wellness Programs: How to Create and the Benefits

Register

Zoom information will be forwarded to attendees upon receipt of your registration.

For more information, contact Linda Rosito at lrosito@pacounties.org.



CCAP
PIMCC
Prison Inmate Medical Cost Containment

Provides medical cost management and education to assist county prisons with the containment of costs related to inmate medical expenses

- Auditing of inmate medical bills
- Drug formulary for physician use
- Subrogation to insurance when applicable
- Group prescription drug purchasing program
- Monthly pharmacy invoice review and trending report
- Preliminary notification program for outside treatment
- Periodic on-site visits to discuss trends and program status
- PIMCC Manual with recommended procedures and forms
- Complete review of existing medical program and service providers
- Ongoing communication with prison medical personnel
- Discount fee negotiations with medical service provider
- Assistance in obtaining statewide provider services
- Concurrent review of all hospitalizations
- Electronic newsletter (three per year)
- Overall case management

For more information, contact
Desiree Nguyen at dnguyen@pacounties.org


More to Offer with PIMCC – Act 22 Services



PIMCC Membership

Pennsylvania counties have saved over **\$105 million!**

Also Offers:



Act 22 Services

Pennsylvania counties have saved over **\$613 million!**

All Pennsylvania counties with a

- Auditing of inmate outpatient medical bills
- Inpatient hospital case management
- Trending and bill activity reports
- Monthly pharmacy invoice reviews and reports
- Assistance in obtaining provider services
- Access to LocalGovU Corrections Academy



prison facility are eligible for services, regardless of whether they hold PIMCC program membership.

Act 22 caps inpatient hospital care for county inmates at Medicaid rates and outpatient care at Medicare rates.

Also Offers:

- Assistance with communications to the Department of Human Services (DHS)
- Tracking of eligibility processed by DHS
- Support with COMPASS applications
- Payment of inmate inpatient hospital bills



LocalGovU Course Spotlight

Back Injuries

According to the Bureau of Labor Statistics, musculoskeletal disorder injuries accounted for 33% of all worker injury and illness cases. Whether these injuries stem from occupational hazards or poor health, they can cost both employers and employees time, money and energy. In this on-demand course, we will focus on the causes of back pain, ways to prevent back pain through proper lifting techniques and workplace ergonomics, and how to properly treat current back pain in order to better prevent future injuries.

CCAP Insurance Programs partners with LocalGovU providing online training and resources to UC Trust, PCoRP, PComp and PIMCC Members. Members can access/attend these courses at **no cost**.

For more information, contact Andrew Smith at asmith@pacounties.org.

[Take Course](#)

Defensive Driving

On Friday, July 26th, Lebanon County hosted a Defensive Driving training workshop courtesy of CCAP Insurance Programs. Kelly Kyzer, Risk Control Specialist and Certified Defensive Driving Instructor, led the 4-hour training session, which was attended by Lebanon County employees and included attendees from neighboring counties. The training included blind spot awareness, maintaining safe following distance, and risk prediction, among other key components.



According to defensivedriving.org, **6,337 people are injured in motor vehicle crashes daily, with human error being responsible for 94% of all accidents.** By educating staff on simple preventative measures they can take to mitigate vehicular harm, counties can promote safer roadways for all travelers.

For more information, contact Kelly Kyzer at kkyzer@pacounties.org.

CCAP

Health Alliance

Medical, dental, vision and prescription plans, fully customized to meet the needs of each individual county or entity

- Guaranteed rates
- Comprehensive Member Wellness Program
- Online benefit portal for open enrollment and coverage changes
- Nurse Navigator
- Access to Healthcare Bluebook
- Compliance with Affordable Care Act
- Access to FSA, HRA and HSA Administrators
- Preparation of IRS Forms
- COBRA Administration



For more information, contact
Desiree Nguyen at dnguyen@pacounties.org

Insurance Team Member Spotlight Featuring Lisa Roberts

I am a seasoned claims representative with over 12 years of experience with handling auto claims. Before coming to CCAP, I worked at Nationwide Insurance. I was born in Brockton, MA and I am an avid fan of the New England Patriots and The Boston Celtics. I have 2 children and 4 grandchildren who are all actively engaged with football and basketball, I am their biggest cheerleader at every game!! I love spending time with family and enjoy taking long walks with my goldendoodle "Bru". I am an auxiliary member of the American Legion serving veterans, military and their families.



What's your favorite part of working at CCAP?

My favorite part of working for CCAP is the culture/atmosphere. Everyone knows

they have a specific role to perform and tasks to accomplish and we help each other meet our individual, team and organizational goals. Knowledge sharing is everywhere and extends across multiple departments. I also have to mention the food/ leftovers following the many meetings CCAP and affiliates host at our office. Our administrative staff generously share any of the leftovers following the conclusion of their meeting, almost daily staff receive an email letting us know lunch is served and the food is so... good!

What does your daily routine look like?

My daily routine consists of receiving PCoRP auto claims. I investigate all claims - reviewing coverage, determining liability, reviewing auto estimates, handling vehicle total losses, contacting members and claimants and explaining government immunity and the claims process.

What skill do you think everyone should learn?

Teamwork/communication – The ability to work effectively with others and communicate effectively is essential for success in every workplace. Building professional relationships and developing commitment within a group. Being the youngest of 8 children taught me about teamwork at a very early age.

Quote of the Month

“The beautiful thing about learning is that no one can take it away from you.”

– B.B. King

Other Training Opportunities

[GLIMPSE Risk Management Trainings](#)

Each workshop season, there are a number of training opportunities designed for and open to Pennsylvania counties, county-related entities (CREs) and PELICAN program members. The Fall Workshop Season is just around the corner!

[LocalGovU](#)

LocalGovU's Online Training Center comes equipped with a library of high-quality risk control courses covering a variety of topics including Risk Management, Safety and Environment, Law Enforcement, Corrections, Human Resources and Management. In partnership with the UC Trust, PComp and PCoRP, this online training is available to members at no cost. If you have questions regarding the trainings, please contact Andrew Smith at asmith@pacounties.org.

[M&S EAP](#)

Take personal assessments, build skills for personal or professional growth, work on your health, and more at M&S's Employee Assistance Program dashboard. In partnership with the UC Trust, M&S EAP services are available to members at no cost.

CCAP INSURANCE PROGRAMS

ASK US FIRST...WE COVER IT ALL!

Other CCAP
Publications

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