



Workers' Compensation  
Program

# Annual Report



State Fiscal Year  
2007



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2007

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## **Introduction**

The State of Minnesota's self-insured workers' compensation program is administered by the Minnesota Department of Administration's Risk Management Division. The program consists of four service units: claims management, disability management, legal, and safety/ industrial hygiene. It covers over 57,000 employees in the executive, legislative, judicial branches of state government and quasi-state agencies, such as the Minnesota Historical Society, MnSCU student workers, and the Minnesota State Fair.

The state's workers' compensation program receives on average 2,700 new claims annually and is funded by an administrative fee charged to each agency covered by the program. During state fiscal year 2007 (FY 2007), the program's total costs increased 16.3% (\$3,666,160) from \$22.5 million to \$26.2 million. The increase is due to an increase in benefit costs, led by a significant increase in health care costs.

We present the following report on the program's activities during FY 2007. This report will present the costs of indemnity and medical benefits provided to injured state employees, summarize pertinent information regarding claims for work-related injuries, and note other significant data compiled by the program during the past fiscal year, including a section of this report that benchmarks the program's findings against Minnesota industry standards. This information is provided to state agencies, legislators, labor unions, insurance industry professionals, and others interested in the general operation of the program.

The Workers' Compensation Program welcomes comments about this report. Please direct comments to:

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**All comparisons made in this report are of FY 2007 figures to FY 2006, unless otherwise noted, and are actual costs. The cost data has not been adjusted for inflation, except for the benchmarks section (p. 4-8).**

## **Executive Summary**

The following is a summary of program activity for state fiscal year 2007:

### **Cost Per \$100 of Payroll**

- ◆ Costs per \$100 of payroll remains steady and are less than the Department of Labor & Industry's estimated average for employers in Minnesota (p. 5).

### **Claim Numbers**

- ◆ Agencies reported 1% fewer claims in FY 2007 (p. 9).

### **Claim Costs**

- ◆ Total program costs increased 16.3% from \$22,493,183 in FY 2006 to \$26,159,343 in FY 2007 (p. 12-13).
- ◆ Expenditures for all benefits increased 21.3% from \$16,817,690 in FY 2006 to \$20,398,449 in FY 2007 (p. 14-15).
- ◆ Expenditures for indemnity benefits increased in FY 2007 by 12.8% from \$7,166,259 in FY 2006 to \$8,086,464 in FY 2007 (p. 17-18).
- ◆ Expenditures for medical benefits increased 28.7% from \$7,573,499 in FY 2006 to \$9,747,169 in FY 2007 (p. 19-20).

### **Recoveries**

- ◆ Recoveries decreased 4.8% in FY 2007 (p. 21-22). Recoveries are funds the program receives from supplementary benefits, second injury fund and subrogation.

### **Agency Activity**

- ◆ Nine large agencies (MnSCU, Human Services, Transportation, Corrections, Natural Resources, Veterans' Homes, Public Safety, Administration, and Trial Courts) accounted for 88.5% of the program's payment activity (p. 25-26).
- ◆ Benefit costs for these nine agencies increased 20.6% from FY 2006 to FY 2007 (p. 27-28).
- ◆ The workers' compensation incidence rate decreased slightly from 4.3 in FY 2006 to 4.2 in FY 2007 (p. 33-34) for all agencies. The incident rate for individual agencies is located in Appendix C (p. 38).

### **Other Findings**

- ◆ Claims that occurred prior to 2000 accounted for 32.6% of the program's benefit costs paid out during FY 2007 (p. 23-24).
- ◆ Most common injury continues to be to the upper extremities (p. 30).

## **How the Program Works**

### **Mission and Enabling Legislation**

The Workers' Compensation Program's mission is to work in partnership with state and quasi-state agencies to manage workers' compensation risk throughout state government. The program works primarily through each individual state agency's human resource and safety personnel.

The enabling legislation for the Program is found in Minnesota Statutes 176.541 through 176.611.

### **The Four Service Units**

The Workers' Compensation Program delivers its workers' compensation services to state agencies and their employees through four work units: claims management, disability management, legal, and safety/industrial hygiene. Below is a brief description of what each work unit does.

#### **Claims Management Unit**

The Claims Management Unit determines liability for workers' compensation claims filed against the state and quasi-state agencies by state employees. It then contests or pays these claims in accordance with the requirements of Minnesota Statutes 176. While carrying out this work, the unit represents the interests of the state and quasi-state agencies.

In addition to its responsibility for the administration of workers' compensation benefits, the unit also is responsible for directing the efforts to return injured employees back to the job, recovering costs from negligent third parties, and seeking final resolutions for all claims.

#### **Disability Management**

The Disability Management Unit provides rehabilitation services for state agencies and for injured state employees. The primary purpose of the unit is to work with employees and state agencies to help injured employees stay on the job or return to work as soon as possible. The unit provides services such as vocational screenings/assessments, on-site job analyses, job placement, statutory rehabilitation and return-to-work plans.

#### **Legal Services**

The Legal Services Unit provides legal representation to state agencies in workers' compensation disputes. Its purpose is to conduct all aspects of defense litigation and provide legal counsel to state agencies and staff members of the Workers' Compensation Program. Its objective is to protect the legal interests of state agencies in disputed cases and, to defend or resolve these cases in the best interest of the state.

#### **Safety & Industrial Hygiene**

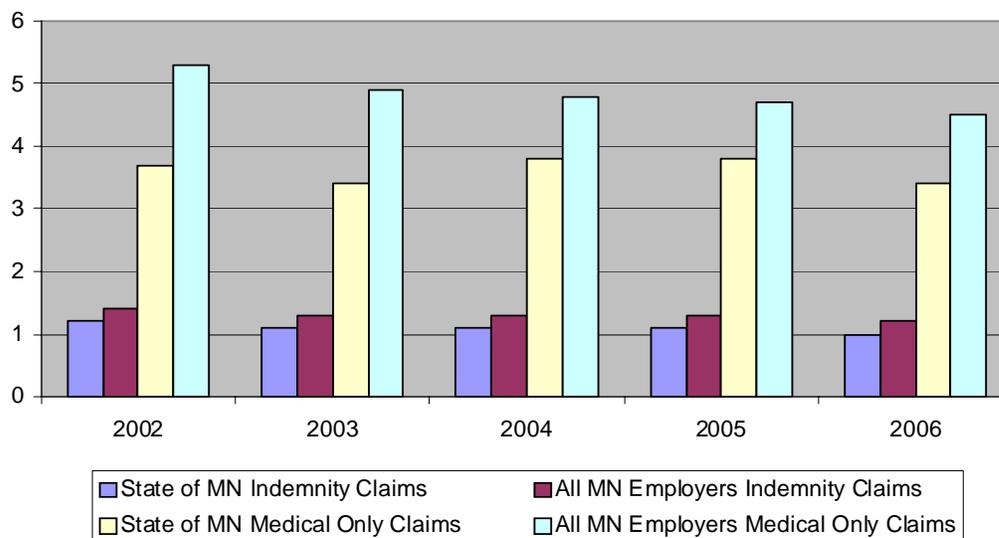
The Safety and Industrial Hygiene Unit provides safety and industrial hygiene consulting resources to all state agencies. Its purpose is to help state agencies identify and correct workplace safety hazards-both environmental and behavioral-that place employees at risk for work related injury or illness. The unit provides safety-related services to agencies such as worker exposure assessments, indoor air quality surveys, employee training and safety program development.

## Benchmarks

Claims rate remains steady over the last five years (*Chart 1*).

**Chart 1/Paid Claims Per 100 FTE's**

Comparison of the State of Minnesota paid claims per 100 full-time equivalent employees to all Minnesota employers.



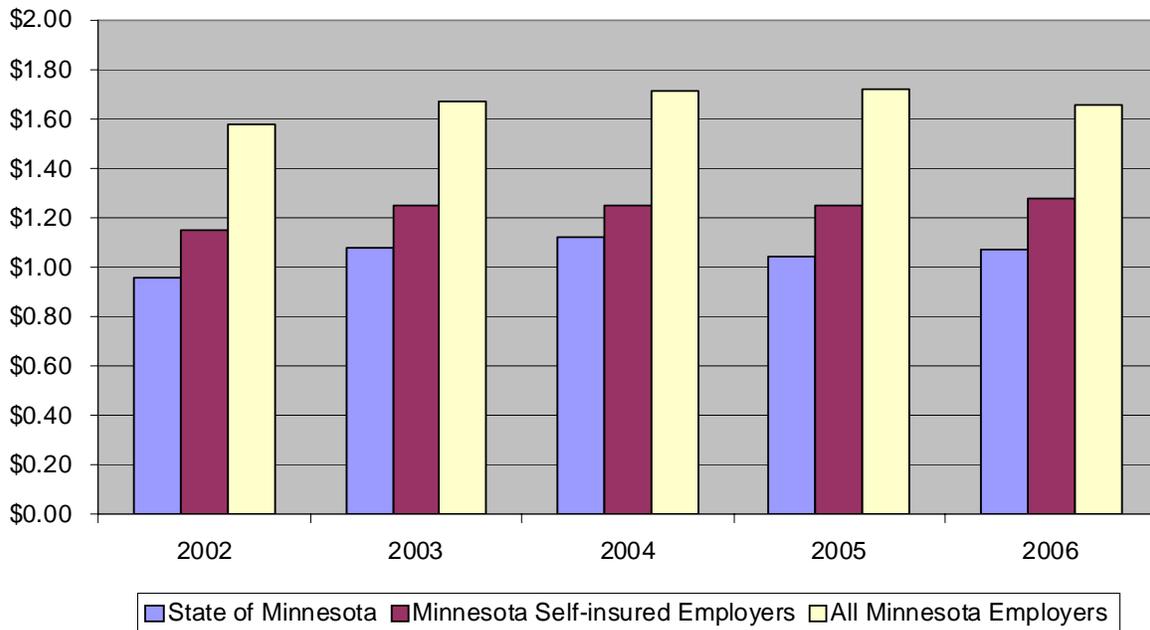
State of Minnesota Paid Claims Per 100 FTE CY DOI/FTE by FY			
Injury Calendar Year	Indemnity Claims	Medical Only Claims	Total Claims
2002	1.2	3.7	4.9
2003	1.1	3.4	4.5
2004	1.1	3.8	4.9
2005	1.1	3.8	4.8
2006	1.0	3.4	4.5

All Minnesota Employers Paid Claims Per 100 FTE CY DOI/FTE by FY			
Injury Calendar Year	Indemnity Claims	Medical Only Claims	Total Claims
2002	1.4	5.3	6.7
2003	1.3	4.9	6.3
2004	1.3	4.8	6.0
2005	1.3	4.7	6.0
2006	1.2	4.5	5.7

Data Source: DOLI System Report, 2005 (Released January 2008)  
Please note that data from prior years has been updated.

The total cost of the state's workers' compensation program has been stable during the last five years when compared to payroll costs and to other Minnesota employers (*Charts 2, 3*).

**Chart 2/Estimated Cost Per \$100 of Payroll**

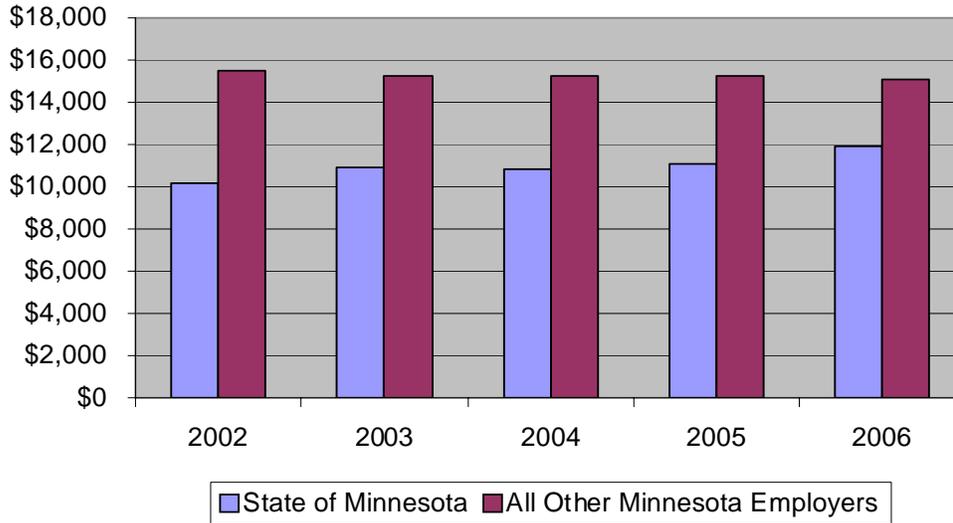


<b>Comparison of the State of Minnesota Cost Per \$100 Payroll to Insurers and Self-Insured Employers</b>			
Year	State of Minnesota	All Minnesota Employers	Minnesota Self-insured Employers
2002	\$0.96	\$1.58	\$1.15
2003	\$1.08	\$1.67	\$1.25
2004	\$1.12	\$1.71	\$1.25
2005	\$1.04	\$1.72	\$1.25
2006	\$1.07	\$1.66	\$1.28

Data Source: DOLI System Report, 2005 (Released January 2008)  
Please note that data from prior years has been updated.

### Chart 3/Average Cost of Indemnity Claims

Comparison of the State of Minnesota average indemnity benefits per indemnity claim to Minnesota employers (figures adjusted for wage growth).



Year	State of Minnesota	All Other Minnesota Employers
2002	\$10,200	\$15,500
2003	\$10,900	\$15,200
2004	\$10,800	\$15,200
2005	\$11,100	\$15,200
2006	\$11,900	\$15,100

Data Source: DOLI System Report, 2005 (Released January 2008)  
Please note that data from prior years has been updated.

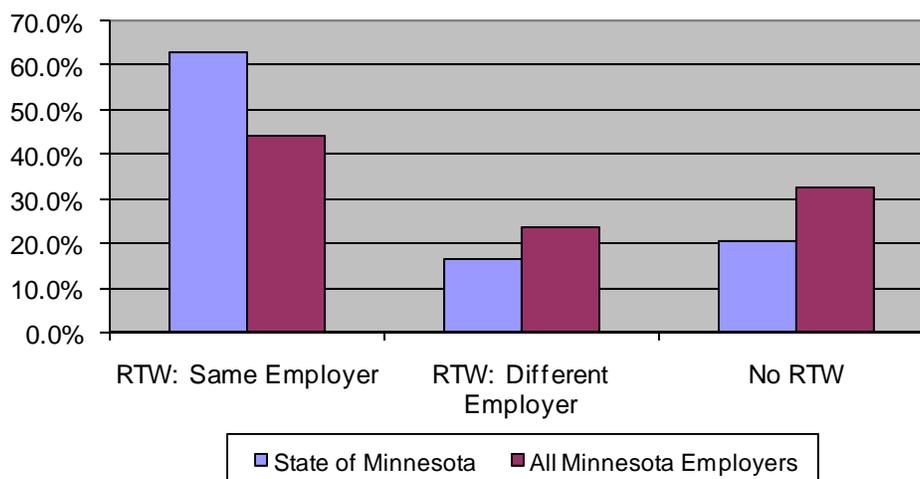
### Chart 4a/Return-to-Work Rate

Comparison of the State of Minnesota return-to-work rate against all other Minnesota employers. Return-to-work is affected by many factors, including the job market, injury severity, and the availability of job modifications.

Year of Closure		Return to Work: Same Employer (%)	Return to Work: Different Employer (%)	Not Employed (%)	Total (%)
2000	<b>All MN Employers</b>	46.0	27.5	26.5	100
	<b>State Agencies</b>	62.5	16.7	20.8	100
2001	<b>All MN Employers</b>	46.4	25.1	28.5	100
	<b>State Agencies</b>	67.5	12.0	20.5	100
2002	<b>All MN Employers</b>	45.4	22.9	31.7	100
	<b>State Agencies</b>	65.6	16.7	17.8	100
2003	<b>All MN Employers</b>	43.0	22.4	34.6	100
	<b>State Agencies</b>	63.1	17.5	19.4	100
2004	<b>All MN Employers</b>	42.9	23.0	34.0	100
	<b>State Agencies</b>	61.3	19.8	18.9	100
2005	<b>All MN Employers</b>	43.6	22.3	34.1	100
	<b>State Agencies</b>	53.4	20.4	26.2	100
2006	<b>All MN Employers</b>	41.9	22.6	35.5	100
	<b>State Agencies</b>	67.3	12.5	20.2	100
Average 2000-2006	<b>All MN Employers</b>	<b>44.1</b>	<b>23.5</b>	<b>32.4</b>	100
	<b>State Agencies</b>	<b>62.8</b>	<b>16.7</b>	<b>20.6</b>	100

Data Source: DOLI System Report, 2005 (Released January 2008)  
Please note that data from prior years has been updated.

### Chart 4b/Return to Work (RTW) Comparison 2000-2006/Average



## **Findings**

### **The number of new claims decreased slightly in FY 2007 (Chart 5 and Appendix A)**

#### ***Number of claims decreased (Chart 5)***

The program had a 1% decrease in the number of claims reported from FY 2006 to FY 2007. Appendix A (p. 36) contains an agency-by-agency breakdown of the number of claims reported for FY 2006 and FY 2007.

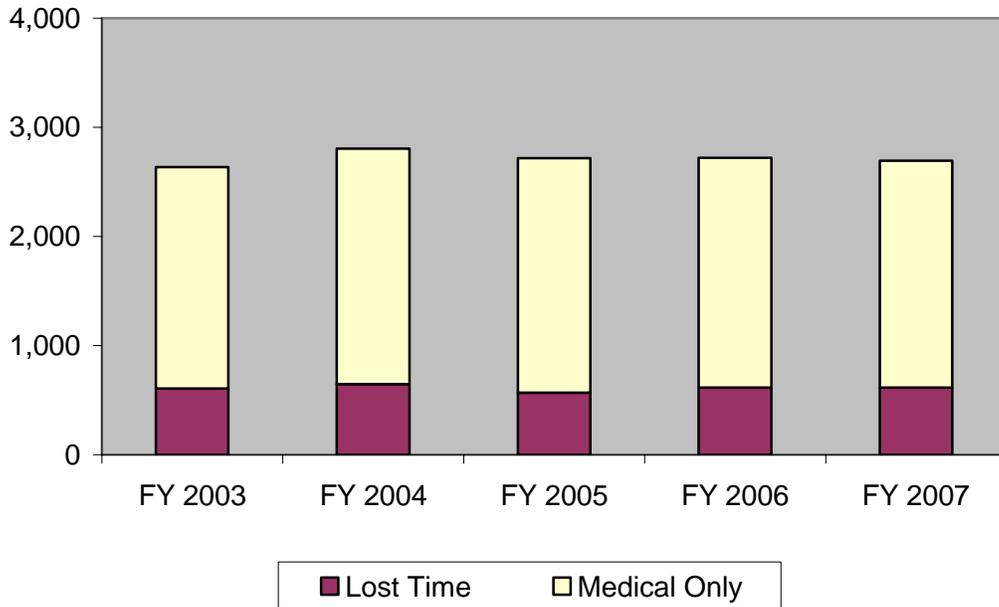
#### ***Lost time claims stable (Chart 5)***

*Lost time claims*, those in which the employee is disabled beyond a three calendar-day waiting period, decreased by .3% (one-third of a percent) from FY 2006 to FY 2007. *Medical only claims* decreased 1.2% from FY 2006 to FY 2007.

#### ***More claims were closed (Chart 6)***

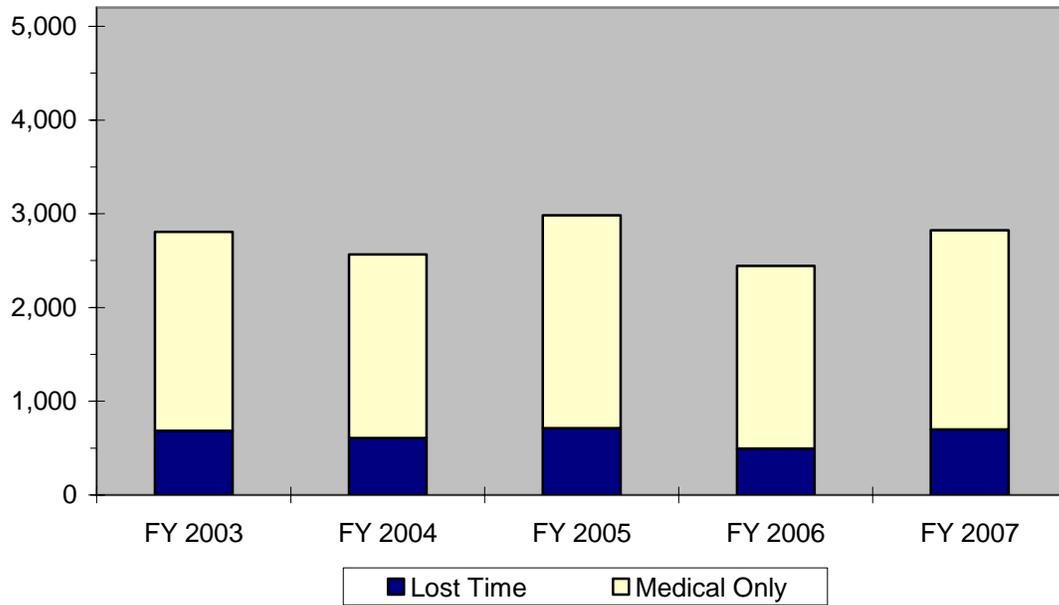
The program closed more claims (382) in FY 2007 compared to FY 2006. The program closed more claims than it received during FY 2007 (2,693 received vs. 2,825 closed), thus reducing the number of claims being managed.

Chart 5/Number of Claims Reported/FYs 2003-2007



	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 03-07	FY 06-07
	<b>Claims Reported</b>					<b>% Change</b>	
<i>Lost Time</i>	607	647	568	616	614	1.2%	-0.3%
<i>Medical Only</i>	2,029	2,158	2,150	2,104	2,079	2.5%	-1.2%
<b>Totals</b>	<b>2,636</b>	<b>2,805</b>	<b>2,718</b>	<b>2,720</b>	<b>2,693</b>	<b>2.2%</b>	<b>-1.0%</b>

Chart 6/Number of Claims Closed/FYs 2003-2007



	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 03-07	FY 06-07
	<b>Claims Closed</b>					<b>% Change</b>	
<i>Lost Time</i>	685	606	712	495	698	1.9%	41.0%
<i>Medical Only</i>	2,122	1,959	2,270	1,948	2,127	0.2%	9.2%
<b>Totals</b>	<b>2,807</b>	<b>2,565</b>	<b>2,982</b>	<b>2,443</b>	<b>2,825</b>	<b>0.6%</b>	<b>15.6%</b>

## **The program experienced an increase in total costs (*Chart 7*)**

The program's total costs of \$26,159,343 increased 16.3% (\$3,666,160) from FY 2006 to FY 2007. These costs include all benefits, program administrative fees, special assessments, reinsurance, and managed care administrative fees.

### ***Benefits***

*Benefit costs* include all benefits paid under Minnesota Statutes, Chapter 176. In FY 2007, these costs increased 21.3% (\$3,580,759) compared to FY 2006. Benefit costs by category are listed on page 14 of this report.

### ***Administration***

In FY 2007, the program provided claims administration, safety and industrial hygiene services, and disability management/rehabilitation services with an administrative operating budget of \$2,496,000 which is the same as FY 2006, but is 13.6% less than the operating budget in FY 2003.

### ***Special Assessments***

The program's expenditure for *special assessments* decreased 2.1% (\$29,142) compared to FY 2006. Special assessments are levied by the Department of Labor and Industry (DLI) for payment of uninsured employer claims, reimbursement of supplementary benefits, and reimbursement of Second Injury Fund claims. This assessment is based upon indemnity benefits paid and charged to all insurers and self-insured employers doing business in Minnesota.

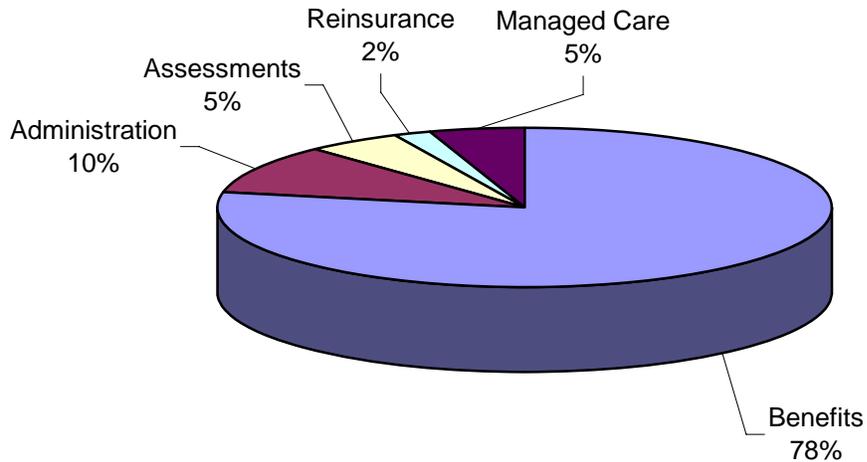
### ***Reinsurance***

The program's expenditure for *reinsurance* increased 3.5% in FY 2007 compared to FY 2006. The Workers' Compensation Reinsurance Association (WCRA) provides coverage to the state on claims exceeding our deductible or retention level. The increase in premiums in FY 2007 is associated with the overall loss experience of WCRA members.

### ***Managed Care***

The program's payment for *managed care* services increased 8.5% (\$103,767) from FY 2006 to FY 2007. The increase is due to the vendor cost increasing from \$2.00 per employee per month to \$2.08 on 1/1/07, and also because of an increase in the number of employees.

Chart 7/Total Program Costs/FYs 2003-2007



	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 03-07	FY 06-07
<b>Benefits</b>	\$16,328,631	\$16,952,210	\$18,144,402	\$16,817,690	\$20,398,449	24.9%	21.3%
<b>Administration</b>	\$2,936,763	\$2,620,493	\$2,592,269	\$2,545,789	\$2,537,651	-13.6%	-0.3%
<b>Assessments</b>	\$2,221,019	\$1,426,962	\$1,381,559	\$1,367,872	\$1,338,730	-39.7%	-2.1%
<b>Reinsurance</b>	\$318,800	\$362,473	\$492,628	\$534,597	\$553,511	73.6%	3.5%
<b>Managed Care</b>	\$1,145,848	\$1,078,135	\$1,125,311	\$1,227,235	\$1,331,002	16.2%	8.5%
<b>Totals</b>	<b>\$22,951,061</b>	<b>\$22,440,273</b>	<b>\$23,736,169</b>	<b>\$22,493,183</b>	<b>\$26,159,343</b>	<b>14.0%</b>	<b>16.3%</b>

\*Assessments Overstated in FY 2003

Due to changes in the timing of payments to the Special Compensation Fund, three assessment payments were made in FY 2003. The additional payment amount was \$705,964.

## **The program's expenditures for benefits increased (*Chart 8*)**

In FY 2007, total benefit expenditures increased a total of 21.3% (\$3,580,759) compared to FY 2006.

### ***Indemnity costs increased***

Benefit payments to compensate employees for lost wages or for permanent loss of body function increased in FY 2007 compared to FY 2006 by 12.8% (\$920,205).

### ***Medical costs increased***

Payments for office and hospital visits, prescriptions, supplies, and reimbursements for travel and time off to see the doctor experienced a significant increase of 28.7% (\$2,173,670) in FY 2007 compared to the previous year.

The apparent medical cost drivers contributing to the increase include facility-related costs (such as inpatient/outpatient hospitalizations, diagnostic and injury services) and pharmacy costs.

### ***Rehabilitation costs increased***

Expenditures for medical and vocational rehabilitation services that aid in returning injured employees to work increased 20.5% (\$209,158) from FY 2006 to FY 2007. The increase in FY 2007 rehabilitation costs is due primarily to lump sum settlement payments.

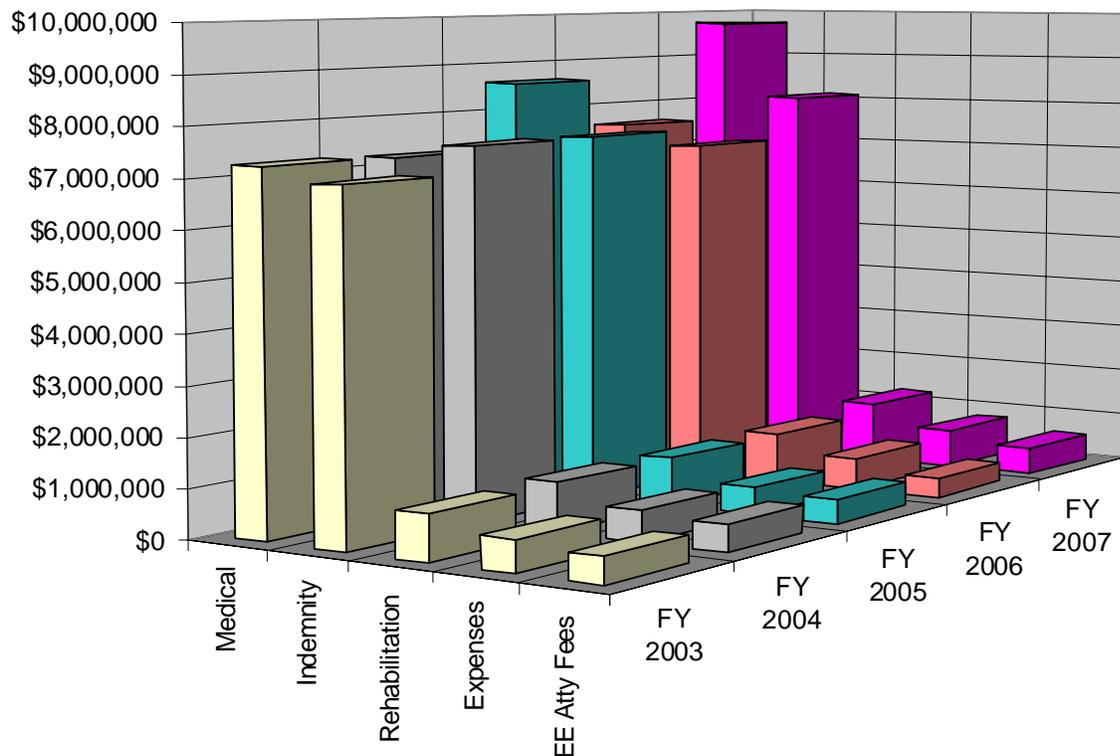
### ***Expense costs increased***

Expenditures for investigations, independent medical examinations, medical records, court reporters, deposition fees, and legal defense costs increased 20.5% (\$134,246) in FY 2007.

### ***Employee attorney costs increased***

Fees paid to attorneys representing injured employees in FY 2007 increased 35.5% (\$143,480) compared to FY 2006.

Chart 8/Benefit Costs/FYs 2003-2007

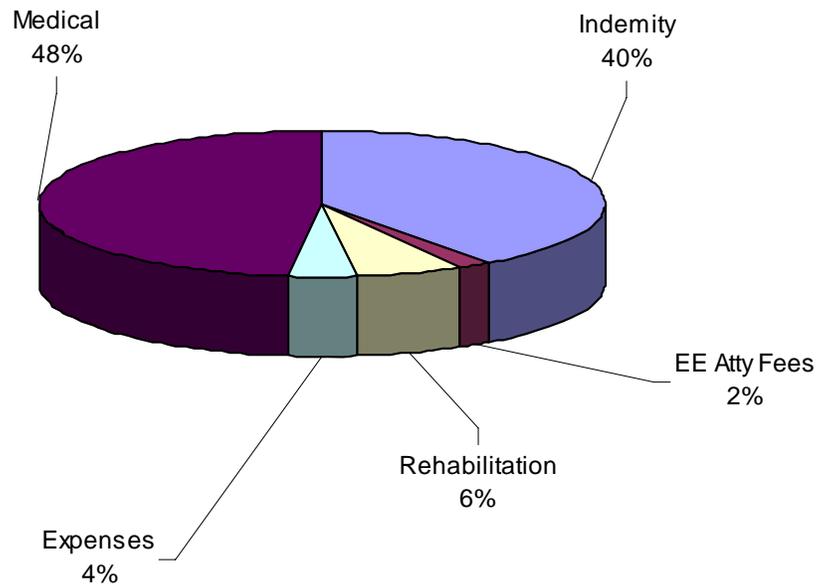


	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 03-07	FY 06-07
	<b>Benefit Costs</b>					<b>Change</b>	
<b>Medical</b>	\$7,261,858	\$7,236,324	\$8,596,151	\$7,573,499	\$9,747,169	34.2%	28.7%
<b>Indemnity</b>	\$6,966,626	\$7,521,542	\$7,522,007	\$7,166,259	\$8,086,464	16.1%	12.8%
<b>Rehabilitation</b>	\$934,692	\$1,005,417	\$985,937	\$1,018,196	\$1,227,354	31.3%	20.5%
<b>Expenses</b>	\$638,105	\$634,863	\$545,161	\$655,244	\$789,490	23.7%	20.5%
<b>EE Atty Fees</b>	\$527,350	\$554,064	\$495,146	\$404,492	\$547,972	3.9%	35.5%
<b>Totals</b>	<b>\$16,328,631</b>	<b>\$16,952,210</b>	<b>\$18,144,402</b>	<b>\$16,817,690</b>	<b>\$20,398,449</b>	<b>24.9%</b>	<b>21.3%</b>

**The majority of benefits were for medical payments (Chart 9)**

In FY 2007, 48% (\$9,747,169) of the total benefits paid were for injured employees' medical costs. 40% (\$8,086,464) of the total benefits paid went directly to employees in the form of indemnity payments to compensate for lost wages or for permanent loss of body function. The percentage of total benefits going directly to employees was lower than the previous year (FY 2006) which was 42.6%.

**Chart 9/Composition of Benefit Costs/FY 2007**



## **The program's expenditure for medical benefits increased 28.7% (Chart 10)**

In FY 2007, the program paid \$9,747,169 to various medical care providers and for medical reimbursements to the employee. This was an increase of 28.7% (\$2,173,670) compared to FY 2006.

All the medical categories experienced an increase in FY 2007. There are many factors that influence medical costs. Inflation and serious claims are two factors that can increase costs.

**Medical office visits** include all non-chiropractic care that is not provided in a hospital. From FY 2006 to FY 2007, these payments increased by 22.2% (\$491,984).

**Hospital** payments include all inpatient and outpatient treatment that is provided in a hospital. In FY 2007, these payments increased 30.6% (\$1,171,731) compared to FY 2006.

**Chiropractic care** payments increased 17.5% (\$34,979) in FY 2007 compared to FY 2006.

**Miscellaneous medical** includes payments to intervenors, diet and/or fitness centers, and home remodeling. In FY 2007, these payments increased 110.5% (\$101,586) compared to FY 2006.

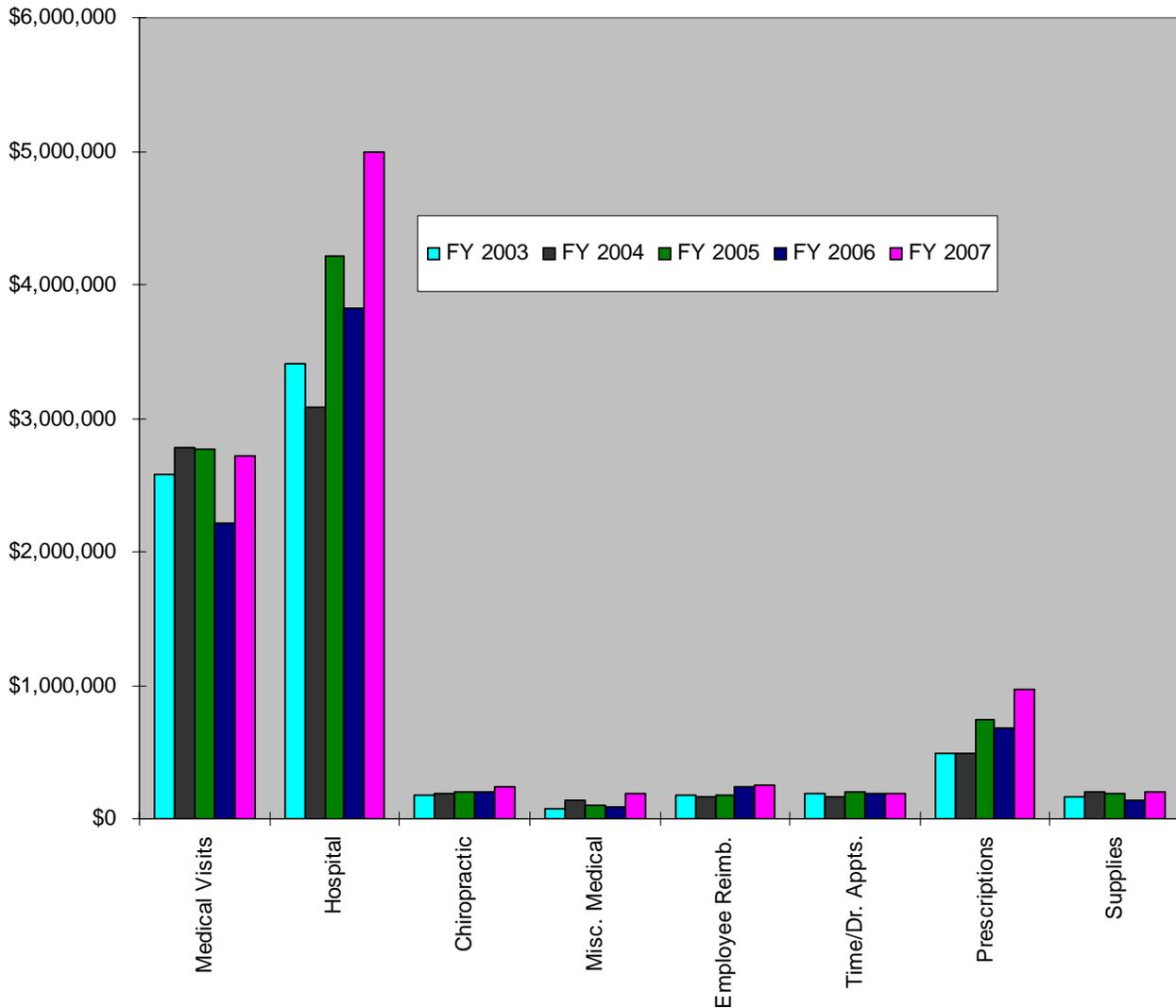
**Employee reimbursements** include mileage, parking, and meals. These payments increased 7.1% (\$16,696) from FY 2006 to FY 2007.

**Employee time for doctor** is reimbursement of wages lost for time spent attending medical appointments. It does not include wages lost because of inability to work. These payments increased 4.9% (\$9,014) compared to FY 2006.

**Prescription** costs increased 42.6% (\$287,716) from FY 2006 to FY 2007.

**Supplies** include medical equipment and supplies. These payments increased 41.6% (\$59,964) in FY 2007 compared to FY 2006.

Chart 10/Medical Benefit Costs/FYs 2003-2007



	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 03-07	FY 06-07
<b>Medical Benefit Costs</b>						<b>Change</b>	
<b>Medical Visits</b>	\$2,579,629	\$2,784,613	\$2,772,919	\$2,219,085	\$2,711,069	5.1%	22.2%
<b>Hospital</b>	\$3,408,647	\$3,080,918	\$4,213,674	\$3,823,479	\$4,995,210	46.5%	30.6%
<b>Chiropractic</b>	\$176,124	\$194,734	\$204,637	\$199,486	\$234,465	33.1%	17.5%
<b>Misc. Medical</b>	\$81,512	\$138,730	\$104,172	\$91,931	\$193,517	137.4%	110.5%
<b>Employee Reimb.</b>	\$173,779	\$169,671	\$180,654	\$235,309	\$252,005	45.0%	7.1%
<b>Time/Dr. Appts.</b>	\$194,805	\$169,640	\$196,238	\$185,309	\$194,323	-0.2%	4.9%
<b>Prescriptions</b>	\$486,097	\$495,916	\$739,763	\$674,863	\$962,579	98.0%	42.6%
<b>Supplies</b>	\$161,265	\$202,102	\$184,094	\$144,037	\$204,001	26.5%	41.6%
<b>Totals</b>	<b>\$ 7,261,858</b>	<b>\$ 7,236,324</b>	<b>\$ 8,596,151</b>	<b>\$ 7,573,499</b>	<b>\$ 9,747,169</b>	<b>34.2%</b>	<b>28.7%</b>

**The program's expenditure for indemnity benefits increased 12.8%.  
(Chart 11)**

The program's second largest expenditure, indemnity benefits, experienced an increase of 12.8% from FY 2006 to FY 2007.

***Types of Indemnity Benefits***

Indemnity benefits are usually paid on a biweekly basis to compensate employees for lost wages and permanent loss of body function due to a work-related injury. Indemnity benefits fall into one of the following categories:

***Temporary Total Disability (TTD) benefits***

are paid to employees who are unable to work, but who may be able to return to some type of work in the future. In FY 2007, TTD payments increased 15.5% (\$284,412) compared to FY 2006.

***Other Benefits*** include lump sums to settle claims, death benefits to dependents, and retraining benefits. In FY 2007, these payments increased 50.2% (\$537,115) compared to FY 2006. The increase is attributable primarily to lump sum settlements.

***Supplementary Benefits (SBs)*** are paid in conjunction with PTD, or to bring payments up to a percentage of the statewide average weekly wage. The majority of employees who receive SBs also receive Social Security Disability benefits. The program does not invoice agencies for these benefit payments, but rather receives full reimbursement from the Department of Labor and Industry. In FY 2007, SB payments decreased 5.9% (\$112,051) compared to FY 2006. The legislature has eliminated the requirement to pay Supplementary Benefits for injuries occurring on or after October 1, 1995 so over time this benefit will continue to experience decreases.

***Temporary Partial Disability (TPD) benefits***

are paid to employees who are able to work at either a reduced wage or a reduced number of hours. In FY 2007, TPD payments decreased 8.0% (\$42,917) compared to FY 2006.

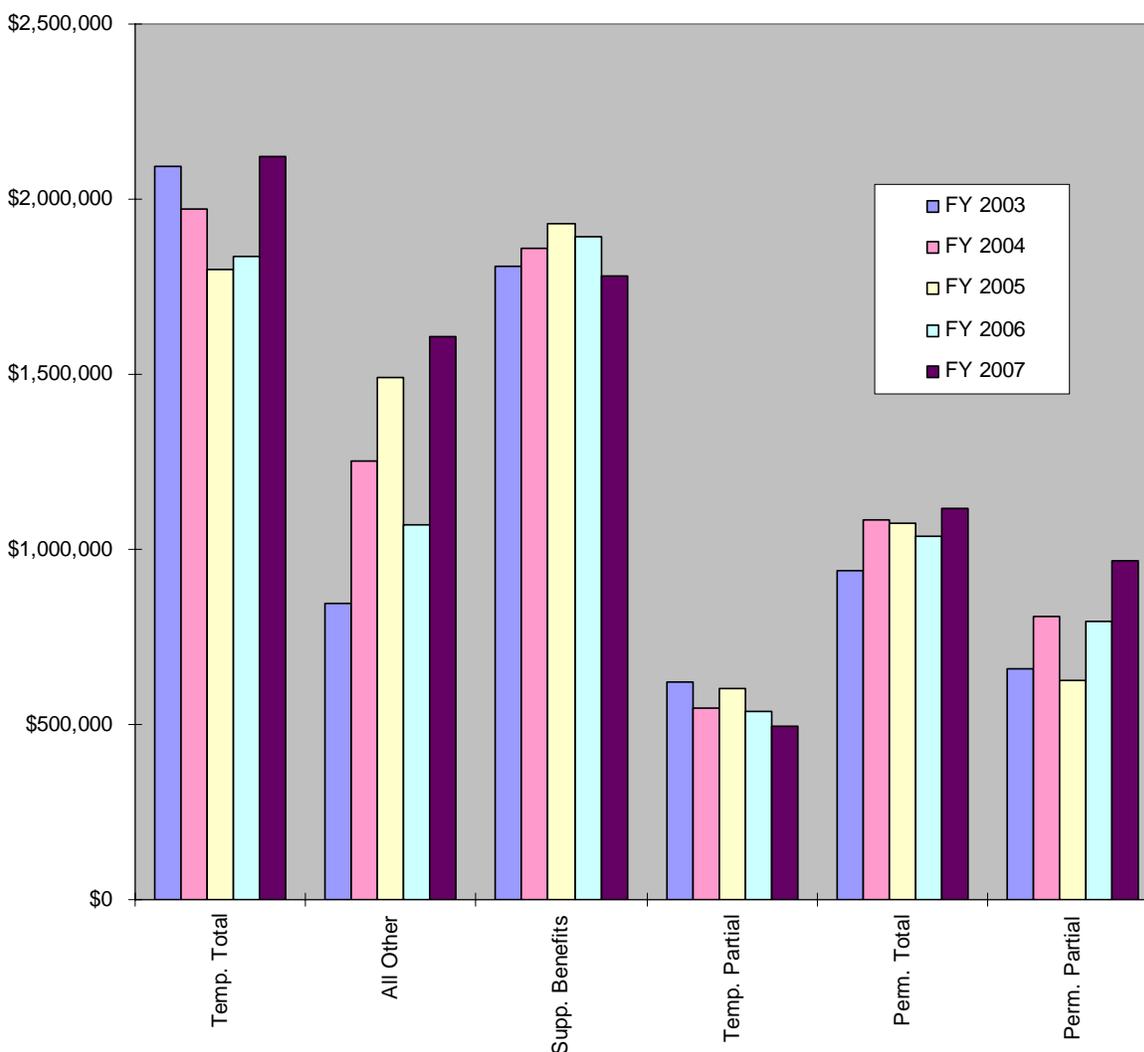
***Permanent Total Disability (PTD) benefits***

are paid to employees who will never be able to work again. In FY 2007, PTD payments increased 7.9% (\$81,935) compared to FY 2006.

***Permanent Partial Disability (PPD) benefits***

are paid to employees who have a permanent loss of body function. In FY 2007, PPD payments increased 21.6% (\$171,711) compared to FY 2006.

Chart 11/Indemnity Benefit Costs/FYs 2003-2007



	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 03-07	FY 06-07
<b>Indemnity Benefit Costs</b>							
						<b>Change</b>	
<b>Temp. Total</b>	\$2,093,790	\$1,971,786	\$1,797,101	\$1,835,506	\$2,119,918	1.2%	15.5%
<b>All Other</b>	\$847,079	\$1,250,637	\$1,489,879	\$1,070,179	\$1,607,294	89.7%	50.2%
<b>Supp. Benefits</b>	\$1,806,284	\$1,860,745	\$1,928,993	\$1,892,753	\$1,780,702	-1.4%	-5.9%
<b>Temp. Partial</b>	\$621,049	\$546,393	\$602,084	\$537,610	\$494,693	-20.3%	-8.0%
<b>Perm. Total</b>	\$941,409	\$1,084,930	\$1,076,782	\$1,036,602	\$1,118,537	18.8%	7.9%
<b>Perm. Partial</b>	\$657,015	\$807,051	\$627,168	\$793,609	\$965,320	46.9%	21.6%
<b>Totals</b>	<b>\$6,966,626</b>	<b>\$7,521,542</b>	<b>\$7,522,007</b>	<b>\$7,166,259</b>	<b>\$8,086,464</b>	<b>16.1%</b>	<b>12.8%</b>

## **Recoveries decreased 4.8% in FY 2007 (Chart 12)**

Recoveries are funds the program receives from three main sources: supplementary benefits, Second Injury Fund, and subrogation. Total recoveries in FY 2007 decreased 4.8% (\$128,648) compared to FY 2006.

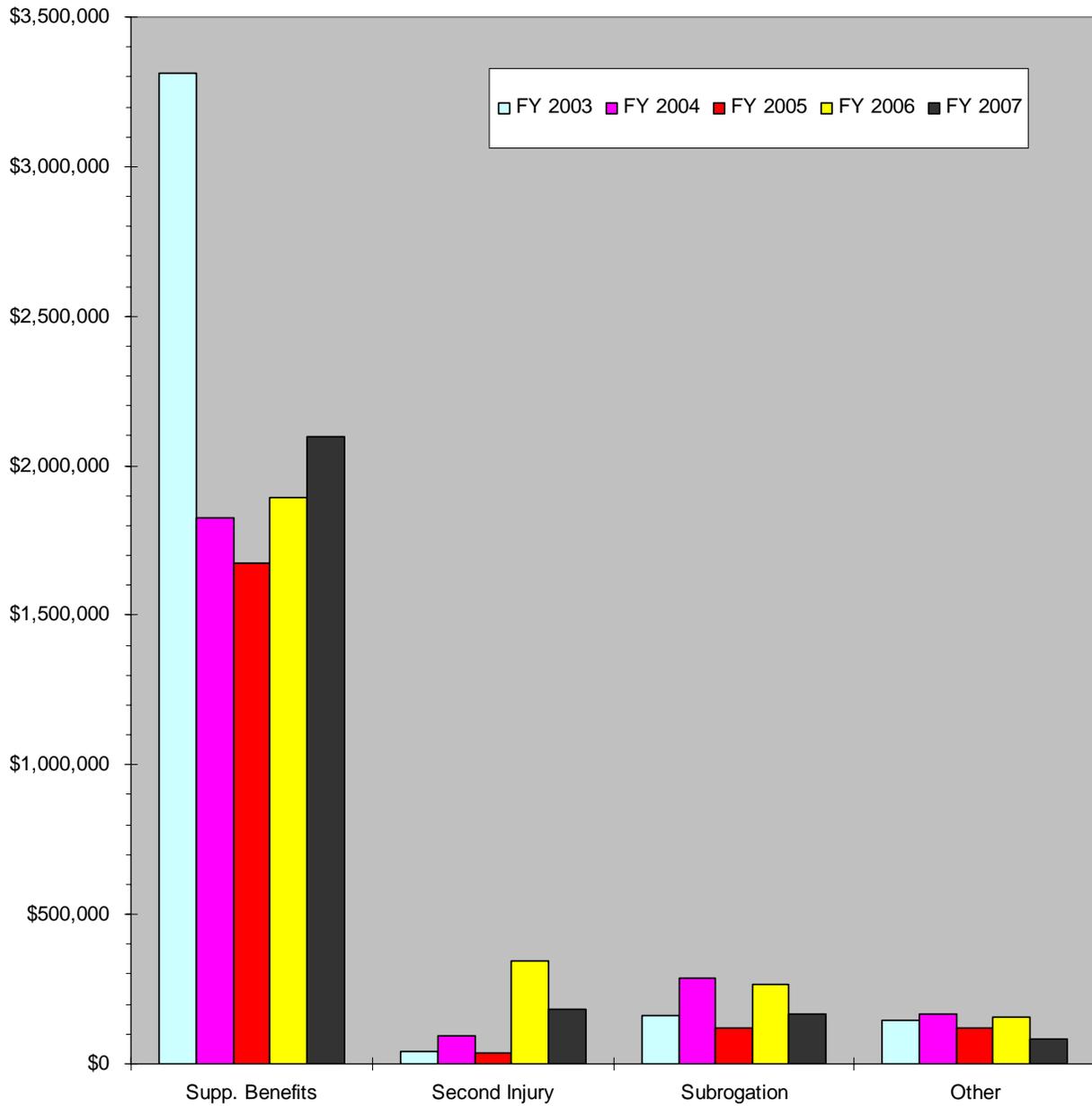
**Supplementary Benefit Recoveries** are reimbursed by the Department of Labor and Industry. In FY 2007, the program recovered 10.7% (\$202,839) more compared to FY 2006. The increase is due primarily to a case law decision (SUNDBY).

**Second Injury Fund Recoveries** are reimbursed by the Department of Labor and Industry for benefits paid on claims in which the employee had certain pre-existing conditions. In 1992, legislation eliminated the Second Injury Fund for claims occurring on or after July 1, 1992. In FY 2007, the recovery of these funds decreased 46.8% (\$160,295) compared to FY 2006.

**Subrogation Recoveries** are funds paid by third parties who are found responsible for employees' injuries and illnesses. From FY 2006 to FY 2007, the recovery of these funds decreased \$98,141 (37.2%).

**Other Recoveries** include funds obtained through contribution and reinsurance. In FY 2007, the recovery of these funds decreased 46.6% (\$73,051) compared to FY 2006.

Chart 12/Recoveries/FYs 2003-2007



	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 03-07	FY 06-07
	<b>Recoveries</b>					<b>Change</b>	
<b>Supp. Benefits</b>	\$3,314,650	\$1,823,416	\$1,671,773	\$1,894,535	\$2,097,374	-36.7%	10.7%
<b>Second Injury</b>	\$42,985	\$96,399	\$36,093	\$342,451	\$182,156	323.8%	-46.8%
<b>Subrogation</b>	\$162,042	\$286,901	\$118,697	\$263,561	\$165,420	2.1%	-37.2%
<b>Other</b>	\$147,531	\$169,114	\$121,343	\$156,609	\$83,558	-43.4%	-46.6%
<b>Totals</b>	<b>\$3,667,208</b>	<b>\$2,375,830</b>	<b>\$1,947,906</b>	<b>\$2,657,156</b>	<b>\$2,528,508</b>	<b>-31.1%</b>	<b>-4.8%</b>

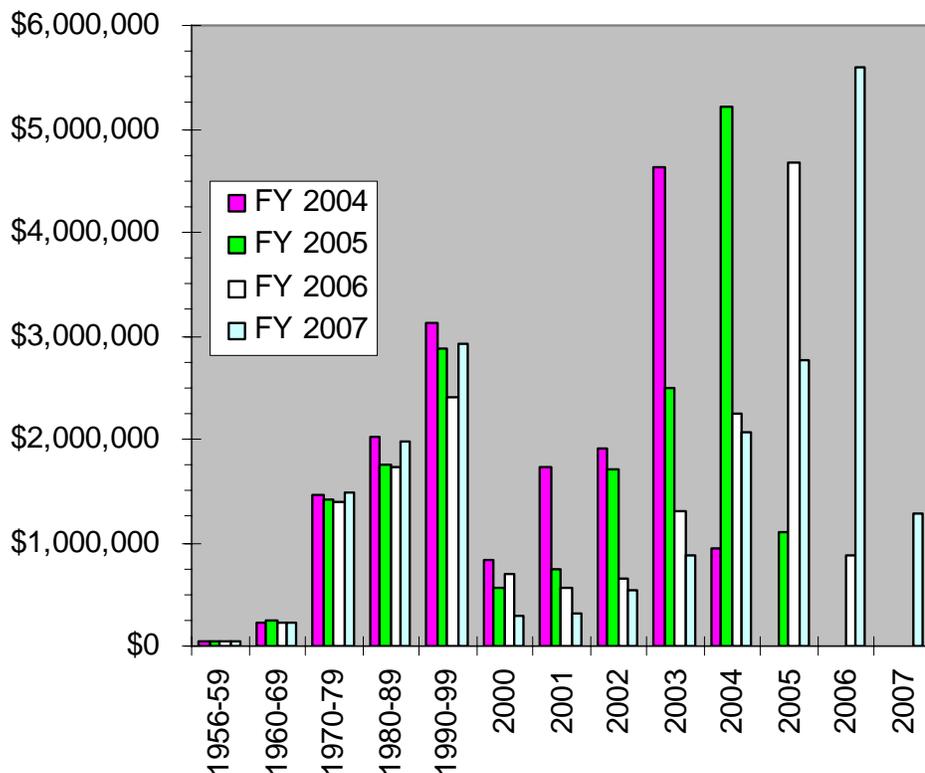
**Claims that occurred prior to 2000 accounted for 32.6% of the program's FY 2007 benefit costs (*Chart 13*)**

In FY 2007, the oldest claim the program managed occurred in 1956. Chart 13 shows a breakdown of total benefits paid from FY 2004 to FY 2007 for injuries occurring in calendar years 1956 through June 30, 2007. In FY 2007, 32.6% (\$6,656,229) of all benefits went to employees who were injured prior to 2000. In FY 2006, \$6,350,101 was paid on older claims compared to \$6,656,229 paid in FY 2007, a 4.8% increase.

***Claims follow predictable pattern***

In terms of cost, claims tend to undergo a "maturing" process. Claim costs tend to rise in the year following the injury as further benefits are paid. Then, in subsequent years, claim costs tend to decrease. Chart 13 shows claims payments made in FY 2007 which demonstrate this pattern.

Chart 13/Payments Made for Calendar Year Injuries/FYs 2004-2007



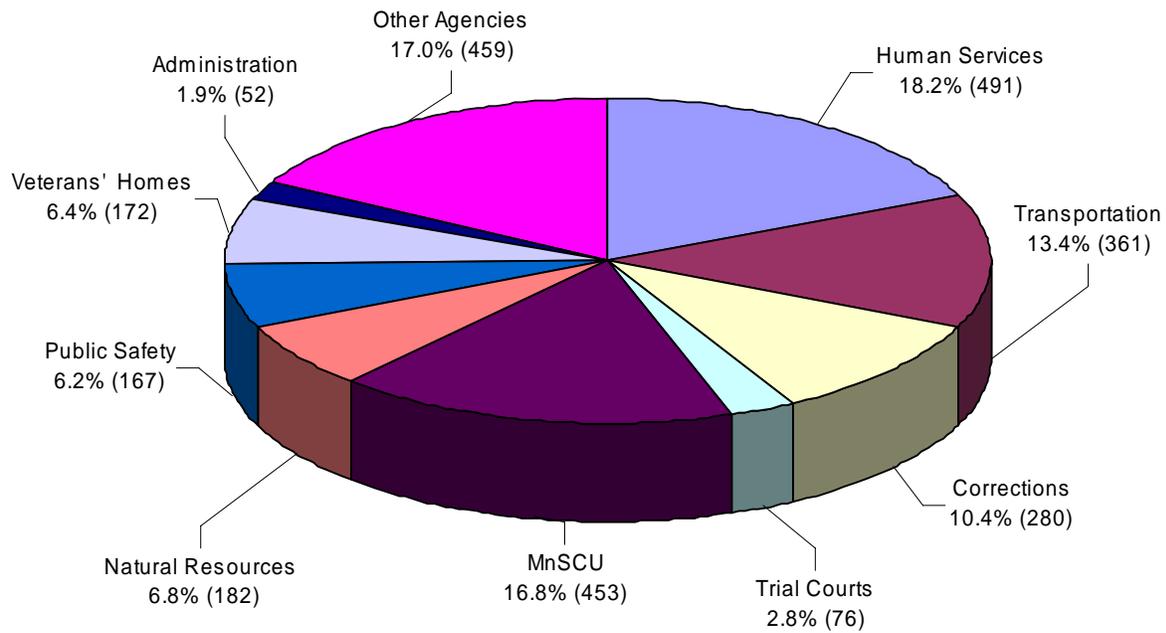
Calendar Years	FY 2004	FY 2005	FY 2006	FY 2007
1956-59	\$50,159	\$55,317	\$51,790	\$52,800
1960-69	\$231,210	\$244,405	\$222,729	\$214,806
1970-79	\$1,466,754	\$1,423,754	\$1,393,027	\$1,492,534
1980-89	\$2,028,928	\$1,746,038	\$1,735,414	\$1,978,510
1990-99	\$3,132,262	\$2,880,587	\$2,409,331	\$2,917,579
2000	\$825,163	\$553,377	\$702,275	\$293,150
2001	\$1,739,945	\$738,662	\$564,905	\$321,423
2002	\$1,901,366	\$1,710,179	\$641,555	\$540,431
2003	\$4,637,530	\$2,485,307	\$1,300,982	\$881,161
2004	\$938,893	\$5,202,283	\$2,250,191	\$2,060,346
2005	N/A	\$1,104,493	\$4,666,274	\$2,760,592
2006	N/A	N/A	\$879,217	\$5,595,600
2007	N/A	N/A	N/A	\$1,289,517
<b>TOTALS</b>	<b>\$16,952,210</b>	<b>\$18,144,402</b>	<b>\$16,817,690</b>	<b>\$20,398,449</b>

**Nine agencies accounted for the majority of the program's activity  
(Charts 14, 15, and Appendices A, B)**

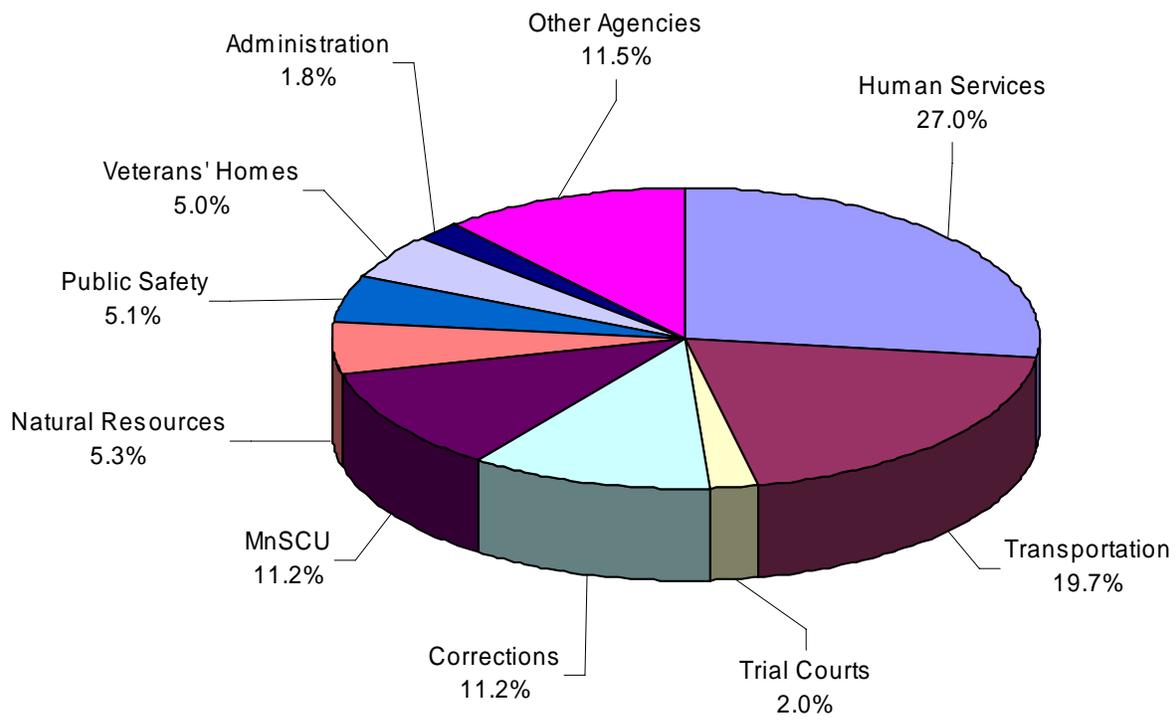
Reported claims distribution among state agencies is consistent with agency size and the nature of work being performed by employees. Nine agencies reported 83% (2,234) of the claims and paid 88.5% (\$18,051,334) of the benefits in FY 2007. The nine agencies are: Human Services, MnSCU, Transportation, Corrections, Natural Resources, Public Safety, Veterans' Homes, Administration, and Trial Courts.

Charts 14 and 15 contain information on these nine agencies, while Appendices A (Reported) and B (Benefit Costs) contain agency-by-agency comparison of the number of claims reported and the amount of benefits paid in FY 2006 and FY 2007.

**Chart 14/Composition of Reported Claims by Agency/FY 2007**



**Chart 15/Composition of Benefits Paid by Agency/FY 2007**



**Benefit costs for these nine agencies increased 20.6%  
(Chart 16 and Appendix B)**

Combined benefit costs for the nine large agencies increased a total of 20.6% (\$3,084,293) from FY 2006 to FY 2007. Chart 16 shows data for these nine agencies. Cost data for the remaining agencies is contained in Appendix B (p. 37).

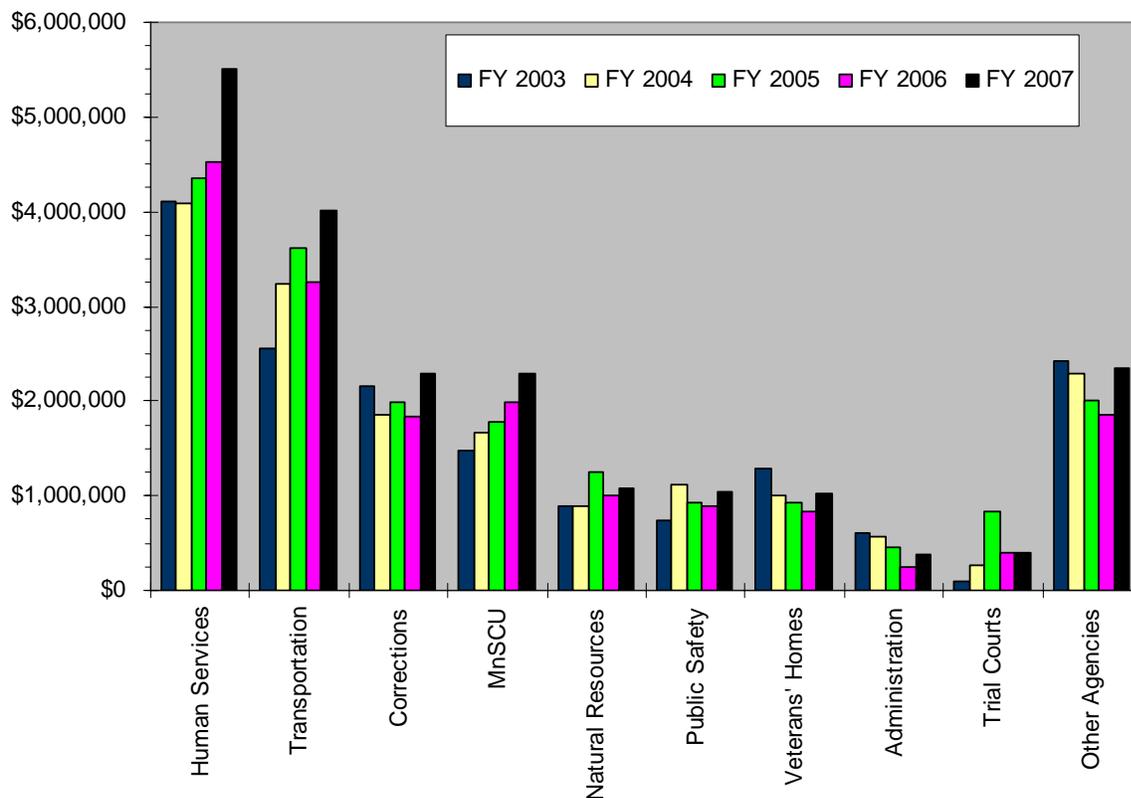
***Caution urged when comparing agencies***

It must be noted that comparisons of agencies' workers' compensation costs may be misleading and must be kept in perspective. One must consider many factors when comparing costs among agencies: the number and age of employees, the type of work done, the salaries paid, the number of hours worked, and the type and severity of injuries.

***Benefit Costs Increased for All Nine Agencies and Other Agencies***

The nine agencies experienced increases ranging from .5% (Trial Courts) to 57.8% (Administration). All other agencies experienced an increase of 26.8% (\$496,466).

Chart 16/Benefit Costs for Nine Agencies/FYs 2003-2007



	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 03-07	FY 06-07
	<b>Benefit Costs</b>					<b>Change</b>	
<b>Human Services</b>	\$4,103,952	\$4,082,300	\$4,354,401	\$4,517,894	\$5,512,508	34.3%	22.0%
<b>Transportation</b>	\$2,549,547	\$3,238,122	\$3,621,474	\$3,260,886	\$4,021,775	57.7%	23.3%
<b>Corrections</b>	\$2,152,379	\$1,845,647	\$1,979,826	\$1,841,575	\$2,292,717	6.5%	24.5%
<b>MnSCU</b>	\$1,472,436	\$1,660,488	\$1,787,108	\$1,978,448	\$2,292,184	55.7%	15.9%
<b>Natural Resources</b>	\$896,443	\$893,452	\$1,239,895	\$1,006,271	\$1,085,435	21.1%	7.9%
<b>Public Safety</b>	\$732,581	\$1,120,193	\$923,346	\$891,082	\$1,042,578	42.3%	17.0%
<b>Veterans' Homes</b>	\$1,280,657	\$999,380	\$936,231	\$832,192	\$1,026,087	-19.9%	23.3%
<b>Administration</b>	\$613,478	\$560,660	\$459,191	\$237,632	\$374,972	-38.9%	57.8%
<b>Trial Courts</b>	\$98,630	\$258,078	\$841,674	\$401,061	\$403,078	308.7%	0.5%
<b>Totals 9 Agencies</b>	\$13,900,103	\$14,658,320	\$16,143,146	\$14,967,041	\$18,051,334	29.9%	20.6%
<b>Other Agencies</b>	\$2,428,528	\$2,293,890	\$2,001,256	\$1,850,649	\$2,347,115	-3.4%	26.8%
<b>Totals Overall</b>	\$16,328,631	\$16,952,210	\$18,144,402	\$16,817,690	\$20,398,449	24.9%	21.3%

## **Claim Characteristics (*Charts 17, 18 and 19*)**

Claims are defined in the Workers' Compensation Program by four different characteristics:

- body part
- cause
- nature
- source

We present charts 17 (A & B), 18 (A & B), and 19 (A & B) describing the distribution and average claim cost of injuries by body part, cause, and nature. Source is excluded from analysis due to the large number of possible source codes.

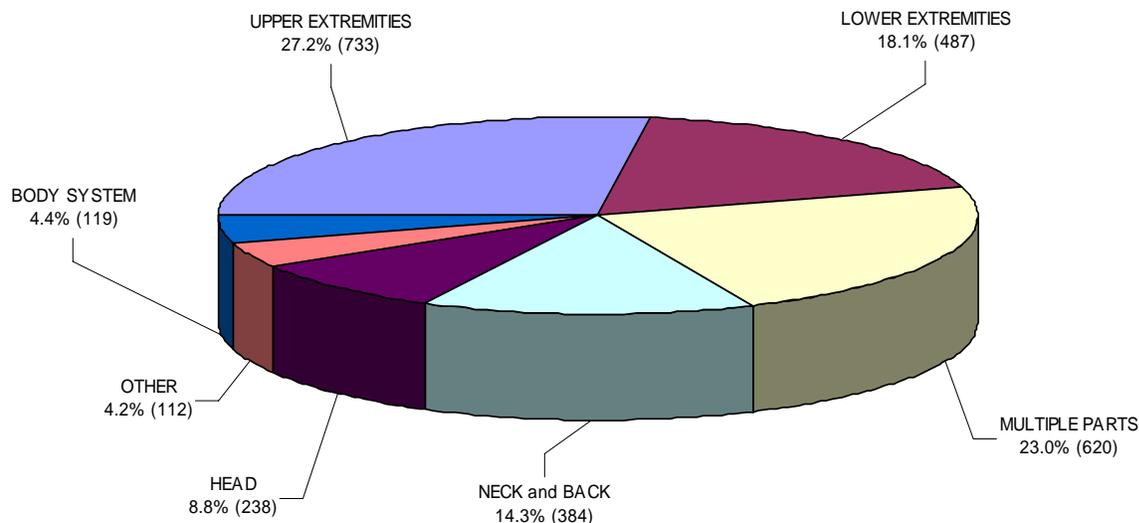
Average claim costs are in parenthesis in charts 17B, 18B, and 19B. The average is based upon a five year claim maturity and therefore represent the average of costs paid to date (6/30/07) on claims reported during the five year period of FY 1999 through FY 2003.

For a complete listing of injury characteristic coding used by the Workers' Compensation Program, please go to <http://www.risk-workerscomp.admin.state.mn.us/manuals.htm> and click on Workers' Compensation Injury Coding Guide.

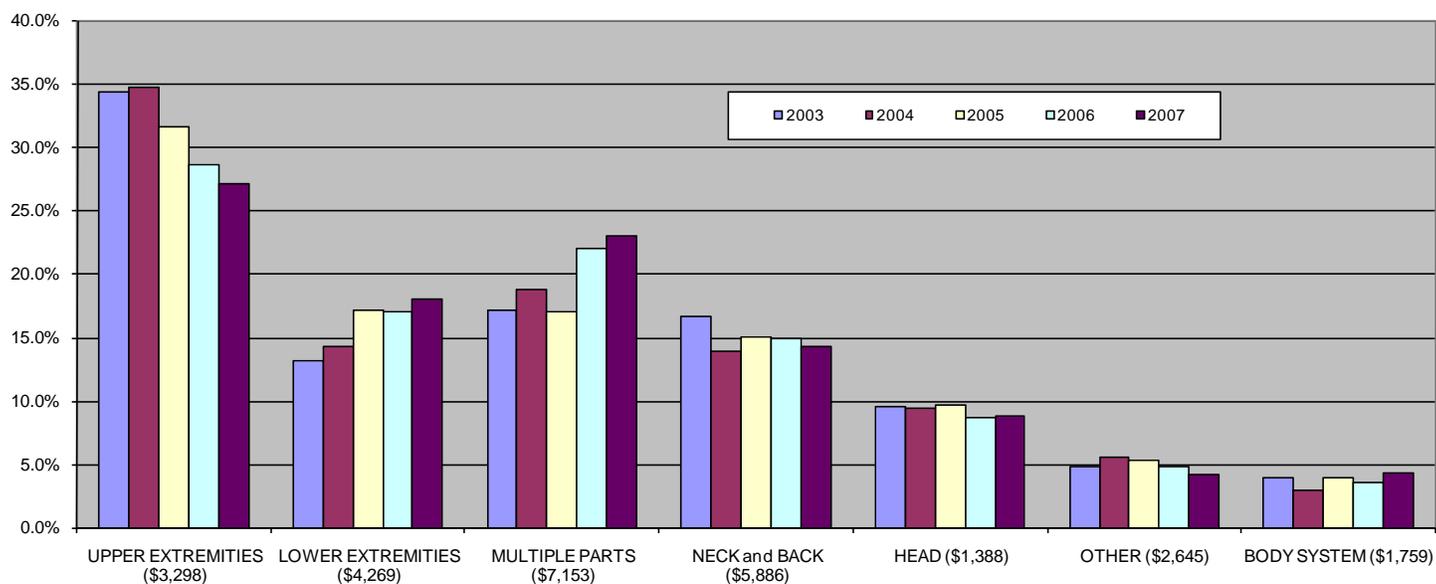
## FY 2007 Reported Claims (Chart 17A) and 5-Year Comparison (Chart 17B) by Body Part

In FY 2007, upper extremities (arm, shoulder, elbow, wrist) continued to be the most frequently reported injured body part (27.2%), down 1.6% compared to FY 2006. Reported injuries from FY 1999 through FY 2003 that involve multiple body parts (\$7,153 average per claim) and injuries to the neck and back (\$5,886 average per claim) have the highest average cost per claim.

**Chart 17A FY 2007 Reported Claims by Body Part**



**Chart 17B 5-Year Comparison by Body Part (%) of Reported Claims**

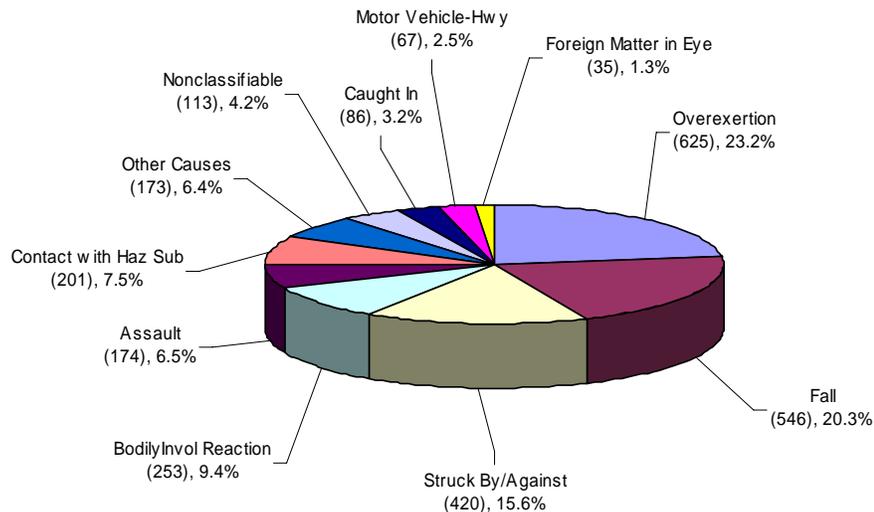


NOTE: The dollar amounts shown in parenthesis in chart 17B above are the historical average claim costs on claims reported in FY 1999 through FY 2003 paid out through 6/30/07.

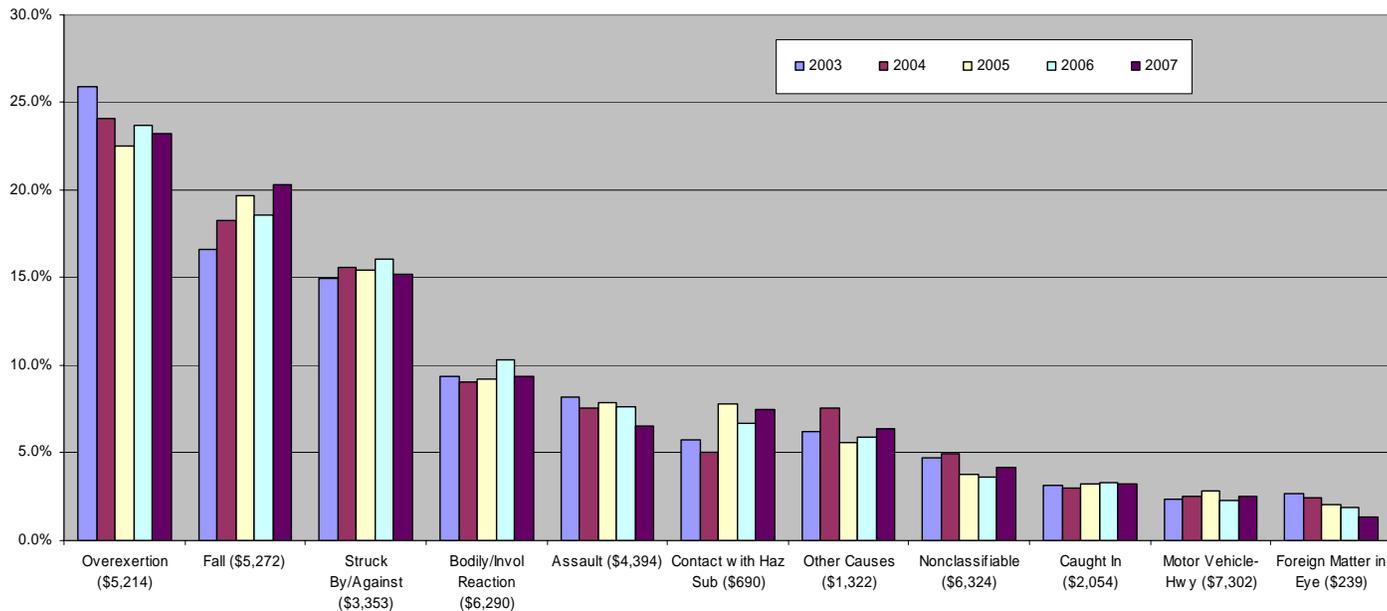
## FY 2007 Reported Claims (Chart 18A) and 5-Year Comparison (Chart 18B) by Cause

The injury "cause" or "type" identifies the event which directly caused the injury. In FY 2007, overexertion, defined as excessive physical effort (23.2%) and falls (20.3%) continue to be the most prevalent cause of injuries. Motor vehicle claims (\$7,302 average per claim) are on average the most expensive cause of claims.

**Chart 18A FY 2007 Reported Claims by Cause**



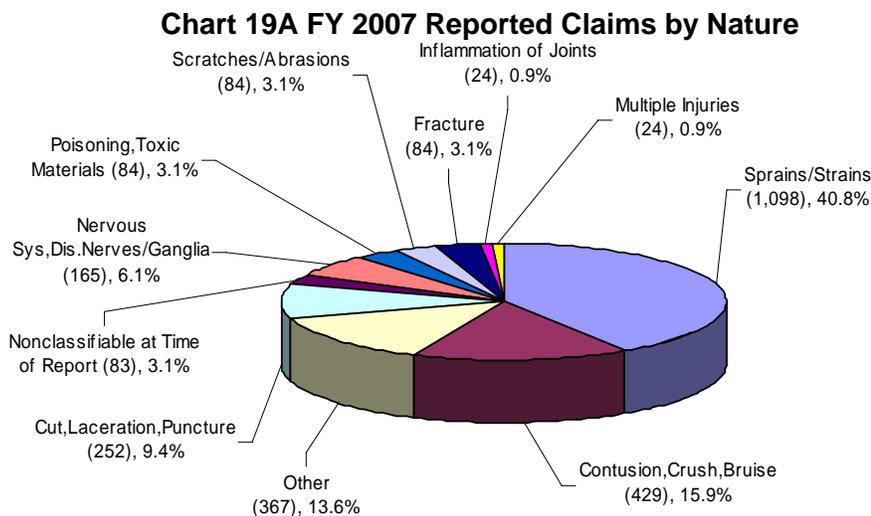
**Chart 18B 5-Year Comparison by Cause (%) of Reported Claims**



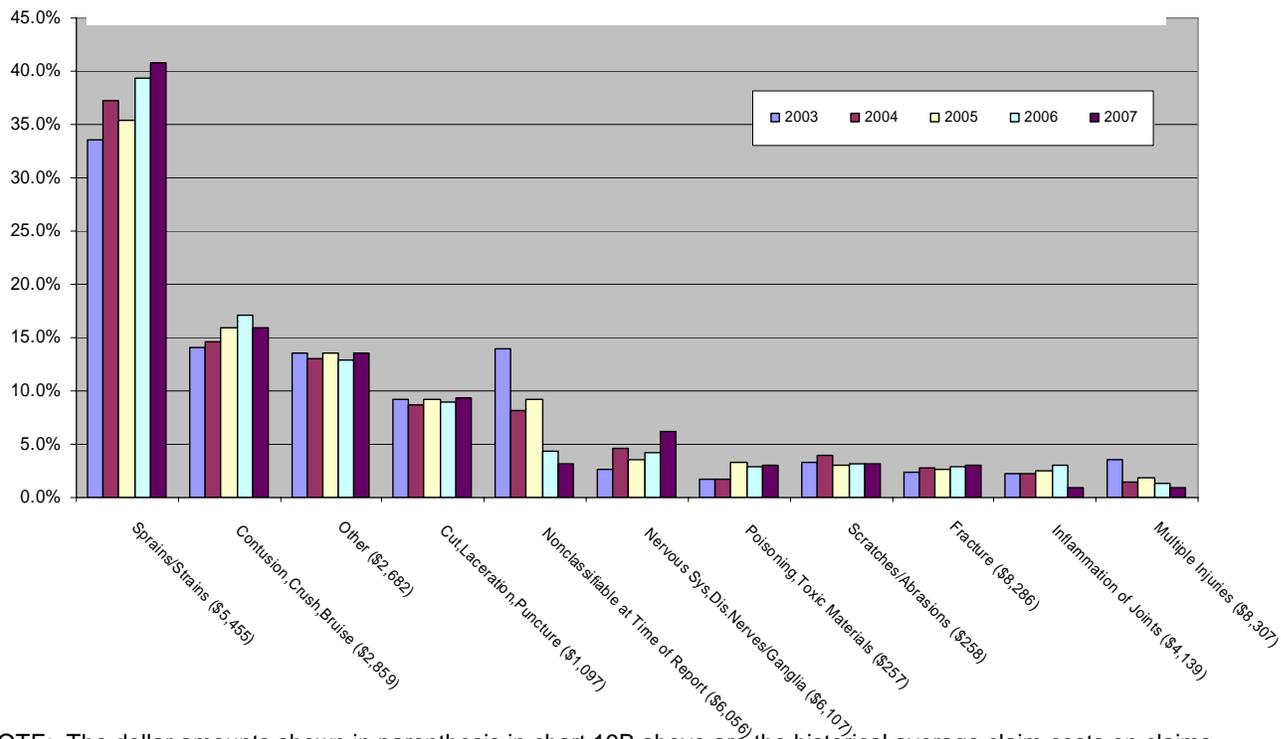
NOTE: The dollar amounts shown in parenthesis in chart 18B above are the historical average claim costs on claims reported in FY 1999 through FY 2003 paid out through 6/30/07.

## FY 2007 Report Claims (Chart 19A) and 5-Year Comparison (Chart 19B) by Nature

The "nature" of an injury identifies the injury or illness in terms of its principal physical characteristics such as: a cut, broken bone, or pain. In FY 2007, sprains/strains continued to be the most frequently reported nature of injury (40.8%), occurring more than twice as often as the next most frequently reported nature, contusion/crush/ bruise (15.9%). While occurring infrequently, multiple injuries (\$8,307 average per claim) and fractures (\$8,286 average per claim) represent the most expensive reported claims.



**Chart 19B 5-Year Comparison by Nature (%) of Reported Claims**



NOTE: The dollar amounts shown in parenthesis in chart 19B above are the historical average claim costs on claims reported in FY 1999 through FY 2003 paid out through 6/30/07.

**The average workers' compensation claim incident rate for these nine agencies and for all other agencies decreased in FY 2007 (*Chart 20*)**

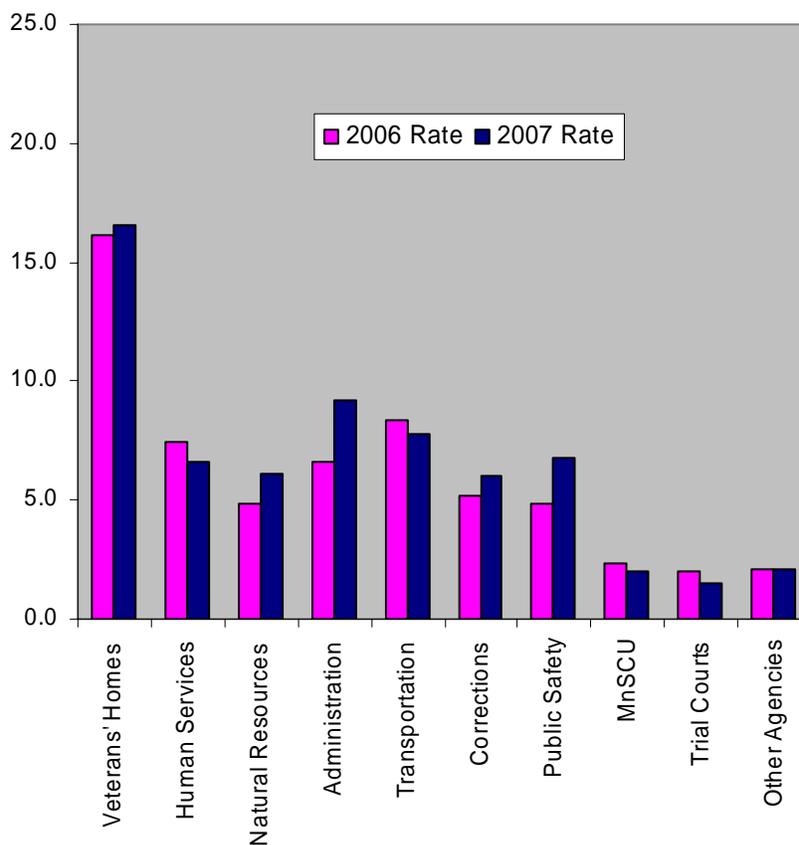
The workers' compensation claim *incident rate* is an indicator of an agency's claims experience. It is an approximation of the number of reportable claims paid per year, per 100 full-time employees and is calculated as follows:

$$\text{Incident Rate} = \frac{\text{Number of Reportable Claims Paid} \times 200,000}{\text{Total Employee Hours Worked}}$$

A *reportable* claim is one in which an employee seeks medical treatment, we accept liability, and expenses are paid.

Overall, the incident rate for all agencies decreased slightly from 4.3 in FY 2006 to 4.2 in FY 2007. See **Chart 21** for five year rate comparison. There is no change to the incident rate from 2003 compared to 2007, which remains at 4.2 reportable claims for every 100 full-time employees.

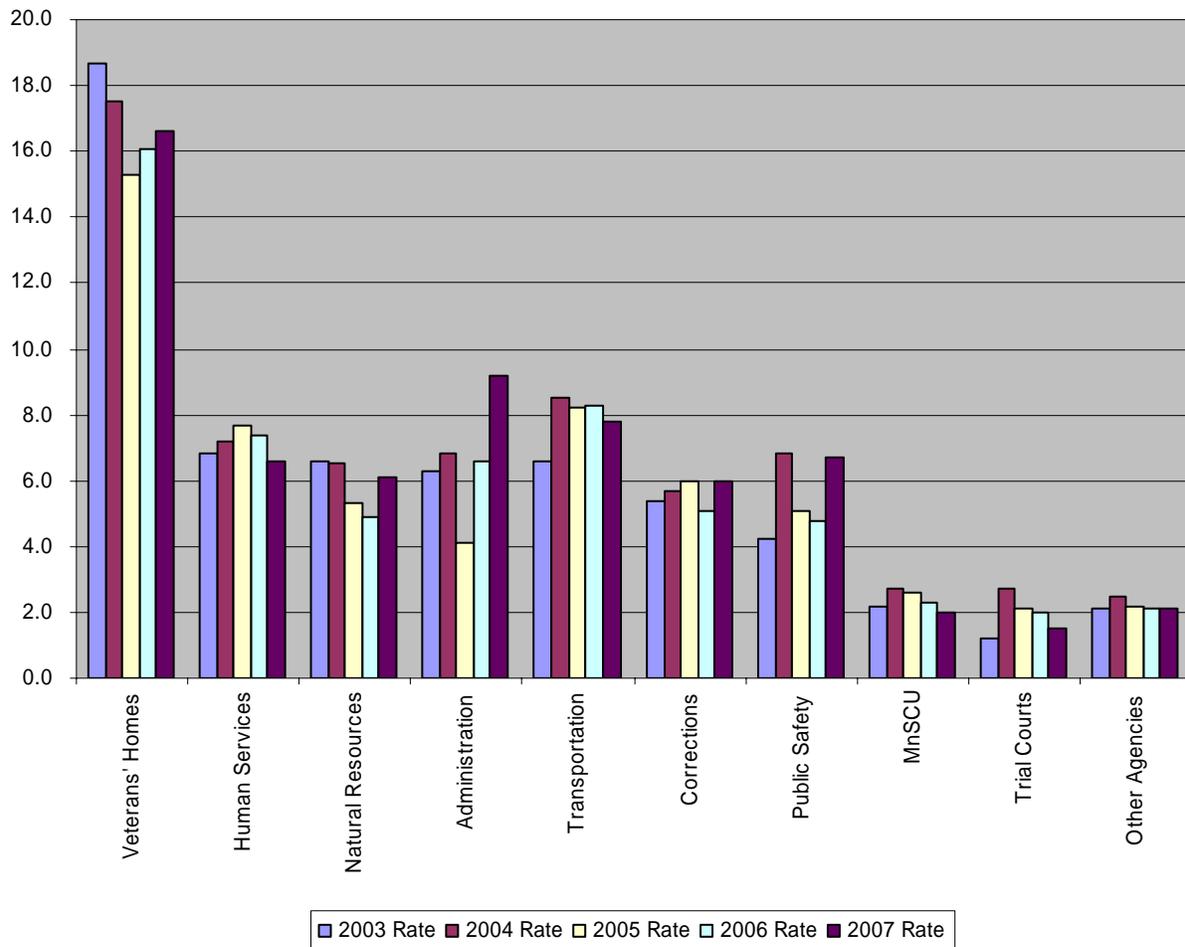
Chart 20/Incident Rates/FYs 2006-2007



Agency	FY 2006		2006 Rate	FY 2007		2007 Rate	Rate Change
	Reportable Claims	Hours Worked		Reportable Claims	Hours Worked		
Veterans' Homes	136	1,689,644	16.1	144	1,735,571	16.6	0.5
Human Services	423	11,370,586	7.4	401	12,150,482	6.6	-0.8
Natural Resources	113	4,658,974	4.9	148	4,830,943	6.1	1.2
Administration	28	851,311	6.6	39	847,352	9.2	2.6
Transportation	338	8,113,505	8.3	310	7,933,649	7.8	-0.5
Corrections	177	6,877,809	5.1	212	7,071,307	6.0	0.9
Public Safety	83	3,430,544	4.8	116	3,444,936	6.7	1.9
MnSCU	313	27,038,506	2.3	284	28,562,151	2.0	-0.3
Trial Courts	35	3,514,460	2.0	29	3,810,193	1.5	-0.5
Other Agencies	201	18,976,086	2.1	202	19,188,071	2.1	0.0
<b>All Agencies</b>	<b>1,847</b>	<b>86,521,425</b>	<b>4.3</b>	<b>1,885</b>	<b>89,574,655</b>	<b>4.2</b>	<b>-0.1</b>

\*Source of Hours Worked is SEMA4.

Chart 21/Incident Rate Comparison/FYs 2003-2007



	2003 Rate	2004 Rate	2005 Rate	2006 Rate	2007 Rate	03-07 Rate Change
<b>Veterans' Homes</b>	18.7	17.5	15.3	16.1	16.6	-2.1
<b>Human Services</b>	6.8	7.2	7.7	7.4	6.6	-0.2
<b>Natural Resources</b>	6.6	6.5	5.3	4.9	6.1	-0.5
<b>Administration</b>	6.3	6.8	4.1	6.6	9.2	2.9
<b>Transportation</b>	6.6	8.5	8.2	8.3	7.8	1.2
<b>Corrections</b>	5.4	5.7	6.0	5.1	6.0	0.6
<b>Public Safety</b>	4.2	6.8	5.1	4.8	6.7	2.5
<b>MnSCU</b>	2.2	2.7	2.6	2.3	2.0	-0.2
<b>Trial Courts</b>	1.2	2.7	2.1	2.0	1.5	0.3
<b>Other Agencies</b>	2.1	2.5	2.2	2.1	2.1	No change
<b>All Agencies</b>	4.2	4.8	4.6	4.3	4.2	No change

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**Appendix A: Reported Claims/FY 2006 – 2007 by Agency**

<b>Agency</b>	<b>FY 2006</b>	<b>FY 2007</b>	<b>% of Change</b>
Administration	46	52	13.04%
Agriculture	16	16	No Change
Animal Health Board	4	2	-50.00%
Attorney General	3	8	166.67%
Boards & Commissions	4	5	25.00%
Perpich Center for Arts Educ	0	0	No Change
Commerce & Commerce Weights & Measures	8	6	-25.00%
Corrections	271	280	3.32%
Court of Appeals	0	1	100.00%
Education	6	8	33.33%
Explore MN Tourism	0	2	100.00%
Employment & Economic Development	51	39	-23.53%
Employee Relations	3	3	No Change
Examining Boards	8	5	-37.50%
Faribault Academies	24	19	-20.83%
Finance	6	1	-83.33%
Friends of MN Conservation Corp	86	101	17.44%
Gambling Control	0	1	100.00%
Governor's Office	1	0	-100.00%
Health	25	27	8.00%
Higher Educ Services Office	1	2	100.00%
Historical Society	18	23	27.78%
House of Representatives	9	14	55.56%
Housing Finance	9	5	-44.44%
Human Rights	2	2	No Change
Human Services	514	491	-4.47%
Indian Affairs Council	0	0	No Change
Investment Board	0	0	No Change
IRRRB	6	7	16.67%
Judicial	9	13	44.44%
Judicial Standards Board	0	0	No Change
Labor & Industry	16	6	-62.50%
Legislative Auditor	0	1	100.00%
Legislative Coord Commission/Revisor of Statutes	0	0	No Change
Lottery	6	1	-83.33%
Mediation Services	0	0	No Change
Military Affairs	19	27	42.11%
MN State Retirement	0	2	100.00%
MNSCU	490	453	-7.55%
Natural Resources	140	182	30.00%
Office of Enterprise Technology	7	4	-42.86%
Ombudsman-Corrections	0	0	No Change
Ombudsperson for Families	0	0	No Change
Pollution Control Agency	14	24	71.43%
Public Defense Board	3	6	100.00%
Public Employee Retirement Assoc.	3	4	33.33%
Public Safety	124	167	34.68%
Public Utilities Commission	2	0	-100.00%
Racing Commission	0	0	No Change
Revenue	27	30	11.11%
Secretary of State	5	3	-40.00%
State Arts Board	0	0	No Change
State Auditor	2	0	-100.00%
State Fair	31	18	-41.94%
State Senate	6	2	-66.67%
Tax Court	0	0	No Change
Teachers Retirement Assoc.	0	1	100.00%
Transportation	427	361	-15.46%
Trial Courts	93	76	-18.28%
Veterans Affairs	1	2	100.00%
Veterans Home Board	163	172	5.52%
Work Comp Court of Appeals	0	0	No Change
Zoo	11	18	63.64%
<b>TOTAL</b>	<b>2720</b>	<b>2693</b>	<b>-0.99%</b>

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**Appendix B: Benefit Costs/FY 2006 – 2007 by Agency**

<b>Agency</b>	<b>FY 2006</b>	<b>FY 2007</b>	<b>% of Change</b>
Administration	\$237,632	\$374,972	57.80%
Agriculture	\$241,240	\$311,312	29.05%
Animal Health Board	\$22,101	\$1,134	-94.87%
Attorney General	\$44,061	\$48,817	10.79%
Boards & Commissions	\$36,423	\$12,022	-66.99%
Perpich Center for Arts Education	\$1,368	\$0	-100.00%
Commerce & Commerce Weights & Measures	\$62,232	\$52,390	-15.82%
Corrections	\$1,841,575	\$2,292,717	24.50%
Court of Appeals	\$0	\$0	No Change
Education	\$49,480	\$44,169	-10.73%
Explore MN Tourism	\$6,730	\$1,004	-85.08%
Employment & Econ Development	\$207,197	\$406,452	96.17%
Employee Relations	\$1,830	\$881	-51.86%
Examining Boards	\$46,140	\$12,146	-73.68%
Faribault Academies	\$89,208	\$285,547	220.09%
Finance	\$159	\$3,238	1936.48%
Friends of MN Conservation Corp	\$19,548	\$43,525	122.66%
Gambling Control	\$1,171	\$307	-73.78%
Governor's Office	\$6,187	\$2,455	-60.32%
Health	\$110,526	\$174,199	57.61%
Higher Educ Services Office	\$4,697	\$656	-86.03%
Historical Society	\$22,863	\$17,561	-23.19%
House of Representatives	\$1,829	\$4,538	148.11%
Housing Finance	\$520	\$4,143	696.73%
Human Rights	\$5,896	\$5,460	-7.39%
Human Services	\$4,517,894	\$5,512,508	22.01%
Indian Affairs Council	\$51	\$0	-100.00%
Investment Board	\$0	\$0	No Change
IRRRB	\$54,355	\$36,642	-32.59%
Judicial	\$15,727	\$37,594	139.04%
Judicial Standards Board	\$0	\$0	No Change
Labor & Industry	\$92,954	\$132,921	43.00%
Legislative Auditor	\$0	\$757	100.00%
Legislative Coord Commission/Revisor of Statutes	\$0	\$0	No Change
Lottery	\$14,060	\$16,503	17.38%
Mediation Services	\$25,895	\$26,400	1.95%
Military Affairs	\$126,400	\$172,933	36.81%
MN State Retirement	\$0	\$1,138	100.00%
MNSCU	\$1,978,448	\$2,292,184	15.86%
Natural Resources	\$1,006,271	\$1,085,435	7.87%
Office of Enterprise Technology	\$76,500	\$72,702	-4.96%
Ombudsman-Corrections	\$0	\$0	No Change
Ombudsperson for Families	\$0	\$0	No Change
Pollution Control Agency	\$29,654	\$25,398	-14.35%
Public Defense Board	\$11,042	\$15,425	39.69%
Public Employee Retirement Assoc.	\$849	\$298	-64.90%
Public Safety	\$891,082	\$1,042,578	17.00%
Public Utilities Commission	\$3,865	\$11,758	204.22%
Racing Commission	\$0	\$0	No Change
Revenue	\$79,908	\$109,864	37.49%
Secretary of State	\$79	\$375	374.68%
State Arts Board	\$0	\$0	No Change
State Auditor	\$14,064	\$14,004	-0.43%
State Fair	\$78,077	\$34,169	-56.24%
State Senate	\$3,795	\$10,249	170.07%
Tax Court	\$0	\$0	No Change
Teachers Retirement	\$0	\$0	No Change
Transportation	\$3,260,886	\$4,021,775	23.33%
Trial Courts	\$401,061	\$403,078	0.50%
Veterans Affairs	\$1,131	\$5,830	415.47%
Veterans Home Board	\$832,192	\$1,026,087	23.30%
Work Comp Court of Appeals	\$22,176	\$17,766	-19.89%
Zoo	\$218,661	\$172,433	-21.14%
<b>TOTAL</b>	<b>\$16,817,690</b>	<b>\$20,398,449</b>	<b>21.29%</b>

**FY 2007 Annual Report - Workers' Compensation Program**

**Appendix C: Agency Incident Rates/FY 2007**

<b>Agency</b>	<b># of Hours Worked</b>	<b>Reportable Claims</b>	<b>Incident Rate</b>
Administration	847,352	39	9.21
Agriculture	707,280	11	3.11
Animal Health Board	76,820	2	5.21
Attorney General	613,318	5	1.63
Boards & Commissions	354,547	3	1.69
Perpich Center for Arts Education	126,572	0	0.00
Commerce & Commerce Weights & Measures	546,232	4	1.46
Corrections	7,071,307	212	6.00
Court of Appeals	149,148	0	0.00
Education	758,794	6	1.58
Explore Minnesota Tourism	89,281	0	0.00
Employment & Economic Development	2,580,453	23	1.78
Employee Relations	240,780	2	1.66
Examining Boards	287,586	2	1.39
Faribault Academies	312,281	15	9.61
Finance	252,231	0	0.00
Friends of MN Conservation Corp	Not Available	*	Not Available
Gambling Control	54,278	0	0.00
Governor's Office	77,831	0	0.00
Health	2,265,135	23	2.03
Higher Educ Services Office	111,726	1	1.79
Historical Society	Not Available	*	Not Available
House of Representatives	Not Available	*	Not Available
Housing Finance	327,654	3	1.83
Human Rights	76,725	0	0.00
Human Services	12,150,482	401	6.60
Indian Affairs Council	7,148	0	0.00
Investment Board	35,956	0	0.00
IRRRB	138,150	7	10.13
Judicial	446,633	4	1.79
Judicial Standards Board	3,493	0	0.00
Labor & Industry	753,361	4	1.06
Legislative Auditor	104,540	1	1.91
Legislative Coord Commission/Revisor of Statutes	158,527	0	0.00
Lottery	250,139	1	0.80
Mediation Services	23,934	0	0.00
Military Affairs	452,394	22	9.73
MN State Retirement	141,910	2	2.82
MNSCU	28,562,151	284	1.99
MNSCU-Student Workers	Not Available	*	Not Available
Natural Resources	4,830,943	148	6.13
Office of Enterprise Technology	536,056	2	0.75
Ombudsperson for Families	8,883	0	0.00
Pollution Control Agency	1,469,539	15	2.04
Public Defense Board	1,175,634	6	1.02
Public Employee Retirement Assoc.	141,419	1	1.41
Public Safety	3,444,936	116	6.73
Public Utilities Commission	72,743	0	0.00
Racing Commission	16,723	0	0.00
Revenue	2,256,781	18	1.60
Secretary of State	140,063	1	1.43
State Arts Board	18,295	0	0.00
State Auditor	191,316	0	0.00
State Fair	Not Available	*	Not Available
State Senate	Not Available	*	Not Available
Tax Court	9,921	0	0.00
Teachers Retirement	142,771	0	0.00
Transportation	7,933,649	310	7.81
Trial Courts	3,810,193	29	1.52
Veterans Affairs	88,858	1	2.25
Veterans Home Board	1,735,571	144	16.59
Work Comp Court of Appeals	23,631	0	0.00
Zoo	370,581	17	9.17
<b>TOTAL</b>	<b>89,574,655</b>	<b>1,885</b>	<b>4.21</b>

\* Reportable Claim #'s are available upon request.