

MOPERM Welcomes a New Era

MOPERM has been under the direction of David Kormann as Executive Director and Jenny Morrison as Member Services Manager for the last twenty years. As all good things must come to an end, both Jenny and David decided to retire. While we wish them the best in their well deserved retirement, MOPERM is excited for the future direction of our shared risk pool.

Effective August 1, Larry Weber has been selected to take over the reigns as MOPERM's Executive Director, and Jim Odom will be the new Member Services/ Risk Management Manager.

Larry Weber comes to MOPERM from the Facilities Management, Design and Construction Division of the State of Missouri. An attorney by trade, Larry assisted with the creation of MOPERM in the 1980's, and now will serve as the Executive Director.

Previously with the State of Missouri Risk Management Department, Jim Odom brings over ten years of risk management and safety experience to MOPERM. Jim also holds various safety designations that will assist in evaluating and implementing risk management programs for our members.

Combining the knowledge and expertise of Larry and Jim with the experienced Board of Trustees and staff of MOPERM, it is our goal to grow and better serve all of our valuable members. I am excited for what the future holds and look forward to building upon the continued success of MOPERM.

Justin Stringer

MOPERM Risk Specialist

Deer on the Roads

Whether you drive for work or merely commute to and from work, you need to be aware of deer. Deer are most active at dusk and dawn, but can come onto roadways at any time during the day. More than half of all deer-motor vehicle collisions occur during October and November. **Below are some driving tips to help prevent deer collisions.**

- If you see one deer on the roadway, watch out for others. Deer often travel in groups and stick close together

- If you see brake lights ahead of you, it could be because the driver has spotted a deer. Be watchful as you drive through the area, as other deer could try to cross

- Take notice of deer crossing signs, and drive accordingly

- Drive slower at night, giving yourself time to see deer with your headlights

- Drive with caution when driving near steep roadside banks and areas of the road that is surrounded by tall grass and brush. Deer can appear on the roadway with little or no warning

- Be aware that headlights confuse deer and may cause them to move erratically or stop

- If you accidentally hit and kill a deer, report the location of the deer's body to the city, county or state highway department that has jurisdiction over the road



MOPERM Risk Management

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Claims Connection

Claim Situation #1:

The city received complaints about a damaged sidewalk grate in front of city hall. A public works employee was assigned the task of replacing the damaged grate. Late one afternoon, the employee removed the damaged grate with the intentions of installing the new grate the next morning.

That evening, a city council meeting was held. After the completion of the meeting, an attendee of the meeting walked down the stairs and headed toward his vehicle. While conversing with another meeting attendee, the man was not watching where he was walking and stepped in the hole that was created by the vacated sidewalk grate. The man fell and sustained various injuries to his ankle and shoulder.

Total Cost: \$61,489

Lesson to Learn:

Always secure a work site before performing any maintenance. The maintenance area should have been roped off to alert the public of the hazard.

Claim Situation #2:

A city employee (Alan) became very ill, and took a 90 day unpaid medical leave of absence. During his absence, a temporary replacement (Jeremy) was hired to fulfill the vacated duties. As Jeremy started his new job, it was quickly realized that numerous duties of the position were not being completed by Alan.

After the 90 day medical leave of absence, Jeremy was offered the permanent position due to the poor past job performance by Alan. Instead, Alan was offered a lower level position, but with the same pay. Feeling that the demotion was a slap in the face, Alan declined the offer and the city chose to terminate him. The city made no documentation of the poor job performance or the medical leave conditions.

After the termination, Alan filed suit against the city alleging Americans with Disabilities Act (ADA) Discrimination.

Total Cost: \$270,699

Lesson to Learn:

Documentation and timing is crucial! With no documentation being kept and the poor timing of the termination, the impression was given that the termination was due to Alan's disability.

No One is Perfect
By providing real life claims examples, it is MOPERM's hope that we all can learn from the experience of other members. Not all claims are preventable, but it is MOPERM's goal to prevent as many as possible.

What are your Ideas?

With the changes in leadership at MOPERM, we are exploring new and exciting ways to make our Risk Management Department as beneficial as possible for all of our members. While we have some ideas in the works already, we welcome any ideas or suggestions from our valuable members. Please contact Jim Odom or Justin Stringer with any suggestions.

MOPERM Driver Training Rebate Program

Reminder: Training Certificates from a MOPERM approved training provider must be submitted before December 31 to qualify for the \$50 per employee rebate.

Preventing claims and protecting the solvency of the pool is the ultimate goal of Risk Management. The more successful we are in preventing claims, the higher the probability of MOPERM being able to offer member refunds!