

PRIMA PRESS

A QUARTERLY NEWSLETTER FOR OUR MEMBERS

texasprima.org
Texas Chapter Public Risk Management Association

March 2019

In This Issue...

1. [President's Message](#)
2. [Public Risk Management Awareness Day](#)
3. [Texas PRIMA Education Committee](#)
4. [Supporting Employers In Managing An Aging Workforce](#)
5. [Members on the Move](#)
6. [Sponsor Highlight](#)
7. [Letter from the Editor](#)

President's Message



Building the Pyramids of Risk Management – Texas PRIMA's 2019 Conference Theme

Everything we do is built on a foundation from the ground up...

Spring is upon us, but it seems like just last week we were in Irving reconnecting with friends and colleagues, including our sponsors and exhibitors, and meeting new professionals who are on our same journey. For me, and probably for many of you, Texas PRIMA is where it all began. Twelve years ago I was asked to take on the City of Sugar Land's newly created risk management position. Like many of you, I had no idea what I was getting myself into and I certainly did not know what all risk management entailed. It was as foreign as "hieroglyphics and mummification". Now

here I find myself excited and honored to be the 2019 Texas PRIMA President, writing my first newsletter article for this organization.

2018 was another whirlwind year with record-breaking catastrophic events – hurricanes, flooding, California fires and the list goes on. Here in Texas, those affected by Hurricane Harvey, in the private and public sector, are still dealing with claims and FEMA. The 2019 Texas Legislative Session is underway and more changes are coming that will affect how we do our jobs as well as budget impacts.

Not to fear though, Texas PRIMA is one of your major resources that was created what seems like in "ancient times" where risk professionals began building their Risk Management "pyramids". The same systems and programs we now share with new risk professionals. Through challenges and hurdles, we are all the "Cleopatra and Pharaohs of ancient times" – dedicated, ambitious and talented leaders, among other things.

The Board of Directors held their first meeting of the year in January. Our scribes and committees are already making plans for member outreach, social media updates and the "hidden treasures" found within the educational seminars and webinars. Our next board meeting is in March where we will meet with a group of our generous and committed sponsors. This is a chance for them to give their feedback and for us to explore opportunities for growth to continue making Texas PRIMA one of the largest and most

successful public risk management organizations. In November, we will attend our annual conference deep in the tombs of Moody Gardens in Galveston.

How do we restore and preserve the pyramids of Risk Management including Safety, Workers' Comp, Property & Liability, Health Benefits, and Employment Practices? We "walk the sands and admire the sphynx" by looking forward to what Texas PRIMA has in store for 2019.

Do not forget to visit the [Texas PRIMA website](#) for job postings, newsletters, educational opportunities and a members-only section. Follow us on [Facebook](#) and [LinkedIn](#)! Also check your e-mails for updates and events. Let's get ready to "dance like an Egyptian" and make 2019 as historic as the Egyptians.

Norma Martinez
2019 Texas PRIMA President



Save the Date: November 10-13, 2019

[Texas PRIMA Annual Conference - Moody Gardens Galveston](#) *Reserve your room today!*

Public Risk Management Awareness Day



In case you haven't heard, March 1st is officially Public Risk Management Day! The goal is to bring a heightened level of awareness and education throughout communities by giving public risk management a platform to use to create special activities, proclamations and publications commemorating every March 1st as Public Risk Management Awareness Day! Texas PRIMA is promoted the day on the www.texasprima.org website, community forum, in this newsletter and on our social media platform. You can find a toolkit on the website that has a sample resolution, the logo, logo use guidelines, and a written description of the awareness day. The day can be found on the National Archive Day website at www.NationalDayArchives.com. National PRIMA promoted the awareness day also.

I've heard from many of our members across the state on how they celebrated the day in their own entities. In Corpus Christi, we've had resolutions adopted by the Port of Corpus Christi and Nueces County. The City of Corpus Christi has approved a proclamation recognizing the awareness day.

Governor Abbott signed a proclamation inaugurating March 1st as Public Risk Management Awareness Day! The proclamation was sponsored by Representative Abel Herrero and read in the House Chambers of the Capital on Wednesday, February 27, 2019! Several Texas PRIMA Members were in attendance, including Donna James-Spruce, Martha Valderama and Mariza Rodriguez with the Port of Corpus Christi, Cindy Conyers with City of San Marcos, Melissa Steger with the University of Texas System, Robert Warren with the City of Arlington, and Leslie Milvo with the City of Austin.



Creative rationale for the logo is that the star is the base for the logo, representing Texas, the state in which the Public Risk Management Awareness Day originated. The five points of the star abstractly represent the five stages/processes of the enterprise risk management process model; scan environment, identify risks, analyze risks, treat risks, monitor and assure. The colors and reversed wave are a subtle representation of the Port of Corpus Christi, who initiated the day of awareness for public risk management.

We would love to hear how your entity commemorated the day! Thanks and see you in Galveston at Texas PRIMA's Annual Conference.

Donna James-Spruce, A.R.M.
Director of Risk Management, Port of Corpus Christi Authority

Why a Public Risk Management Awareness Day?

The question that surrounds many individuals who do not work in Risk Management is: What is Risk Management? If you are reading this article, you know how complex the response to this question can be. There certainly can be an unspoken gap between every department in an organization and Risk Management. The Director of Risk Management at the Port of Corpus Christi recognized this gap and has established a platform in which to provide the opportunity to bridge the gap within the organizations of public entities all around Texas. Mrs. Donna James-Spruce, along with her staff, established the Public Risk Management Awareness Day as March 1st in the National Day Archives. Furthermore, on a more local level, Mrs. James-Spruce initiated the adoption of a Resolution for this awareness day on February 12, 2019 from the Nueces County Commissioner's Court. Additionally, the Port of Corpus Christi adopted the same Resolution on February 19, 2019 at their Commissioners meeting. The City of Corpus Christi followed suit and adopted the Proclamation at their City Council meeting on February 26, 2019. This fierce team didn't stop there, they contacted State of Texas Representative Mr. Abel Herrero's office to have a Resolution read in their District at the State Capital during the legislative session on February 27th. Even though the Port of Corpus Christi's team did the leg work to establish this platform for educational and engagement opportunities, they have extended the invitation to neighboring public entities including the Risk Management team at the City of Corpus Christi, Nueces County and the Corpus Christi ISD for recognition at these meetings and encourage all public entities around Texas to do the same! Let's stand together to recognize and bring awareness to Public Risk Management, whether a city, county, port authority, school district, or other governmental entity, each has a unique set of inherent risks.



Surrounding public entities also scheduled with their own Mayors and City Councils in recognizing this day, and you can as well. On behalf of the Port of Corpus Christi Risk Management team, we encourage you to engage with your local jurisdictions and request Proclamations and/or Resolutions for the Public Risk Awareness Day of March 1st. You have a whole year to prepare and make those connections. Texas PRIMA has provided a Public Risk Management Day toolkit on their website to help jumpstart your efforts in commemorating this day within your local government. See www.texasprima.org. National PRIMA is promoting the day and Texas PRIMA has also used its social media campaign to spread the word!

Will you help to spread the word about Public Risk Management Awareness Day in your organization?

The City of Austin recognized Public Risk Management Awareness Day by having our Mayor, Steve Adler, sign a proclamation acknowledging March 1st as Public Risk Management Awareness Day. The day and logo will also be placed in City Source, our employee newsletter. - Leslie Milvo, Risk Manager, City of Austin, Texas

The City of San Marcos recognized this inaugural event by having our Mayor, Jane Hughson, sign and read a proclamation to acknowledge March 1st as Public Risk Management Day. Our Risk Management Team also created 'treats' for our entire staff to promote Safety Awareness. On Friday, March 1st, our team visited each department and delivered 'Don't Let Accidents POP Up' popcorn bags with safety tips on how to prevent accidents. This recognized day gave our team a chance to get out and visit with employees throughout the City and promote safety and the principles of risk management! - Cindy Conyers, Mandy Riske & Pina Rodriguez, City of San Marcos

Texas PRIMA Education Committee

Similar to the Ancient Egyptian Education system, the 2019 Texas PRIMA Education committee is looking for those topics that are essential to the success of the PRIMA kingdom. Slaves (volunteers) are pouring out their time to find the lost pyramid (locations) for upcoming Regional Seminars, as well as priest and scribes to deliver the much-needed teachings. We are excited to announce the following upcoming locations and dates:

- April 18, 2019 – Frisco
- Summer 2019 – Central Texas (TBD)
- Summer 2019 – Corpus Christi

Please let us know if there is a topic of interest you would like to see presented.

And More on Webinars!!

Texas PRIMA hosted our first webinar committee meeting on February 19th. Our goal is to offer eight webinars during 2019 on meaningful topics for those involved in the world of risk management.

Since March 8th is the last day for bills to be filed, the topic of our first webinar will be an overview of legislation public entities should watch. Although the logistics are still in the works, we are targeting the week of March 18 for the presentation. Keep an eye on your email and the Texas PRIMA website for developing details.

*Robert Warren and Melissa Steger
Education Committee Chair and Webinar Committee Chair*

Supporting Employers in Managing an Aging Workforce

Why Is Our Workforce Aging and Why Are They Still Working?

Statistics indicate that 40% of those over the age of 55 are working. Beyond that, the baby boomers are a large segment of our population with 10,000 in the U.S. turning 65 every day! It is estimated that within the next decade 40% of the U.S. labor force will be eligible for retirement. At the same time, the retirement age is gradually changing to 70 years old, and as many as 75% of older adults expect to work after age 70. Why? Many of these workers do not have adequate savings to support themselves in the lifestyle to which they have become accustomed in retirement. Other older workers simply want to continue to work in some capacity after reaching the typical retirement age, and still others want put off taking social security to maximize these benefits.

What Are The Effects Of Aging?

This will not come as a surprise to anyone. The effects of aging are apparent to many and here are some: decreased strength and range of motion, decreased movement and speed, loss of vision and hearing, decreased spatial sense, and cognitive changes. These changes are coupled with an increase in chronic

conditions such as hypertension, arthritis, diabetes, and heart problems. The top 5 types of injuries that impact aging workers are: rotator cuff sprains, lumbar disc disease, brain injuries, carpal tunnel syndrome, and knee cartilage injuries.

How To Keep Our Aging Workers Safe

Some solutions are: reduce heavy lifting; reduce static standing time; improve working surfaces; improve illumination; review office ergonomics; eliminate work on ladders; avoid above the shoulder work; and keep floors clear, dry, and cushioned.

Claims Management

Gather as much medical and activity information as possible and use the same process regardless of the age of the injured worker. Remain in conversations with your employees and focus on function, not pain. Early intervention is the key to success. And lastly, follow up with them!

Conference Presentation by Patty Reinecke, RN and Tina D'Andrea, RN of Midwest Employers Casualty

Members on the Move

Tobin Hawkins, Regional VP –Association Relationship Management at Cigna Government and Education will be retiring April 30th. Congratulations Tobin and we hope you enjoy your retirement!

Melissa Ledesma is the new Safety & Risk Coordinator for City of Sugar Land.

Welcome New Members:

Michael S. Alexander, JD, W.J. Alexander & Associates, P.C.

David Brown, Project Manager, Knight Restoration Services

Linda Cruz, Human Resources Coordinator, City of Richmond

Timothy Everest, Risk Manager, Nueces County

Shelly Freeman, Human Resources Director, City of Richmond

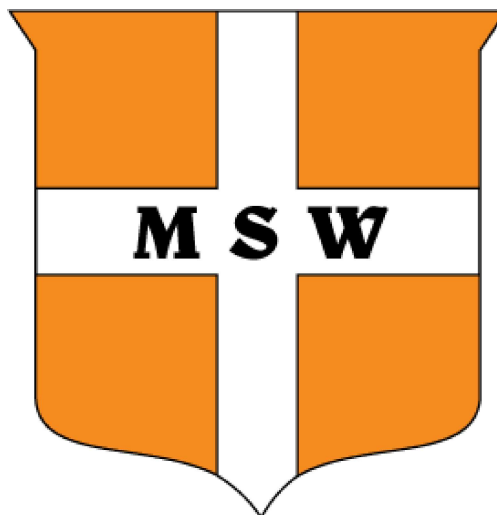
Kimberly Russ, Interim Purchasing Manager, City of Texarkana, Texas

Izzy Williams Zandany, Director of Risk Management & Medicaid Reimbursement, AISD

The member's only section at texasprima.org is your year-round professional development tool!

The community forum is a great place to post questions and answers to colleagues, the webinar page contains links to our new webinar series and the presentation archives page contains all of the conference and regional seminar presentations.

Sponsor Highlight



McGriff, Seibels & Williams of Texas, Inc. (MSW) is proud to be a Platinum sponsor of Texas PRIMA. MSW is a division of BB&T Insurance Holdings, Inc., the 5th largest insurance brokerage firm in the world. The MSW/BB&T family has over 37,000 employees and over \$220 billion in assets. The MSW Texas operation is the largest provider of insurance and risk management services to Public Entities in Texas.

With offices in Houston, Dallas, and San Antonio, MSW specializes in providing Commercial Property & Casualty, Employee Benefits, and Risk Management consulting services for Texas Public Entities. The staff dedicated to Public Entity accounts has a broad range of experience including former Public Entity risk managers and Texas PRIMA board members who have “walked in the shoes” of Texas public entity risk professionals.

The experienced professionals at MSW work in the global insurance marketplace to obtain the best coverage available at the best price for our Public Entity clients. MSW utilizes in-depth knowledge, experience, and resources to help our clients find solutions for a full range of risk management and benefits needs. The goal of McGriff, Seibels & Williams is to establish long-term partnerships with their clients by providing top-notch service, inspiring customer confidence and trust.

McGriff, Seibels & Williams congratulates the success of Texas Chapter PRIMA as the premier organization providing education, training, and resources for Public Entity risk professionals and we appreciate the opportunity to be a long time partner of this organization.



AS&G Claims Administration, Inc. is the nation's premier provider of claims administration services to the public risk sector. Since 1983, they have been a single source provider of workers' compensation, general liability, automobile liability, professional liability and property claims expertise to local governments and municipal organizations. Their goal is to reduce clients' costs through proactive claims handling and experienced decision-making. AS&G's dedication is to deliver quality service that exceeds expectations.

Thank you Sponsors!

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Gold

Texas Political Subdivisions | Munich RE | Midwest Employers Casualty Company | Safety National | North American Solutions | Commercial Risk Services

Silver

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Letter from the Editor



Welcome to the 2019 PRIMA press newsletter. As Paul J. Meyer once said, “Communication – the human connection – is the key to personal and career success”. So, in that vein, the Communications Committee welcomes suggestions, topics, ideas, and even articles from our membership. We have a diverse membership and we want to provide relevant, current information to all of you! I want to say thank you to the current 2019 Communications Committee members for serving in this capacity, and we are ready to hear from you:

Leslie Milvo, City of Austin, Leslie.milvo@austintexas.gov
Scott Mills, Kerrville State Hospital, Scott.mills2@hsc.state.tx.us
Mariza Rodriguez, Port of Corpus Christi, mrodriguez@pocc.com

Mark Barta, City of Ft. Worth, Mark.barta@fortworthtexas.gov
Brenda Soto, Harris County, Brenda.soto@bmd.hctx.net

Knowledge is power, so let's all increase our knowledge!

Leslie Milvo, ARM, AU
2019 Communications Committee Chair

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