

# *Workers' Compensation Program*

## *Annual Report*

### *State Fiscal Year 2008*





# Workers' Compensation Program Annual Report

## State Fiscal Year 2008

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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 & loss control. 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 2008 (FY 2008), the program's total costs increased 4.4% (\$1,155,778) from \$26.2 million to \$27.3 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 2008. This report will present the costs of indemnity and medical benefits provided to injured state employees, summarize information regarding claims for work-related injuries, and note other significant data compiled by the program during the past fiscal year. A section of this report benchmarks the program against Minnesota industry results. 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 2008 figures to FY 2007, unless otherwise noted, and are actual costs. The cost data has not been adjusted for inflation, except for the benchmarks section (pp. 4-7).**

## **Executive Summary**

The following is a summary of program activity for state fiscal year 2008:

### **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 0.1% more claims in FY 2008 (p. 9).

### **Claim Costs**

- ◆ Total program costs increased 4.4% from \$26,159,343 in FY 2007 to \$27,315,121 in FY 2008 (pp. 11-12).
- ◆ Expenditures for all benefits increased 5.0% from \$20,398,449 in FY 2007 to \$21,423,282 in FY 2008 (pp. 13-14).
- ◆ Expenditures for indemnity benefits decreased 2.2% from \$8,086,464 in FY 2007 to \$7,910,732 in FY 2008 (pp. 18-19).
- ◆ Expenditures for medical benefits increased 10.7% from \$9,747,169 in FY 2007 to \$10,790,514 in FY 2008 (pp. 16-17).

### **Recoveries**

- ◆ Recoveries increased 8.1% in FY 2008 (pp. 20-21). 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 Affairs, Public Safety, Administration, and Trial Courts) accounted for 89.7% of the program's payment activity (pp. 24-25).
- ◆ Benefit costs for these nine agencies increased 6.4% from FY 2007 to FY 2008 (pp. 26-27).
- ◆ The workers' compensation incidence rate increased slightly from 4.2 in FY 2007 to 4.3 in FY 2008 (pp. 32-33) for all agencies. The incident rate for individual agencies is located in Appendix C (p. 37).

### **Other Findings**

- ◆ Claims that occurred prior to 2000 accounted for 27.8% of the program's benefit costs paid out during FY 2008 (pp. 22-23).
- ◆ Most common injury causes continue to be to overexertion and falls (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 & loss control. 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 consults with the employee and their care provider and 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 & Loss Control**

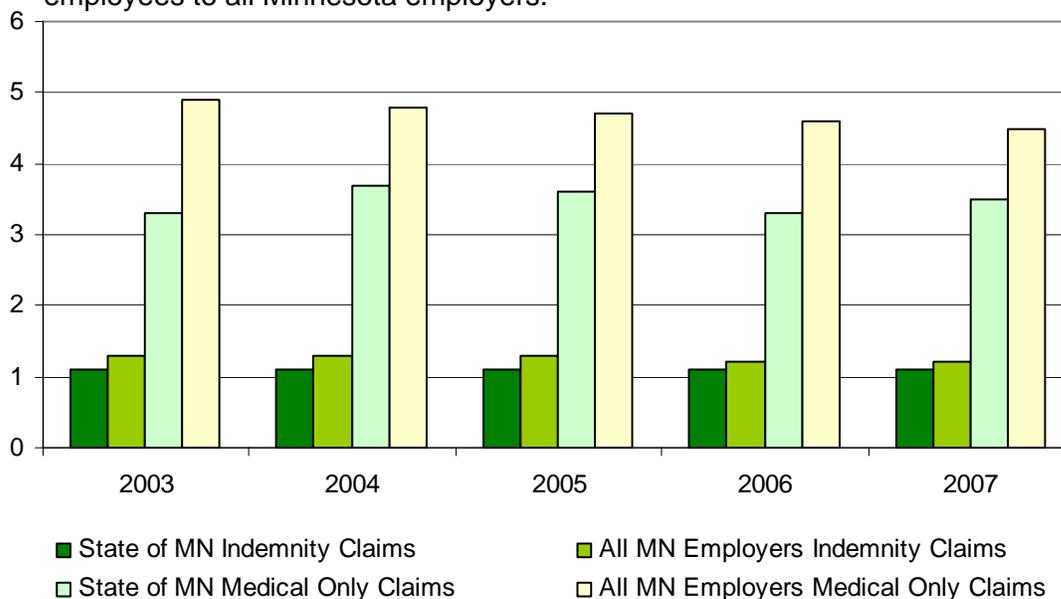
The Safety and Loss Control Unit provides safety and industrial hygiene consulting resources to all state agencies. Its purpose is to help state agencies identify and correct workplace safety hazards-both environmental and behavioral-that place employees at risk for work related injury or illness. The 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.



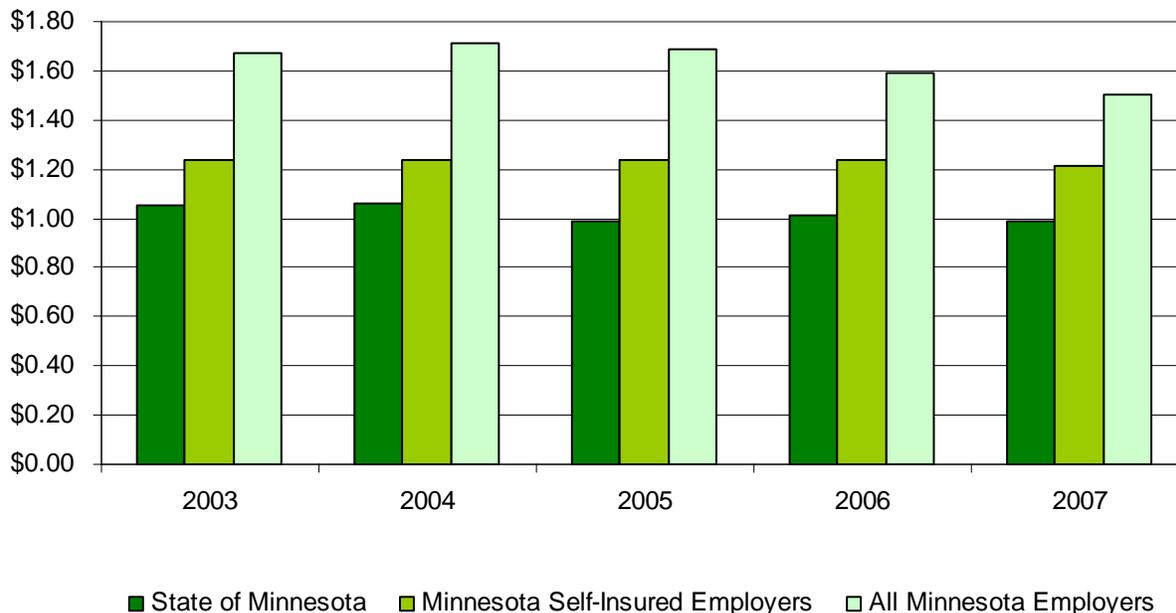
State of Minnesota Paid Claims Per 100 FTE CY DOI/FTE by FY			
Injury Calendar Year	Indemnity Claims	Medical Only Claims	Total Claims
2003	1.1	3.3	4.4
2004	1.1	3.7	4.9
2005	1.1	3.6	4.7
2006	1.1	3.3	4.3
2007	1.1	3.5	4.5

All Minnesota Employers Paid Claims Per 100 FTE CY DOI/FTE by FY			
Injury Calendar Year	Indemnity Claims	Medical Only Claims	Total Claims
2003	1.3	4.9	6.3
2004	1.3	4.8	6.1
2005	1.3	4.7	6.0
2006	1.2	4.6	5.8
2007	1.2	4.5	5.7

Data Source: DLI System Report (to be released 2009)  
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**

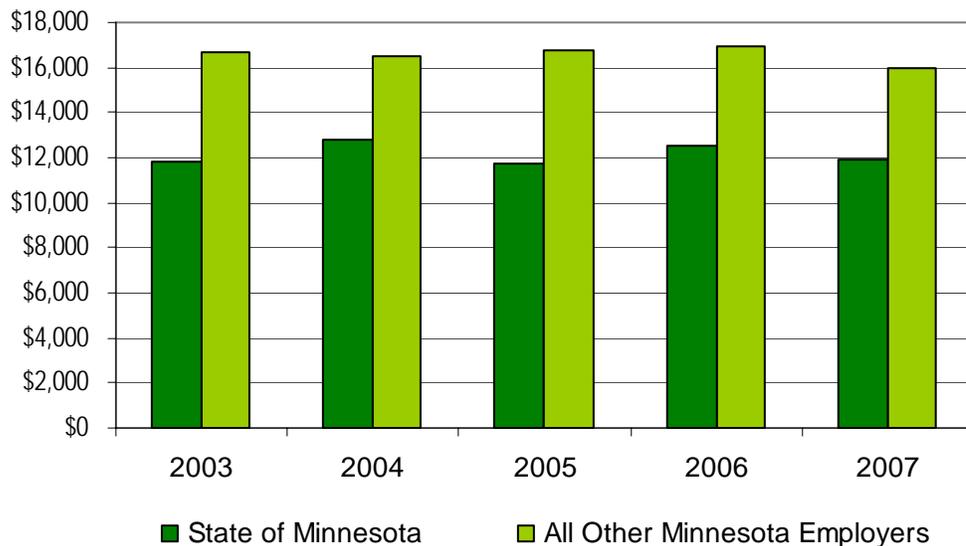


Comparison of the State of Minnesota Cost Per \$100 Payroll to Insurers and Self-Insured Employers			
Year	State of Minnesota	Minnesota Self-Insured Employers	All Minnesota Employers
2003	\$1.05	\$1.24	\$1.67
2004	\$1.06	\$1.24	\$1.71
2005	\$0.99	\$1.24	\$1.69
2006	\$1.01	\$1.24	\$1.59
2007	\$0.99	\$1.21	\$1.50

Data Source: DLI System Report (to be released 2009)  
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
2003	\$11,800	\$16,700
2004	\$12,800	\$16,500
2005	\$11,700	\$16,800
2006	\$12,500	\$16,900
2007	\$11,900	\$16,000

Data Source: DLI System Report (to be released 2009)  
Please note that data from prior years has been updated.

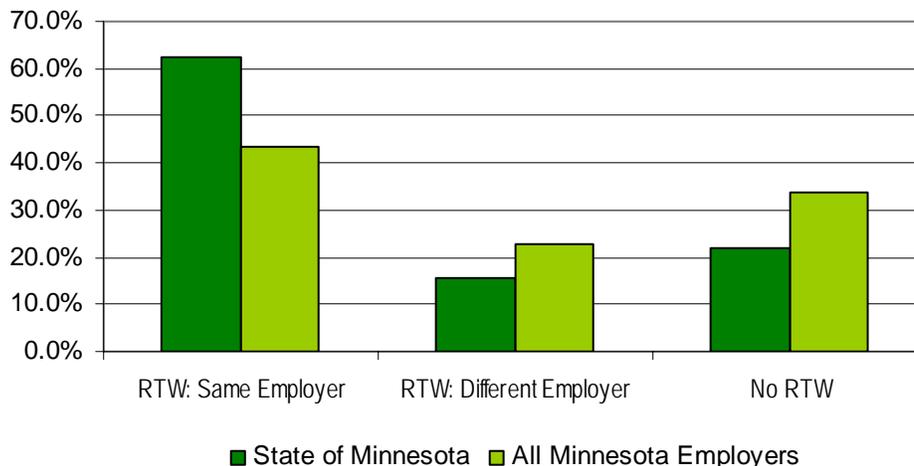
### Chart 4a/Return-to-Work Rate

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 (%)
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>	45.5	22.8	31.7	100
	<b>State Agencies</b>	65.6	16.7	17.8	100
2003	<b>All MN Employers</b>	43.0	22.3	34.8	100
	<b>State Agencies</b>	63.0	17.0	20.0	100
2004	<b>All MN Employers</b>	42.8	23.0	34.1	100
	<b>State Agencies</b>	61.8	19.1	19.1	100
2005	<b>All MN Employers</b>	43.2	22.3	34.4	100
	<b>State Agencies</b>	53.1	20.4	26.5	100
2006	<b>All MN Employers</b>	41.8	22.4	35.9	100
	<b>State Agencies</b>	67.6	11.8	20.6	100
2007	<b>All MN Employers</b>	41.2	22.4	36.4	100
	<b>State Agencies</b>	60.2	12.2	27.6	100
Average 2001-2007	<b>All MN Employers</b>	<b>43.4</b>	<b>22.7</b>	<b>33.7</b>	100
	<b>State Agencies</b>	<b>62.5</b>	<b>15.6</b>	<b>22.0</b>	100

Data Source: DLI System Report (to be released 2009)  
Please note that data from prior years has been updated.

### Chart 4b/Return to Work (RTW) Comparison 2001-2007/Average



## **Findings**

**The number of new claims remains steady, but more claims involved lost time from work in FY 2008 (*Chart 5 and Appendix A*)**

***Number of claims increased (Chart 5)***

The program experienced an increase of 4 claims reported from FY 2007 to FY 2008. Appendix A (p. 35) contains an agency-by-agency breakdown of the number of claims reported for FY 2007 and FY 2008.

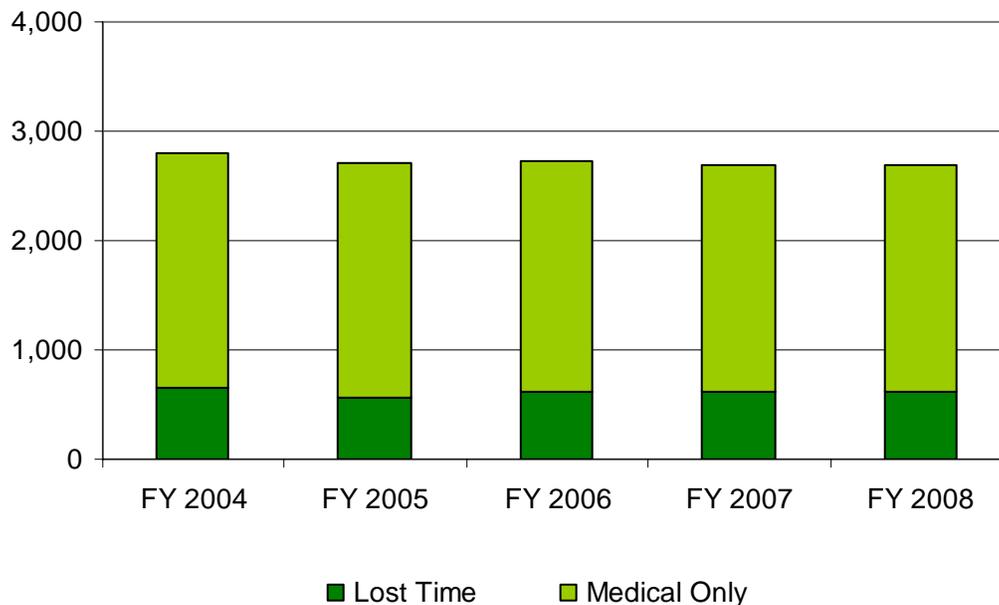
***Increase in lost time claims (Chart 5)***

*Lost time claims*, those in which the employee is disabled beyond a three calendar-day waiting period, increased by 1.6% (10) from FY 2007 to FY 2008. *Medical only claims* decreased by less than 1% from FY 2007 to FY 2008.

***Number of claims closed remained steady (Chart 6)***

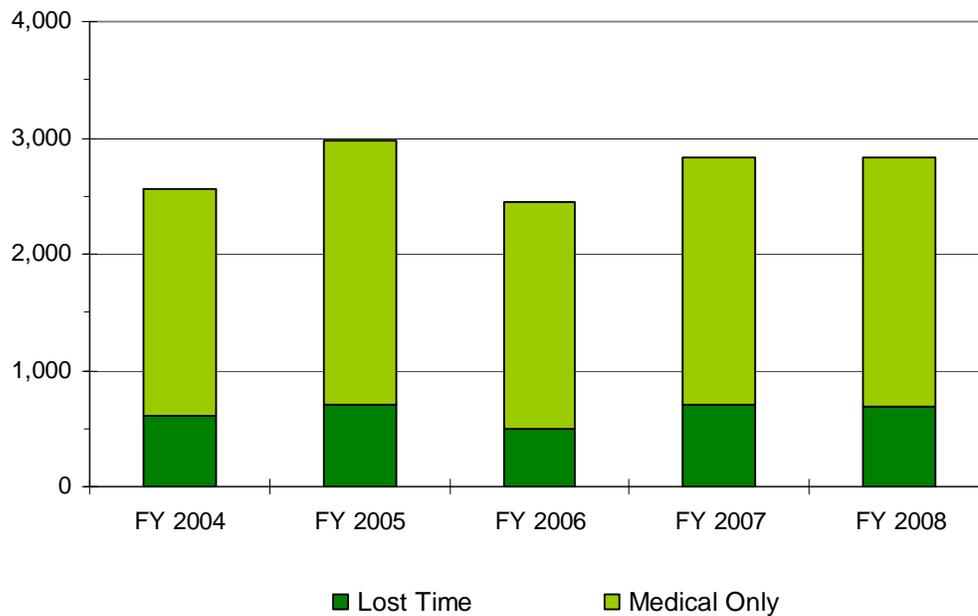
The program closed about the same number of claims in FY 2008 compared to FY 2007. The program closed more claims than it received during FY 2008 (2,697 received vs. 2,838 closed), thus reducing the number of claims being managed.

**Chart 5/Number of Claims Reported/FYs 2004-2008**



	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 04-08	FY 07-08
	<b>Claims Reported</b>					<b>% Change</b>	
<i>Lost Time</i>	647	568	616	614	624	-3.6%	1.6%
<i>Medical Only</i>	2,158	2,150	2,104	2,079	2,073	-3.9%	-0.3%
<b>Totals</b>	<b>2,805</b>	<b>2,718</b>	<b>2,720</b>	<b>2,693</b>	<b>2,697</b>	<b>-3.9%</b>	<b>0.1%</b>

Chart 6/Number of Claims Closed/FYs 2004-2008



	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 04-08	FY 07-08
	<b>Claims Reported</b>					<b>% Change</b>	
<i>Lost Time</i>	606	712	495	698	692	14.2%	-0.9%
<i>Medical Only</i>	1,959	2,270	1,948	2,127	2,146	9.5%	0.9%
<b>Totals</b>	<b>2,565</b>	<b>2,982</b>	<b>2,443</b>	<b>2,825</b>	<b>2,838</b>	<b>10.6</b>	<b>0.5%</b>

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

The program's total costs of \$27,315,121 increased 4.4% (\$1,155,778) from FY 2007 to FY 2008. 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 2008, these costs increased 5.0% (\$1,024,833) compared to FY 2007. Benefit costs by category are listed on page 13 of this report.

### **Administration**

In FY 2008, the program provided claims administration, safety and loss control services, and disability management/rehabilitation services with an administrative operating budget of \$2,496,000, which has remained unchanged since FY 2004.

### **Special Assessments**

The program's expenditure for *special assessments* increased 5.2% (\$70,217) compared to FY 2007. 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.

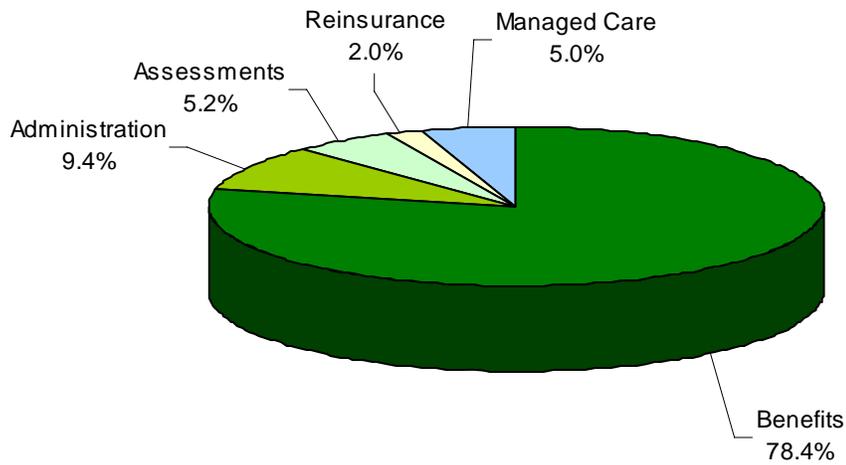
### **Reinsurance**

The program's expenditure for *reinsurance* increased 0.7% in FY 2008 compared to FY 2007. 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 2008 is associated with the overall loss experience of WCRA members.

### **Managed Care**

The program's payment for *managed care* services increased 2.9% (\$38,341) from FY 2007 to FY 2008. The increase is due to the vendor cost increasing from \$2.08 per employee per month to \$2.10 on 1/1/08, and also because of an increase in the number of employees.

Chart 7/Total Program Costs/FYs 2004-2008



	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 04-08	FY 07-08
<b>Benefits</b>	\$16,952,210	\$18,144,402	\$16,817,690	\$20,398,449	\$21,423,282	26.4%	5.0%
<b>Administration</b>	\$2,620,493	\$2,592,269	\$2,545,789	\$2,537,651	\$2,556,402	-2.4%	0.7%
<b>Assessments</b>	\$1,426,962	\$1,381,559	\$1,367,872	\$1,338,730	\$1,408,947	-1.3%	5.2%
<b>Reinsurance</b>	\$362,473	\$492,628	\$534,597	\$553,511	\$557,147	53.7%	0.7%
<b>Managed Care</b>	\$1,078,135	\$1,125,311	\$1,227,235	\$1,331,002	\$1,369,343	27.0%	2.9%
<b>Totals</b>	<b>\$22,440,273</b>	<b>\$23,736,169</b>	<b>\$22,493,183</b>	<b>\$26,159,343</b>	<b>\$27,315,121</b>	<b>21.7%</b>	<b>4.4%</b>

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

In FY 2008, total benefit expenditures increased a total of 5.0% (\$1,024,833) compared to FY 2007.

### ***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 10.7% (\$1,043,345) in FY 2008 compared to the previous year.

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

### ***Indemnity costs decreased***

Benefit payments to compensate employees for lost wages or for permanent loss of body function decreased in FY 2008 compared to FY 2007 by 2.2% (\$175,732).

### ***Rehabilitation costs decreased***

Expenditures for medical and vocational rehabilitation services that aid in returning injured employees to work decreased 3.2% (\$39,240) from FY 2007 to FY 2008.

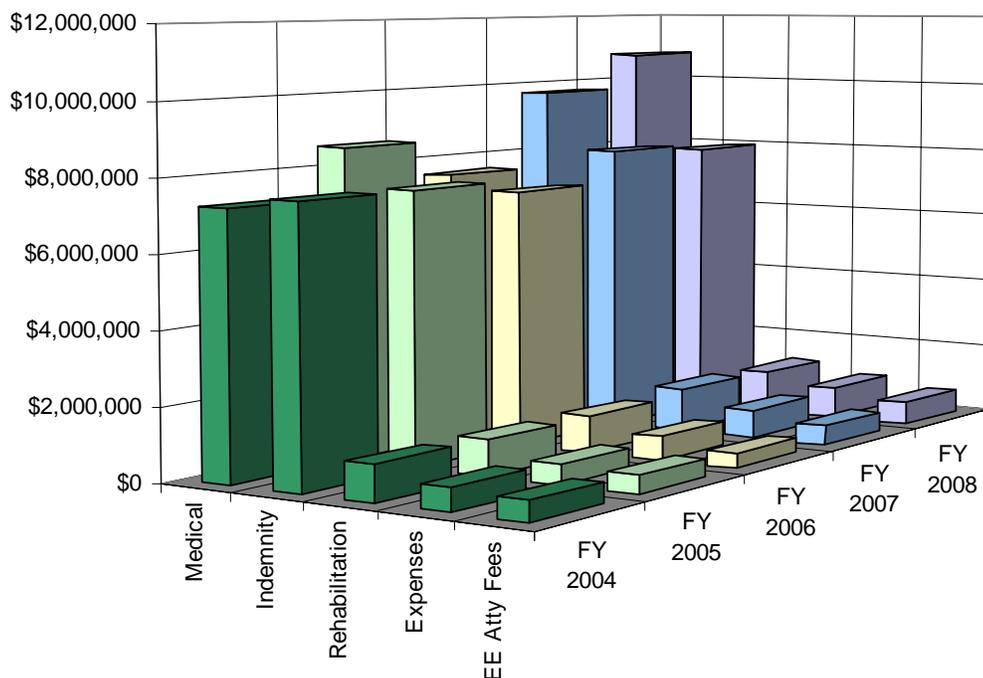
### ***Expense costs increased***

Expenditures for investigations, independent medical examinations, medical records, court reporters, deposition fees, and legal defense costs increased 11.6% (\$91,476) in FY 2008.

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

Fees paid to attorneys representing injured employees in FY 2008 increased 19.2% (\$104,984) compared to FY 2007.

Chart 8/Benefit Costs/FYs 2004-2008

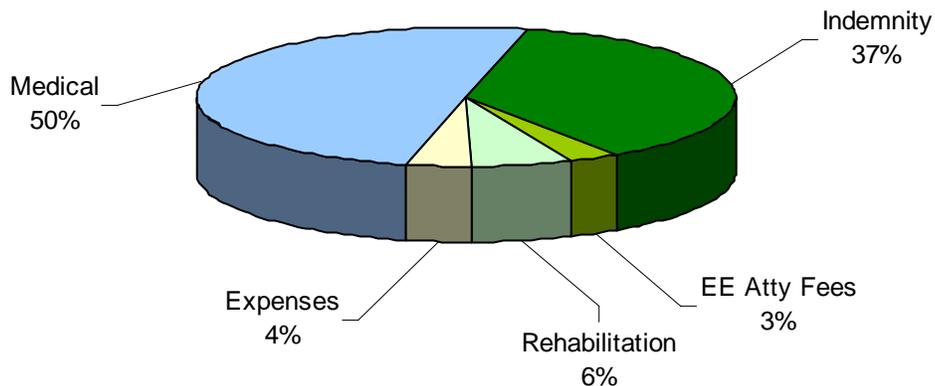


	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 04-08	FY 07-08
<b>Benefit Costs</b>						<b>Change</b>	
Medical	\$7,236,324	\$8,596,151	\$7,573,499	\$9,747,169	\$10,790,514	49.1%	10.7%
Indemnity	\$7,521,542	\$7,522,007	\$7,166,259	\$8,086,464	\$7,910,732	5.2%	-2.2%
Rehabilitation	\$1,005,417	\$985,937	\$1,018,196	\$1,227,354	\$1,188,114	18.2%	-3.2%
Expenses	\$634,863	\$545,161	\$655,244	\$789,490	\$880,966	38.8%	11.6%
EE Atty Fees	\$554,064	\$495,146	\$404,492	\$547,972	\$652,956	17.8%	19.2%
<b>Totals</b>	<b>\$16,952,210</b>	<b>\$18,144,402</b>	<b>\$16,817,690</b>	<b>\$20,398,449</b>	<b>\$21,423,282</b>	<b>26.4%</b>	<b>5.0%</b>

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

In FY 2008, 50% (\$10,790,514) of the total benefits paid were for injured employees' medical costs. 37% (\$7,910,732) 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 2007) which was 39.6%.

**Chart 9/Composition of Benefit Costs/FY 2008**



## **The program's expenditure for medical benefits increased 10.7% (Chart 10)**

In FY 2008, the program paid \$10,790,514 to various medical care providers and for medical reimbursements to the employee. This was an increase of 10.7% (\$1,043,345) compared to FY 2007.

All the medical categories experienced an increase in FY 2008. 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 2007 to FY 2008, these payments increased by 9.0% (\$243,813).

**Hospital** payments include all inpatient and outpatient treatment that is provided in a hospital. In FY 2008, these payments increased 11.6% (\$581,000) compared to FY 2007.

**Chiropractic care** payments increased 6.3% (\$14,863) in FY 2008 compared to FY 2007.

**Miscellaneous medical** includes payments to intervenors, diet and/or fitness centers, and home remodeling. In FY 2008, these payments increased 16.8% (\$32,506) compared to FY 2007.

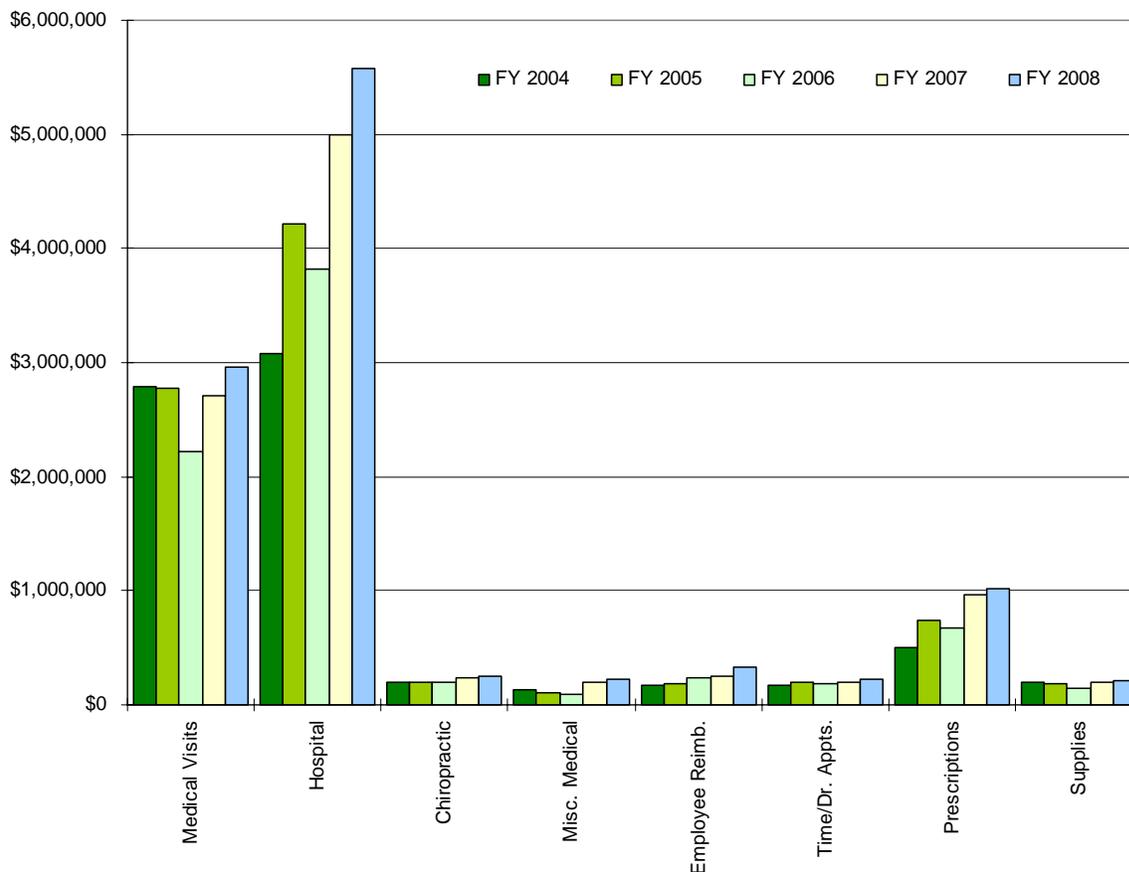
**Employee reimbursements** include mileage, parking, and meals. These payments increased 29.3% (\$73,873) from FY 2007 to FY 2008.

**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 17.5% (\$34,099) compared to FY 2007.

**Prescription** costs increased 5.9% (\$56,925) from FY 2007 to FY 2008.

**Supplies** include medical equipment and supplies. These payments increased 3.1% (\$6,266) in FY 2008 compared to FY 2007.

Chart 10/Medical Benefit Costs/FYs 2004-2008



	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 04-08	FY 07-08
	<b>Medical Benefit Costs</b>					<b>Change</b>	
<b>Medical Visits</b>	\$2,784,613	\$2,772,919	\$2,219,085	\$2,711,069	\$2,954,882	6.1%	9.0%
<b>Hospital</b>	\$3,080,918	\$4,213,674	\$3,823,479	\$4,995,210	\$5,576,210	81.0%	11.6%
<b>Chiropractic</b>	\$194,734	\$204,637	\$199,486	\$234,465	\$249,328	28.0%	6.3%
<b>Misc. Medical</b>	\$138,730	\$104,172	\$91,931	\$193,517	\$226,023	62.9%	16.8%
<b>Employee Reimb.</b>	\$169,671	\$180,654	\$235,309	\$252,005	\$325,878	92.1%	29.3%
<b>Time/Dr. Appts.</b>	\$169,640	\$196,238	\$185,309	\$194,323	\$228,422	34.7%	17.5%
<b>Prescriptions</b>	\$495,916	\$739,763	\$674,863	\$962,579	\$1,019,504	105.6%	5.9%
<b>Supplies</b>	\$202,102	\$184,094	\$144,037	\$204,001	\$210,267	4.0%	3.1%
<b>Totals</b>	<b>\$7,236,324</b>	<b>\$8,596,151</b>	<b>\$7,573,499</b>	<b>\$9,747,169</b>	<b>\$10,790,514</b>	<b>49.1%</b>	<b>10.7%</b>

## The program's expenditure for indemnity benefits decreased 2.2% (Chart 11)

The program's second largest expenditure, indemnity benefits, experienced a decrease of 2.2% from FY 2007 to FY 2008.

### **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 2008, TTD payments increased 1.1% (\$22,724) compared to FY 2007.

**Other Benefits** include lump sums to settle claims, death benefits to dependents, and retraining benefits. In FY 2008, these payments decreased 3.6% (\$57,245) compared to FY 2007.

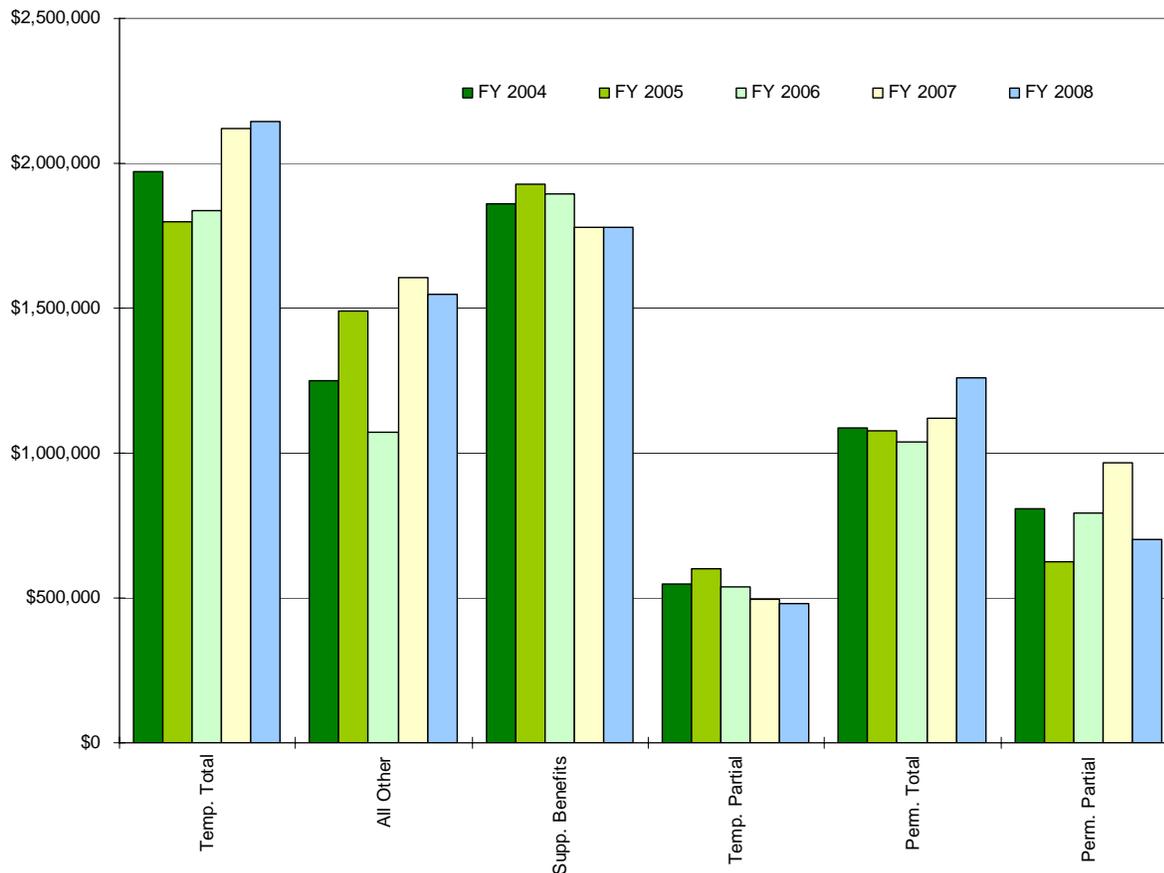
**Supplementary Benefits (SBs)** are paid in conjunction with PTD, or to bring payments up to a percentage of the statewide average weekly wage. The majority of employees who receive SBs also receive Social Security Disability benefits. The program does not invoice agencies for these benefit payments, but rather receives full reimbursement from the Department of Labor and Industry. In FY 2008, SB payments decreased 0.2% (\$3,272) compared to FY 2007. 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 2008, TPD payments decreased 2.7% (\$13,551) compared to FY 2007.

**Permanent Total Disability (PTD) benefits** are paid to employees who will never be able to work again. In FY 2008, PTD payments increased 12.4% (\$138,725) compared to FY 2007.

**Permanent Partial Disability (PPD) benefits** are paid to employees who have a permanent loss of body function. In FY 2008, PPD payments decreased 27.3% (\$263,113) compared to FY 2007.

Chart 11/Indemnity Benefit Costs/FYs 2004-2008



	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 04-08	FY 07-08
	<b>Indemnity Benefit Costs</b>					<b>Change</b>	
<b>Temp. Total</b>	\$1,971,786	\$1,797,101	\$1,835,506	\$2,119,918	\$2,142,642	8.7%	1.1%
<b>All Other</b>	\$1,250,637	\$1,489,879	\$1,070,179	\$1,607,294	\$1,550,049	23.9%	-3.6%
<b>Supp. Benefits</b>	\$1,860,745	\$1,928,993	\$1,892,753	\$1,780,702	\$1,777,430	-4.5%	-0.2%
<b>Temp. Partial</b>	\$546,393	\$602,084	\$537,610	\$494,693	\$481,142	-11.9%	-2.7%
<b>Perm. Total</b>	\$1,084,930	\$1,076,782	\$1,036,602	\$1,118,537	\$1,257,262	15.9%	12.4%
<b>Perm. Partial</b>	\$807,051	\$627,168	\$793,609	\$965,320	\$702,207	-13.0%	-27.3%
<b>Totals</b>	<b>\$7,521,542</b>	<b>\$7,522,007</b>	<b>\$7,166,259</b>	<b>\$8,086,464</b>	<b>\$7,910,732</b>	<b>5.2%</b>	<b>-2.2%</b>

## **Recoveries increased 8.1% in FY 2008 (Chart 12)**

Recoveries are funds the program receives from three main sources: supplementary benefits, Second Injury Fund, and subrogation. Total recoveries in FY 2008 increased 8.1% (\$204,913) compared to FY 2007.

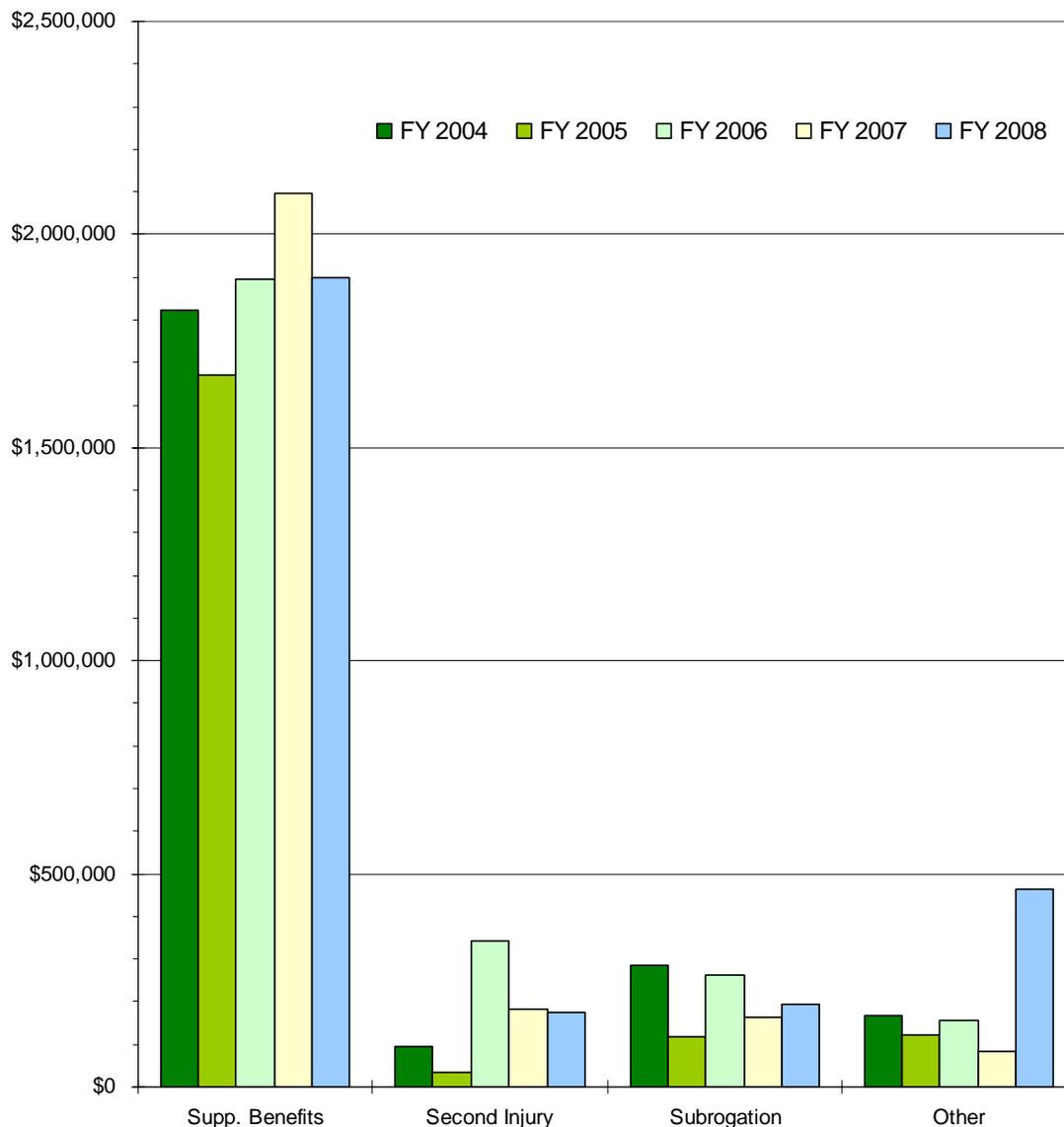
**Supplementary Benefit Recoveries** are reimbursed by the Department of Labor and Industry. In FY 2008, the program recovered 9.4% (\$196,886) less compared to FY 2007.

**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 2008, the recovery of these funds decreased 3.5% (\$6,321) compared to FY 2007.

**Subrogation Recoveries** are funds paid by third parties who are found responsible for employees' injuries and illnesses. From FY 2007 to FY 2008, the recovery of these funds increased 16.7% (\$27,654).

**Other Recoveries** include funds obtained through contribution and reinsurance. In FY 2008, the recovery of these funds increased 455.3% (\$380,446) compared to FY 2007.

Chart 12/Recoveries/FYs 2004-2008



	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 04-08	FY 07-08
	<b>Recoveries</b>					<b>Change</b>	
<b>Supp. Benefits</b>	\$1,823,416	\$1,671,773	\$1,894,535	\$2,097,374	\$1,900,508	4.2%	-9.4%
<b>Second Injury</b>	\$96,399	\$36,093	\$342,451	\$182,156	\$175,835	82.4%	-3.5%
<b>Subrogation</b>	\$286,901	\$118,697	\$263,561	\$165,420	\$193,074	-32.7%	16.7%
<b>Other</b>	\$169,114	\$121,343	\$156,609	\$83,558	\$464,004	174.4%	455.3%
<b>Totals</b>	<b>\$2,375,830</b>	<b>\$1,947,906</b>	<b>\$2,657,156</b>	<b>\$2,528,508</b>	<b>\$2,733,421</b>	<b>15.1%</b>	<b>8.1%</b>

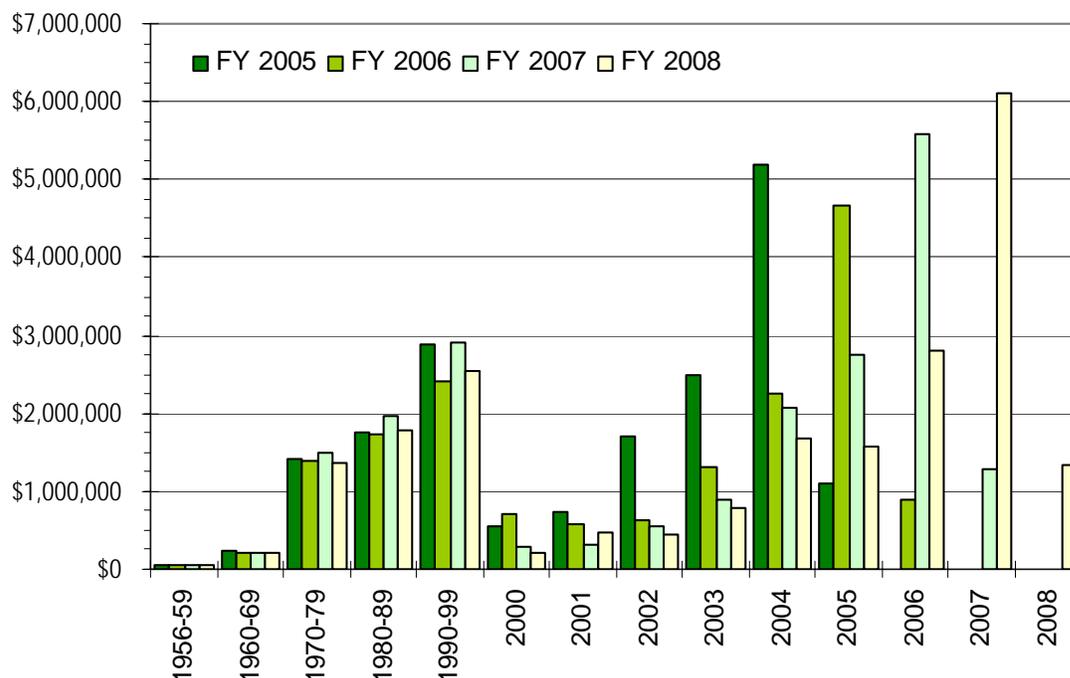
**Claims that occurred prior to 2000 accounted for 27.8% of the program's FY 2008 benefit costs (*Chart 13*)**

In FY 2008, the oldest claim the program managed occurred in 1956. Chart 13 shows a breakdown of total benefits paid from FY 2005 to FY 2008 for injuries occurring in calendar years 1956 through June 30, 2008. In FY 2008, 27.8% (\$5,958,592) of all benefits went to employees who were injured prior to 2000. In FY 2007, \$6,656,229 was paid on older claims compared to \$5,958,592 paid in FY 2008, a 10.5% decrease.

***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 2008 which demonstrate this pattern.

**Chart 13/Payments Made for Calendar Year Injuries/FYs 2005-2008**



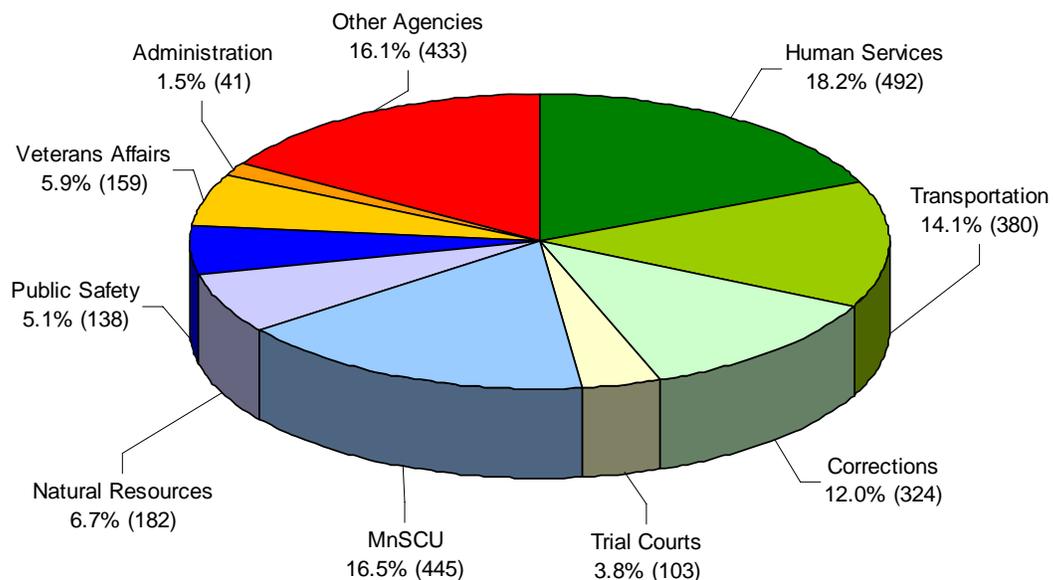
Calendar Years	FY 2005	FY 2006	FY 2007	FY 2008
1956-59	\$55,317	\$51,790	\$52,800	\$53,505
1960-69	\$244,405	\$222,729	\$214,806	\$207,497
1970-79	\$1,423,754	\$1,393,027	\$1,492,534	\$1,373,885
1980-89	\$1,746,038	\$1,735,414	\$1,978,510	\$1,786,071
1990-99	\$2,880,587	\$2,409,331	\$2,917,579	\$2,537,635
2000	\$553,377	\$702,275	\$293,150	\$217,946
2001	\$738,662	\$564,905	\$321,423	\$481,330
2002	\$1,710,179	\$641,555	\$540,431	\$454,908
2003	\$2,485,307	\$1,300,982	\$881,161	\$785,335
2004	\$5,202,283	\$2,250,191	\$2,060,346	\$1,670,445
2005	\$1,104,493	\$4,666,274	\$2,760,592	\$1,583,663
2006	N/A	\$879,217	\$5,595,600	\$2,813,497
2007	N/A	N/A	\$1,289,517	\$6,116,306
2008	N/A	N/A	N/A	\$1,341,260
<b>TOTALS</b>	<b>\$18,144,402</b>	<b>\$16,817,690</b>	<b>\$20,398,449</b>	<b>\$21,423,282</b>

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

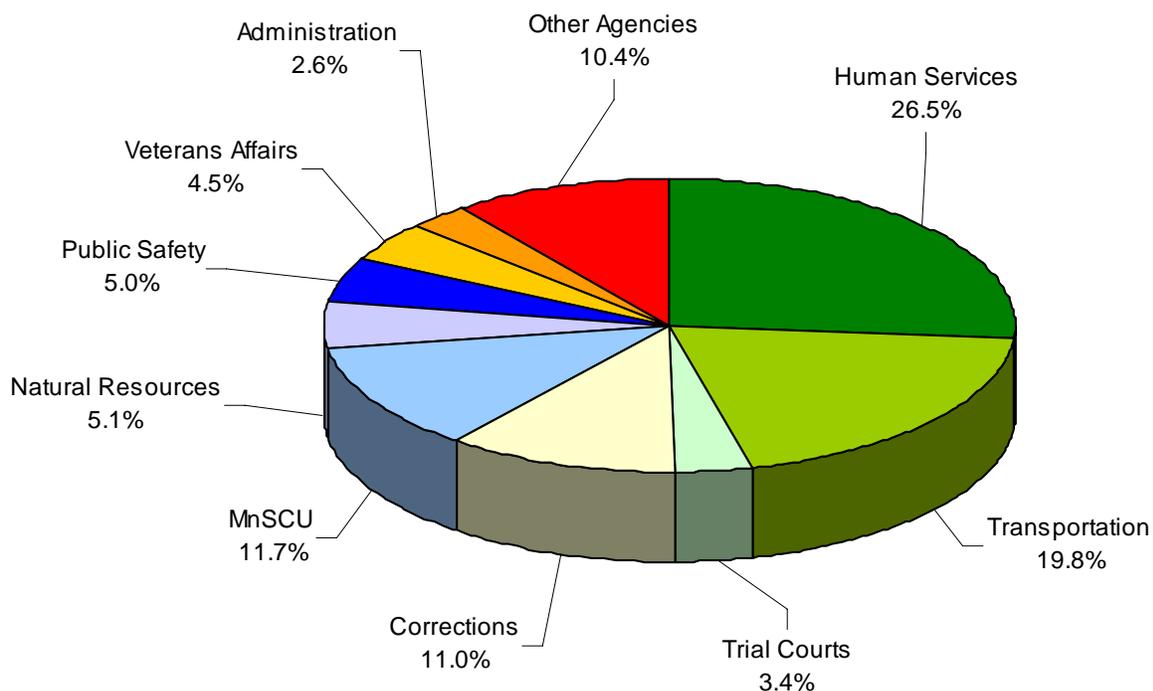
Reported claims distribution among state agencies is consistent with agency size and the nature of work being performed by employees. Nine agencies reported 84% (2,264) of the claims and paid 89.7% (\$19,206,906) of the benefits in FY 2008. The nine agencies are: Human Services, MnSCU, Transportation, Corrections, Natural Resources, Public Safety, Veterans Affairs, 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 2007 and FY 2008.

**Chart 14/Composition of Reported Claims by Agency/FY 2008**



**Chart 15/Composition of Benefits Paid by Agency/FY 2008**



**Benefit costs for these nine agencies increased 6.4%  
(Chart 16 and Appendix B)**

Combined benefit costs for the nine large agencies increased a total of 6.4% (\$1,155,572) from FY 2007 to FY 2008. Chart 16 shows data for these nine agencies. Cost data for the remaining agencies is contained in Appendix B (p. 36).

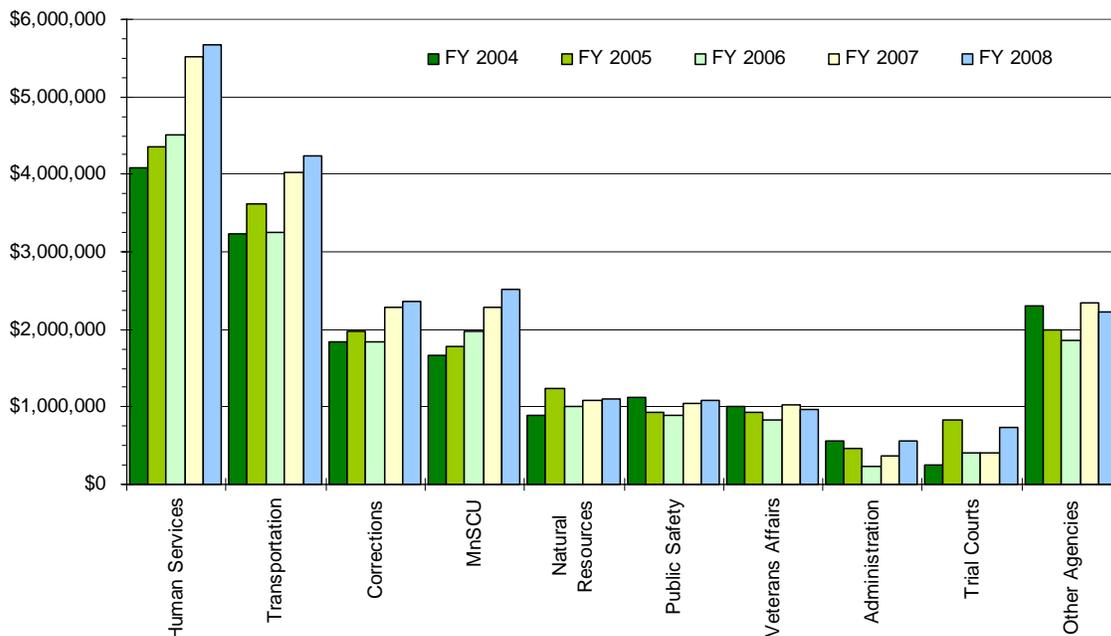
***Caution urged when comparing agencies***

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 performed, the salaries paid, the number of hours worked, and the type and severity of injuries.

***Benefit Costs Increased for Eight of the Largest Nine Agencies, While Other Agencies Experienced a Decrease.***

The nine agencies experienced changes ranging from -5.6% (Veterans Affairs) to 80.7% (Trial Courts). All other agencies experienced a decrease of 5.6% (\$130,739).

Chart 16/Benefit Costs for Nine Agencies/FYs 2004-2008



	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 04-08	FY 07-08
	<b>Benefit Costs</b>					<b>Change</b>	
<b>Human Services</b>	\$4,082,300	\$4,354,401	\$4,517,894	\$5,512,508	\$5,664,960	38.8%	2.8%
<b>Transportation</b>	\$3,238,122	\$3,621,474	\$3,260,886	\$4,021,775	\$4,233,137	30.7%	5.3%
<b>Corrections</b>	\$1,845,647	\$1,979,826	\$1,841,575	\$2,292,717	\$2,364,310	28.1%	3.1%
<b>MnSCU</b>	\$1,660,488	\$1,787,108	\$1,978,448	\$2,292,184	\$2,513,929	51.4%	9.7%
<b>Natural Resources</b>	\$893,452	\$1,239,895	\$1,006,271	\$1,085,435	\$1,093,681	22.4%	0.8%
<b>Public Safety</b>	\$1,120,193	\$923,346	\$891,082	\$1,042,578	\$1,079,014	-3.7%	3.5%
<b>Veterans Affairs</b>	\$999,380	\$936,231	\$832,192	\$1,026,087	\$969,000	-3.0%	-5.6%
<b>Administration</b>	\$560,660	\$459,191	\$237,632	\$374,972	\$560,500	0.0%	49.5%
<b>Trial Courts</b>	\$258,078	\$841,674	\$401,061	\$403,078	\$728,375	182.2%	80.7%
<b>Totals 9 Agencies</b>	\$14,658,320	\$16,143,146	\$14,967,041	\$18,051,334	\$19,206,906	31.0%	6.4%
<b>Other Agencies</b>	\$2,293,890	\$2,001,256	\$1,850,649	\$2,347,115	\$2,216,376	-3.4%	-5.6%
<b>Totals Overall</b>	\$16,952,210	\$18,144,402	\$16,817,690	\$20,398,449	\$21,423,282	26.4%	5.0%

## **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.

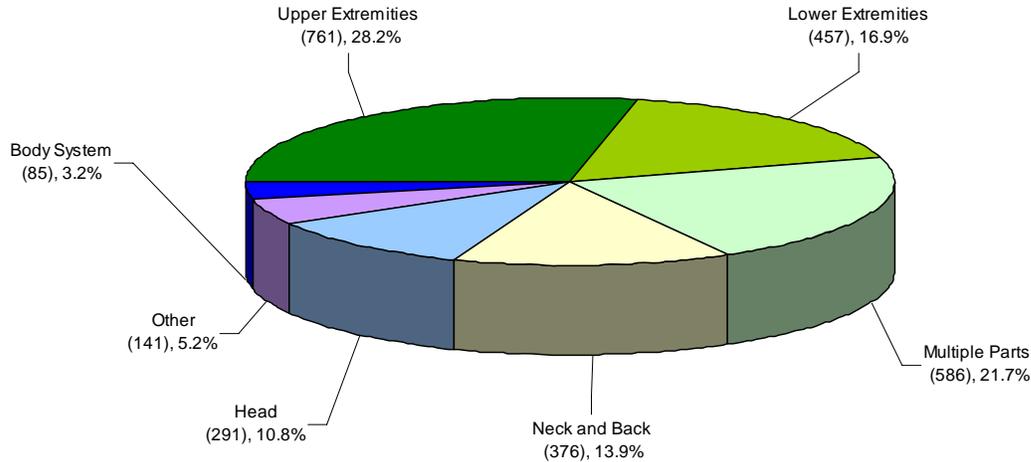
Average claim costs are in parenthesis in charts 17B, 18B, and 19B. The average is based upon a five year claim maturity and therefore represent the average of costs paid to date (6/30/08) on claims reported during the five year period of FY 2000 through FY 2004.

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.

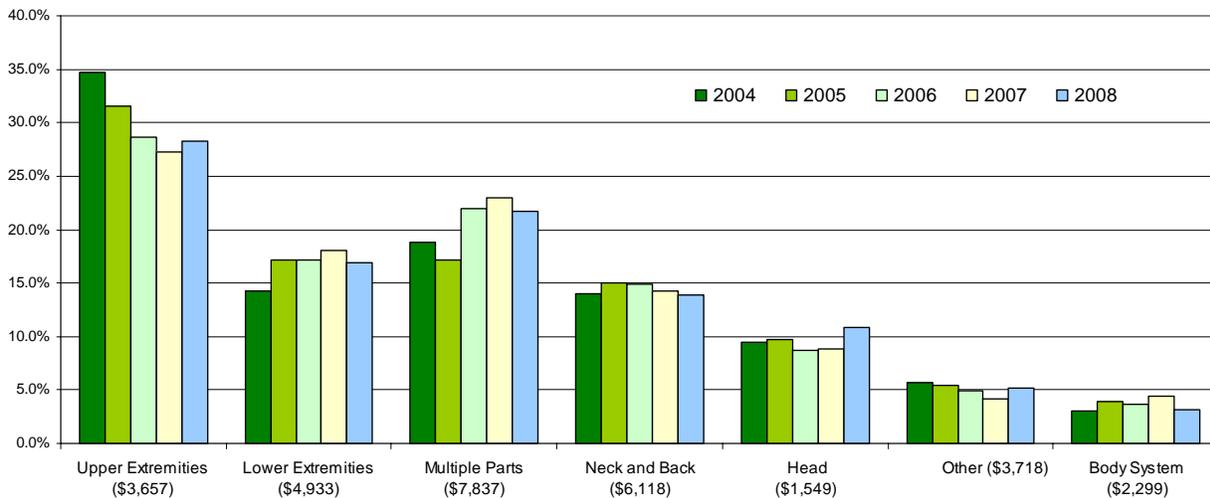
## FY 2008 Reported Claims (Chart 17A) and 5-Year Comparison (Chart 17B) by Body Part

In FY 2008, upper extremities (arm, shoulder, elbow, wrist) continued to be the most frequently reported injured body part (28.2%), up 1.0% compared to FY 2007. Reported injuries from FY 2000 through FY 2004 that involve multiple body parts (\$7,837 average per claim) and injuries to the neck and back (\$6,118 average cost per claim) have the highest average cost per claim.

**Chart 17A FY 2008 Reported Claims by Body Part**



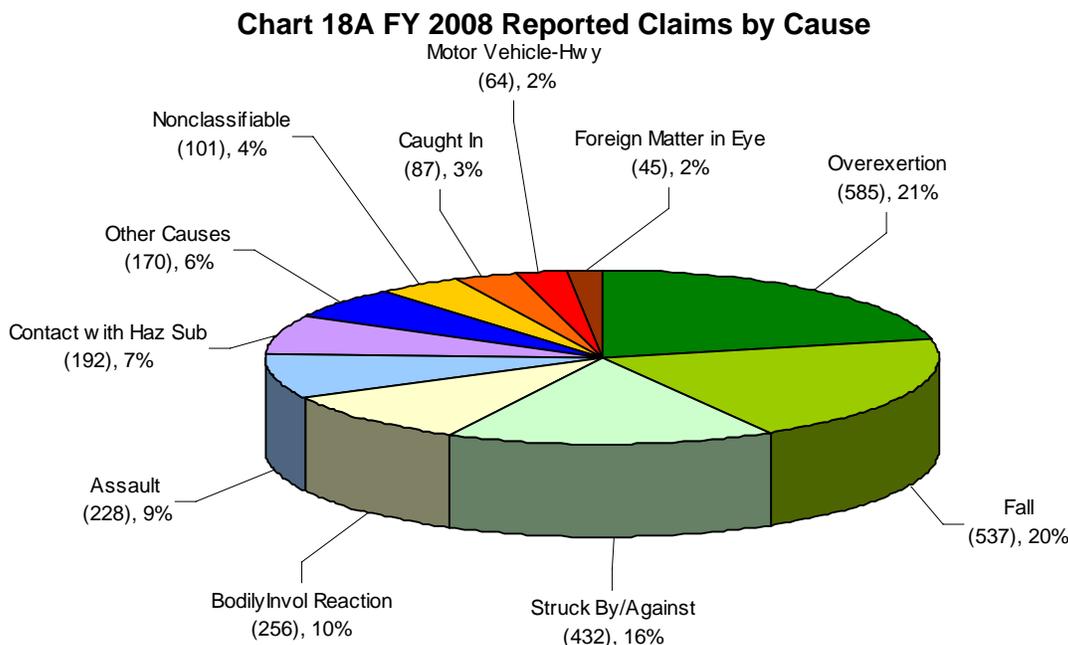
**Chart 17B 5-Year Comparison by Body Part (%) of Reported Claims**



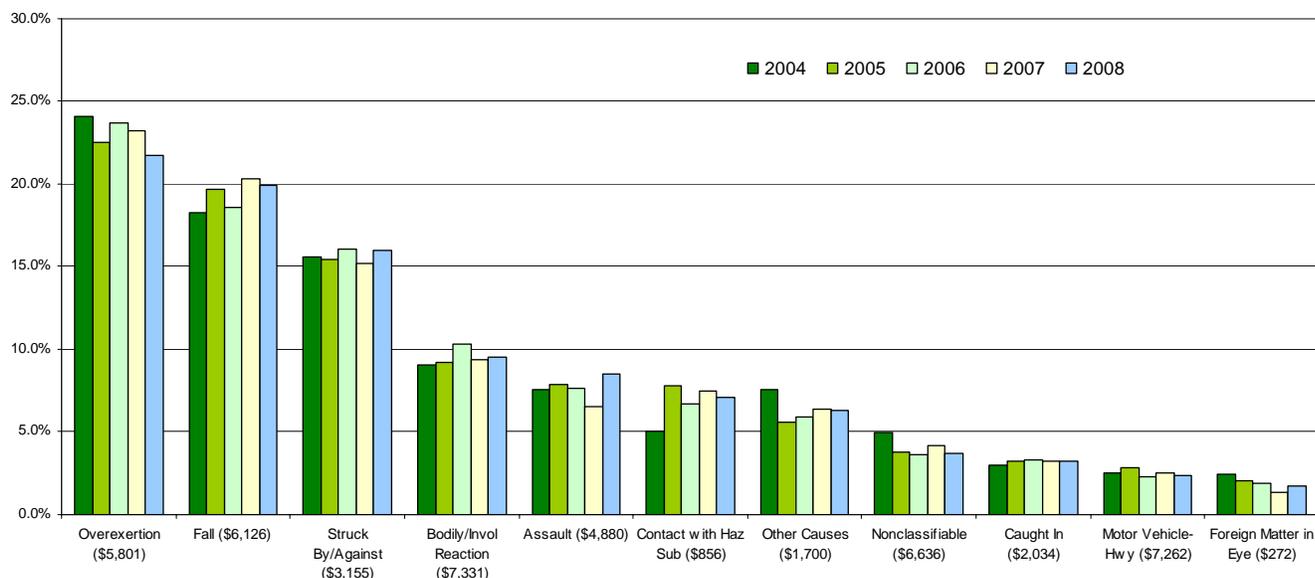
NOTE: The dollar amounts shown in parenthesis in chart 17B above are the historical average claim costs on claims reported in FY 2000 through FY 2004 paid out through 6/30/08.

## FY 2008 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 2008, overexertion, defined as excessive physical effort (21.7%) and falls (19.9%) continue to be the most prevalent cause of injuries. Bodily reaction/involuntary motion claims (\$7,331 average per claim) and motor vehicle claims (\$7,262 average per claim) are on average the most expensive cause of claims.



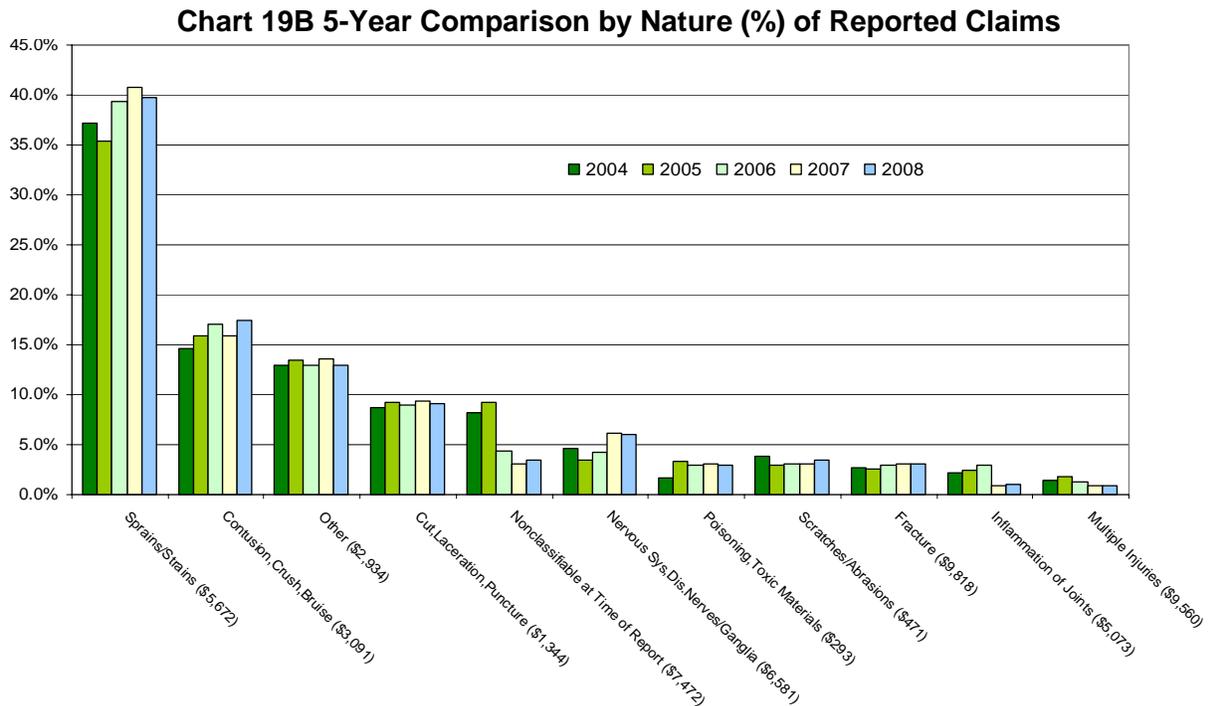
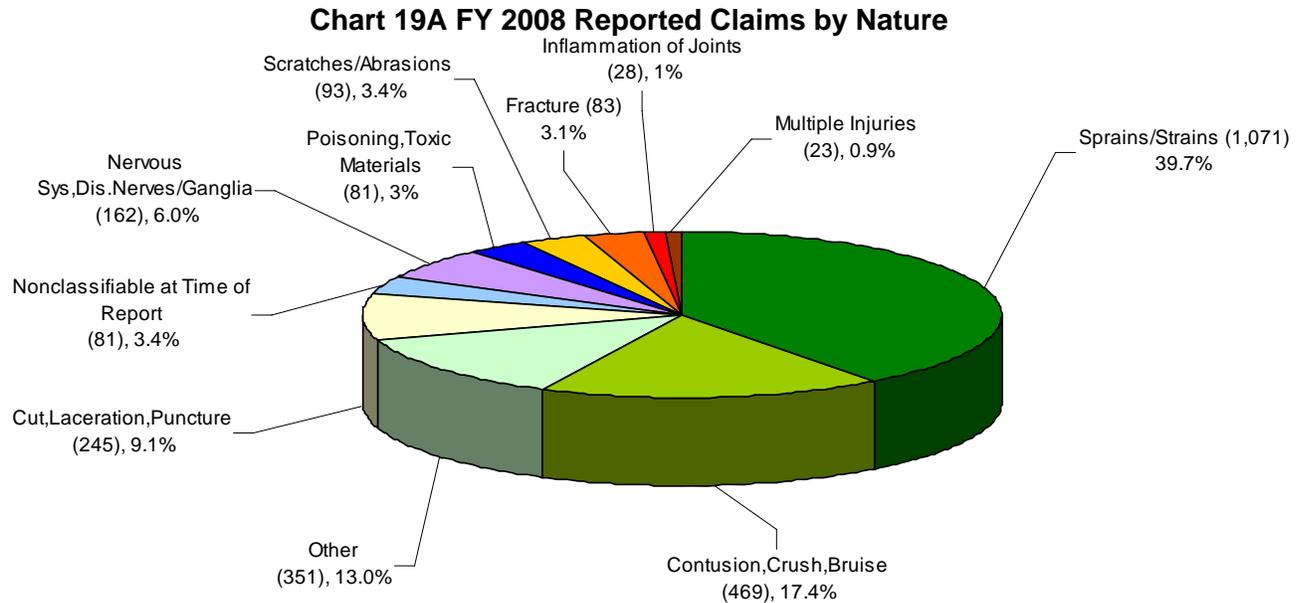
**Chart 18B 5-Year Comparison by Cause (%) of Reported Claims**



NOTE: The dollar amounts shown in parenthesis in chart 18B above are the historical average claim costs on claims reported in FY 2000 through FY 2004 paid out through 6/30/08.

## FY 2008 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 2008, sprains/strains continued to be the most frequently reported nature of injury (39.7%), occurring more than twice as often as the next most frequently reported nature, contusion/crush/ bruise (17.4%). While occurring infrequently, multiple injuries (\$9,560 average per claim) and fractures (\$9,818 average per claim) represent the most expensive reported claims.



NOTE: The dollar amounts shown in parenthesis in chart 19B above are the historical average claim costs on claims reported in FY 2000 through FY 2004 paid out through 6/30/08.

**The average workers' compensation claim incident rate increased slightly in FY 2008 (*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:

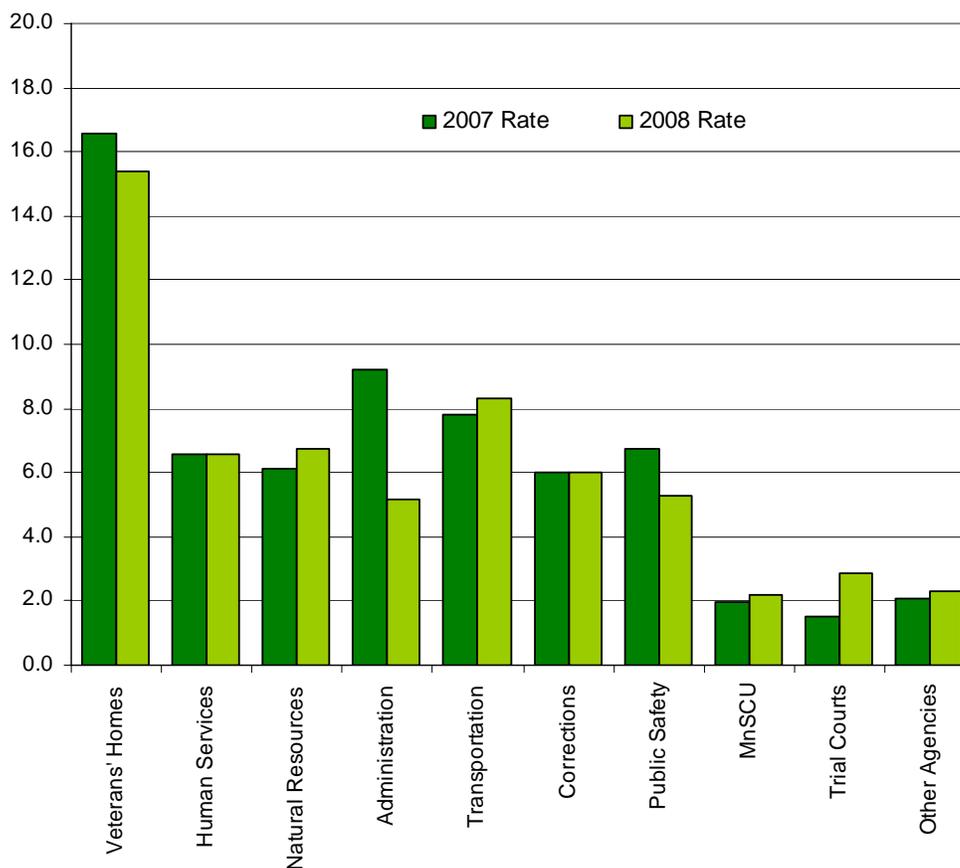
$$\text{Incident Rate} = \frac{\text{Number of Reportable Claims Paid} \times 200,000}{\text{Total Employee Hours Worked}}$$

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

The statewide average incident rate increased slightly from 4.2 in FY2007 to 4.3 in FY 2008. See Appendix C (p. 37) for individual agency incident rates for FY 2008.

Overall, the incident rate for all agencies decreased from 4.8 in FY 2004 to 4.3 in FY 2008. See Chart 21 (p. 34) for five year rate comparison.

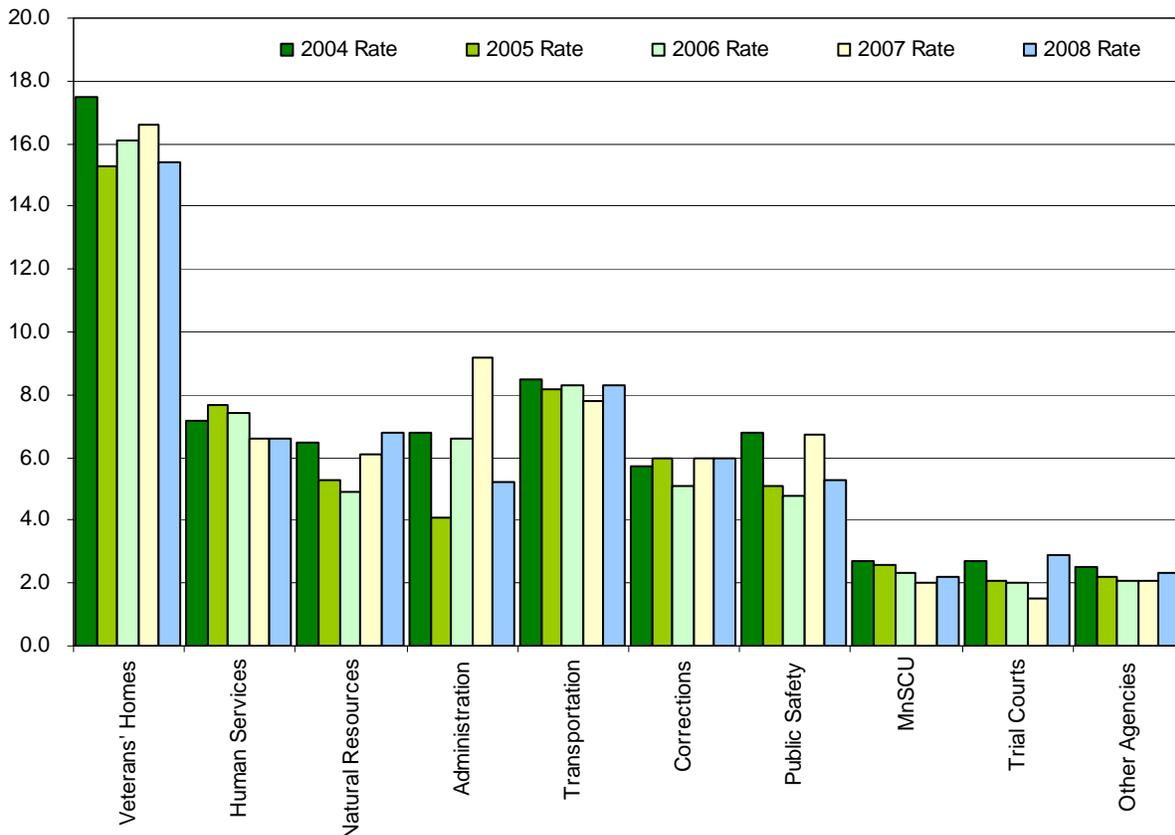
Chart 20/Incident Rates/FYs 2007-2008



Agency	FY 2007		FY 2007	FY 2008		FY 2008	FY 07-08
	Reportable Claims	Hours Worked	2007 Rate	Reportable Claims	Hours Worked	2008 Rate	Rate Change
<b>Veterans' Homes</b>	144	1,735,571	16.6	132	1,718,119	15.4	-1.2
<b>Human Services</b>	401	12,150,482	6.6	414	12,626,603	6.6	0.0
<b>Natural Resources</b>	148	4,830,943	6.1	163	4,826,815	6.8	0.6
<b>Administration</b>	39	847,352	9.2	23	892,562	5.2	-4.1
<b>Transportation</b>	310	7,933,649	7.8	326	7,866,433	8.3	0.5
<b>Corrections</b>	212	7,071,307	6.0	216	7,172,247	6.0	0.0
<b>Public Safety</b>	116	3,444,936	6.7	92	3,499,912	5.3	-1.5
<b>MnSCU</b>	284	28,562,151	2.0	318	29,169,516	2.2	0.2
<b>Trial Courts</b>	29	3,810,193	1.5	56	3,919,200	2.9	1.3
<b>Other Agencies</b>	202	19,188,071	2.1	225	19,707,795	2.3	0.2
<b>All Agencies</b>	<b>1,885</b>	<b>89,574,655</b>	<b>4.2</b>	<b>1,965</b>	<b>91,399,202</b>	<b>4.3</b>	<b>0.1</b>

\*Source of Hours Worked is SEMA4.

Chart 21/Incident Rate Comparison/FYs 2004-2008



	2004 Rate	2005 Rate	2006 Rate	2007 Rate	2008 Rate	04-08 Rate Change
<b>Veterans' Homes</b>	17.5	15.3	16.1	16.6	15.4	-2.1
<b>Human Services</b>	7.2	7.7	7.4	6.6	6.6	-0.6
<b>Natural Resources</b>	6.5	5.3	4.9	6.1	6.8	0.3
<b>Administration</b>	6.8	4.1	6.6	9.2	5.2	-1.6
<b>Transportation</b>	8.5	8.2	8.3	7.8	8.3	-0.2
<b>Corrections</b>	5.7	6.0	5.1	6.0	6.0	0.3
<b>Public Safety</b>	6.8	5.1	4.8	6.7	5.3	-1.5
<b>MnSCU</b>	2.7	2.6	2.3	2.0	2.2	-0.5
<b>Trial Courts</b>	2.7	2.1	2.0	1.5	2.9	0.2
<b>Other Agencies</b>	2.5	2.2	2.1	2.1	2.3	-0.2
<b>All Agencies</b>	<b>4.8</b>	<b>4.6</b>	<b>4.3</b>	<b>4.2</b>	<b>4.3</b>	<b>-0.5</b>

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**Appendix A: Reported Claims/FY 2007 – 2008 by Agency**

<b>Agency</b>	<b>FY 2007</b>	<b>FY 2008</b>	<b>% of Change</b>
Administration	52	41	-21.15%
Agriculture	16	23	43.75%
Animal Health Board	2	1	-50.00%
Attorney General	8	6	-25.00%
Boards & Commissions	5	3	-40.00%
Perpich Center for Arts Educ	0	3	100.00%
Commerce & Commerce Weights & Measures	6	6	No Change
Corrections	280	324	15.71%
Court of Appeals	1	0	-100.00%
Education	8	19	137.50%
Explore Minnesota Tourism	2	3	50.00%
Employment & Economic Development	39	40	2.56%
Employee Relations	3	0	-100.00%
Examining Boards	5	4	-20.00%
Faribault Academies	19	24	26.32%
Finance	1	2	100.00%
Friends of MN Conservation Corp	101	68	-32.67%
Gambling Control Board	1	0	-100.00%
Governor's Office	0	3	100.00%
Health	27	19	-29.63%
Higher Educ Services Office	2	1	-50.00%
Historical Society	23	13	-43.48%
House of Representatives	14	3	-78.57%
Housing Finance	5	3	-40.00%
Human Rights	2	1	-50.00%
Human Services	491	492	0.20%
Indian Affairs Council	0	0	No Change
Investment Board	0	1	100.00%
IRRA	7	7	No Change
Judicial	13	5	-61.54%
Judicial Standards Board	0	0	No Change
Labor & Industry	6	23	283.33%
Legislative Auditor	1	1	No Change
Legislative Coord Commission/Revisor of Statutes	0	0	No Change
Lottery	1	6	500.00%
Mediation Services	0	1	100.00%
Military Affairs	27	30	11.11%
MN State Retirement	2	2	No Change
MnSCU	453	445	-1.77%
Natural Resources	182	182	No Change
Office of Enterprise Technology	4	3	-25.00%
Ombudsman-Corrections	0	0	No Change
Ombudsperson for Families	0	0	No Change
Pollution Control Agency	24	17	-29.17%
Public Defense Board	6	2	-66.67%
Public Employees Retirement Assoc.	4	0	-100.00%
Public Safety	167	138	-17.37%
Public Utilities Commission	0	1	100.00%
Racing Commission	0	0	No Change
Revenue	30	28	-6.67%
Secretary of State	3	4	33.33%
State Arts Board	0	1	100.00%
State Auditor	0	1	100.00%
State Fair	18	27	50.00%
State Senate	2	5	150.00%
Tax Court	0	0	No Change
Teachers Retirement Assoc.	1	2	100.00%
Transportation	361	380	5.26%
Trial Courts	76	103	35.53%
Veterans Affairs	174	159	-8.62%
Work Comp Court of Appeals	0	0	No Change
Zoo	18	21	16.67%
<b>TOTAL</b>	<b>2693</b>	<b>2697</b>	<b>0.15%</b>

**FY 2008 Annual Report – Workers' Compensation Program**

**Appendix B: Benefit Costs/FY 2007 – 2008 by Agency**

<b>Agency</b>	<b>FY 2007</b>	<b>FY 2008</b>	<b>% of Change</b>
Administration	\$374,972	\$560,500	49.48%
Agriculture	\$311,312	\$290,299	-6.75%
Animal Health Board	\$1,134	\$4,729	317.02%
Attorney General	\$48,817	\$102,414	109.79%
Boards & Commissions	\$12,022	\$13,241	10.14%
Perpich Center for Arts Education	\$0	\$1,104	100.00%
Commerce & Commerce Weights & Measures	\$52,390	\$76,674	46.35%
Corrections	\$2,292,717	\$2,364,310	3.120%
Court of Appeals	\$0	\$0	No Change
Education	\$44,169	\$27,182	-38.46%
Explore Minnesota Tourism	\$1,004	\$383	-61.85%
Employment & Econ Development	\$406,452	\$362,923	-10.71%
Employee Relations	\$881	\$0	-100.00%
Examining Boards	\$12,146	\$21,086	73.60%
Faribault Academies	\$285,547	\$202,598	-29.05%
Finance	\$3,238	\$4,212	30.08%
Friends of MN Conservation Corp	\$43,525	\$17,173	-60.54%
Gambling Control Board	\$307	\$0	-100.00%
Governor's Office	\$2,455	\$2,225	-9.37%
Health	\$174,199	\$158,781	-8.85%
Higher Educ Services Office	\$656	\$7,833	1094.05%
Historical Society	\$17,561	\$32,381	84.39%
House of Representatives	\$4,538	\$2,817	-37.92%
Housing Finance	\$4,143	\$26,291	534.59%
Human Rights	\$5,460	\$2,249	-58.81%
Human Services	\$5,512,508	\$5,664,960	2.77%
Indian Affairs Council	\$0	\$0	No Change
Investment Board	\$0	\$4	100.00%
IRRA	\$36,642	\$37,379	2.01%
Judicial	\$37,594	\$7,607	-79.77%
Judicial Standards Board	\$0	\$0	No Change
Labor & Industry	\$132,921	\$171,221	28.81%
Legislative Auditor	\$757	\$101	-86.66%
Legislative Coord Commission/Revisor of Statutes	\$0	\$0	No Change
Lottery	\$16,503	\$11,893	-27.93%
Mediation Services	\$26,400	\$29,817	12.94%
Military Affairs	\$172,933	\$172,191	-0.43%
MN State Retirement	\$1,138	\$1,725	51.58%
MnSCU	\$2,292,184	\$2,513,929	9.67%
Natural Resources	\$1,085,435	\$1,093,681	0.76%
Office of Enterprise Technology	\$72,702	\$27,938	-61.57%
Ombudsman-Corrections	\$0	\$0	No Change
Ombudsperson for Families	\$0	\$0	No Change
Pollution Control Agency	\$25,398	\$28,189	10.99%
Public Defense Board	\$15,425	\$1,043	-93.24%
Public Employees Retirement Assoc.	\$298	\$171	-42.62%
Public Safety	\$1,042,578	\$1,079,014	3.49%
Public Utilities Commission	\$11,758	\$1,670	-85.80%
Racing Commission	\$0	\$0	No Change
Revenue	\$109,864	\$96,371	-12.28%
Secretary of State	\$375	\$693	84.80%
State Arts Board	\$0	\$678	100.00%
State Auditor	\$14,004	\$14,768	5.46%
State Fair	\$34,169	\$58,702	71.80%
State Senate	\$10,249	\$2,818	-72.50%
Tax Court	\$0	\$0	No Change
Teachers Retirement	\$0	\$2,637	100.00%
Transportation	\$4,021,775	\$4,233,137	5.26%
Trial Courts	\$403,078	\$728,375	80.70%
Veterans Affairs	\$1,031,917	\$969,000	-6.10%
Work Comp Court of Appeals	\$17,766	\$9,514	-45.45%
Zoo	\$172,433	\$182,651	5.93%
<b>TOTAL</b>	<b>\$20,398,449</b>	<b>\$21,423,282</b>	<b>5.02%</b>

**Appendix C: Agency Incident Rates/FY 2008**

<b>Agency</b>	<b># of Hours Worked</b>	<b>Reportable Claims</b>	<b>Incident Rate</b>
Administration	892,562	23	5.15
Agriculture	708,393	17	4.80
Animal Health Board	75,396	1	2.65
Attorney General	598,875	3	1.00
Boards & Commissions	369,775	1	0.54
Perpich Center for Arts Education	131,470	2	3.04
Commerce & Commerce Weights & Measures	541,909	5	1.85
Corrections	7,172,247	216	6.02
Court of Appeals	163,580	0	0.00
Education	740,934	9	2.43
Explore Minnesota Tourism	89,708	3	6.69
Employment & Economic Development	2,666,526	21	1.58
Employee Relations	184,791	0	0.00
Examining Boards	305,043	2	1.31
Faribault Academies	318,825	19	11.92
Finance	274,050	2	1.46
Friends of MN Conservation Corp	Not Available	26 *	Not Available
Gambling Control Board	55,128	0	0.00
Governor’s Office	78,702	2	5.08
Health	2,270,909	16	1.41
Higher Educ Services Office	118,711	0	0.00
Historical Society	Not Available	8 *	Not Available
House of Representatives	Not Available	2 *	Not Available
Housing Finance	344,053	2	1.16
Human Rights	74,883	1	2.67
Human Services	12,626,603	414	6.56
Indian Affairs Council	6,877	0	0.00
Investment Board	36,283	0	0.00
IRRA	120,640	7	11.60
Judicial	444,749	4	1.80
Judicial Standards Board	3,414	0	0.00
Labor & Industry	768,779	15	3.90
Legislative Auditor	114,460	1	1.75
Legislative Coord Commission/Revisor of Statutes	166,488	0	0.00
Lottery	246,336	4	3.25
Mediation Services	26,783	1	7.47
Military Affairs	471,471	24	10.18
MN State Retirement	146,364	1	1.37
MnSCU	29,169,516	318	2.18
MnSCU-Student Workers	Not Available	48 *	Not Available
Natural Resources	4,826,815	163	6.75
Office of Enterprise Technology	551,582	2	0.73
Ombudsperson for Families	8,600	0	0.00
Pollution Control Agency	1,620,245	13	1.60
Public Defense Board	1,215,566	2	0.33
Public Employees Retirement Assoc.	151,469	0	0.00
Public Safety	3,499,912	92	5.26
Public Utilities Commission	76,569	1	2.61
Racing Commission	22,567	0	0.00
Revenue	2,385,863	22	1.84
Secretary of State	131,341	1	1.52
State Arts Board	16,318	1	12.26
State Auditor	188,109	0	0.00
State Fair	Not Available	22 *	Not Available
State Senate	Not Available	5 *	Not Available
Tax Court	10,139	0	0.00
Teachers Retirement	139,079	1	1.44
Transportation	7,866,433	326	8.29
Trial Courts	3,919,200	56	2.86
Veterans Affairs	120,161	1	1.66
Veterans Homes Board	1,718,119	132	15.37
Work Comp Court of Appeals	23,083	0	0.00
Zoo	382,799	18	9.40
<b>TOTAL</b>	<b>91,399,202</b>	<b>1,965</b>	<b>4.30</b>

\* Reportable Claim #'s are not included in the 1,965 total

Appendix C1: Agency Incident Rates Graph/FY 2008

