



TRINDEL

Risk Management for Rural Counties

A Joint Powers Authority Established in 1980

October 4, 2023

Board of Directors Meeting

Agenda



PRESIDENT
Nathan Black

VICE-PRESIDENT
Nichole Williamson

SECRETARY
Van Maddox

Location: Intercontinental the Clement Monterey
Ocean Terrace 1 – Meeting Space
750 Cannery Row
Monterey, CA 93940

Date: Wednesday, October 4, 2023

Time: 9:00 AM – 4:00 PM

ORDER OF BUSINESS

As to each agenda item, the Board may take action, give direction and/or receive informational reports.

1. Call to Order:

2. Roll Call:

Article IV, Section 3. Of the Bylaws: Quorum-A majority of the Directors holding office shall constitute a quorum for the transaction of business at any meeting. All actions of the Board shall require the affirmative vote of a majority of the members at a meeting duly held at which a quorum is present.

3. Public Comment:

Matters under the jurisdiction of the Board, whether or not on the posted Final Agenda, may be addressed by the general public at this time. The total amount of time for public comment shall be no more than fifteen minutes. The President, with consensus of the Board, may establish reasonable regulations including, but not limited to, limiting the amount of time allocated for a particular issue and for each speaker. No action is to be taken or substantive discussion pursued on matters not on the posted Final Agenda.

4. Consent Calendar: Approval of June 23-24, 2023 Board of Directors Minutes: An action item to approve the Minutes of the above meeting. Check Register & Invoices: An action item to approve check register and invoices from the fourth quarter of fiscal year 2022-23.

Reports

5. **Committee Reports:** Report on Executive Committee meetings since last board meeting.
6. **Department Reports:** Reports on Department Activities from Risk Control, Workers' Compensation, Liability and Property, and Administration.
7. **Treasurers Report:** Treasurer's report on investment activities and holdings as of 6/30/2023.

Programs

8. **Risk Control Audit Results:** *Informational item to review the results of the 22-23 fiscal year Risk Control Audit Results.*
9. **2022-2023 Workers' Compensation Claims Audit:** *Action item to review and approve the Workers' Compensation Claims Audit for 2022-2023.*
10. **Law Enforcement Task Force Resolution 24-01:** *An action item to review, discuss, advise and approve a Trindel Law Enforcement Task Force as part of our increased focus on law enforcement from Strategic Plan.*
11. **2023-2024 PRISM Excess Premiums:** *Informational to update the Board of Directors on the 2023-2024 PRISM Excess Premium costs.*
12. **2022-2023 Return of Funds:** *Action item to approve return of funds from fiscal year 2022-2023.*
13. **Review of Workers' Compensation and General Liability pool performance:** *Informational item to review financial position of pools as of 6/30/2023, and benchmarking criteria for Captive/Increased SIR.*

General Business

14. **Review of Budget and Financial Statements as of 06/30/2023:** *Review of Budgets, Statement of Net Position, Statement of Revenues and Expenses and changes in Net Position for fourth quarter of fiscal year 2022-2023.*
15. **Pension Liability and Pension Expense Update:** *Informational item to update the Board on new pension liability, and expense, and funding options for 2024-2025.*
16. **HR Policy Updates:** *Action item to review and approve updates to HR policies that were adopted by the Board of Directors in 2015.*
17. **Investment Policy Revision:** *Action item to discuss, modify, or approve revision to investment policy that will allow us to extend the duration of our investments under CA Gov. Code Section 53601 beyond five years.*

- 18. Approval of Position Allocations for 2023-2024 fiscal year:** *Action item to approve allocations of positions on 2023-2024 salary schedule.*
- 19. New Website Demonstration:** *Informational presentation from Trindel staff on the new website.*
- 20. Future Meetings:** *Informational for review and comment, select new date for February meeting in Colusa, and meeting and location of Spring 2024 meeting.*
- 21. Closed Session:** *Executive Directors Evaluation: Government Code Section 54957.6 Andrew Fischer*

22. Adjournment

Disability Access: The meeting room is wheelchair accessible and disabled parking is available at the meeting location. If you are a person with a disability and you need disability-related modification or accommodations to participate in this meeting, please contact the Executive Director at (phone) 530-623-2322, (fax) 530-623-5019 or (email) afischer@trindel.org. Requests for such modifications or accommodations must be made at least two full business days before the start of the meeting.



CALL TO ORDER

1.



ROLL CALL

2.

CALL MEETING TO ORDER

Alpine County	Nichole Williamson Klaus Leitenbauer	Plumas County	Travis Goings Debra Lucero
Colusa County	Kaline Moore Todd Manouse	San Benito County	Ray Espinosa Henie Ring
Del Norte County	Neal Lopez Cathy Hafterson	Sierra County	Van Maddox Judi Behlke
Lassen County	Richard Egan Tony Shaw	Sutter County	Nate Black Jason Claunch
Modoc County	Chester Robertson Tex Dowdy	Tehama County	Gabriel Hydrick Coral Ferrin
Mono County	Mary Booher Jay Sloane	Trinity County	Suzie Hawkins Trent Tuthill
		Total Member Entity's present _____ (7 members are required to hold a quorum)	

Other people present:

ESTABLISHMENT OF A QUORUM

Article IV, Section 3. Of the Bylaws: Quorum-A majority of the Directors holding office shall constitute a quorum for the transaction of business at any meeting. All actions of the Board shall require the affirmative vote of a majority of the members at a meeting duly held at which a quorum is present.



PUBLIC COMMENT

3.

Allow public to address the Board of Directors:

Matters under the jurisdiction of the Board, whether or not on the posted Final Agenda, may be addressed by the general public at this time. The total amount of time for public comment shall be no more than fifteen minutes. The President, with consensus of the Board, may establish reasonable regulations including, but not limited to, limiting the amount of time allocated for a particular issue and for each speaker. No action is to be taken or substantive discussion pursued on matters not on the posted Final Agenda.



CONSENT CALENDAR

4.

- **Approval of June 23-24, 2023 Board of Directors Minutes:** *An action item to approve the Minutes of the January 26-27, 2023 Board of Directors meeting. They were sent out on July 6, 2023, and on September 17, 2023.*
- **Check Register & Invoices:** *An action item to approve check register and invoices from the fourth quarter of fiscal year 2022-23.*



A Joint Powers Authority Established in 1980

June 22-23, 2023

Board of Directors

Meeting Minutes

PRESIDENT
Nathan Black

VICE-PRESIDENT
Nichole Williamson

SECRETARY
Van Maddox

Location: Bear Valley Lodge
Grizzly Room
265 Bear Valley Rd
Bear Valley, CA 95223

Date: Thursday, June 22, 2023 – Day 1
Time: 1:00 PM – 5:00 PM

Date: Friday, June 23, 2023 – Day 2
Time: 8:30 AM – 12:00 PM

ORDER OF BUSINESS

As to each agenda item, the Board may take active, give direction and/or receive informational reports.

I. Call to Order:

Call to Order and establishment of a quorum

Time Meeting Called to Order: 12:57 PM on Thursday June 22, 2023. President Nathan Black presided over the meeting.

II. Roll Call

Day 1 – Thursday, June 22nd 2023 ~ 1:00pm-5:00pm

Alpine County Nichole Williamson

Colusa Kaline Moore

Del Norte Cathy Hafterson

Lassen	Tony Shaw
Modoc	Chester Robertson
Mono	Absent
Plumas	Travis Goings, Debra Lucero
San Benito	Henie Ring
Sierra	Van Maddox, Judi Behlke
Sutter	Nathan Black, Jason Claunch
Tehama	Gabriel Hydrick
Trinity	Suzie Hawkins, Trent Tuthill
Trindel Staff	David Nelson, Andrew Fischer, Rachael Hartman, Sean Houghtby, Jack Contos, Martha Navarro
Other's Present	Gina Dean (Prism CEO); Kevin Webb (RW Baird), Shelly Nelson (Public)

Day 2 – Friday, June 23th 2023 ~ 8:30am-12:00pm

Alpine County	Nichole Williamson
Colusa	Kaline Moore
Del Norte	Cathy Hafterson
Lassen	Tony Shaw
Modoc	Chester Robertson
Mono	Absent
Plumas	Travis Goings, Debra Lucero
San Benito	Henie Ring
Sierra	Van Maddox, Judi Behlke
Sutter	Nathan Black, Jason Claunch
Tehama	Gabriel Hydrick
Trinity	Suzie Hawkins, Trent Tuthill
Trindel Staff	Andrew Fischer, Rachael Hartman, Sean Houghtby, Jack Contos, Martha Navarro
Other's Present	Gina Dean (Prism CEO); Kevin Webb (RW Baird)

III. Public Comment

Tony Shaw of Lassen County read a proclamation from the Lassen Board of Supervisors in recognition of David Nelson for his years of service to Lassen County in his work for Trindel Insurance Fund as follows:

“Lassen County California Proclamation in honor of David Nelson for his years of service as executive director of Trindel Insurance Fund.

Whereas, David Nelson is retiring from Trindel Insurance Fund on June 30, 2023 as its Executive Director. Lassen County is a member of the Trindel Insurance Fund, a joint powers authority, formed to provide its members with stable, cost-effective, risk financing

mechanisms, insurance program monitoring and loss prevention services; and,

Whereas, David Nelson was assistant Auditor and Auditor with the County of Trinity, and was on the Trindel Board of Directors where he guided Trindel to increase their reliance on Self-Insurance as opposed to more traditional insurance. This set a course for the future of Trindel where he became Executive Director in 2009, and continued to be a leader in the Self-Insurance and risk pooling community; and,

Whereas, David Nelson as executive director led and managed Trindel's operations to grow the JPA to serve Lassen County and other members with industry leading services and programs to exceed target audit scores and maximized confidence funding levels, and growing assets from 6 million dollars to approximately \$94 million dollars; and,

Whereas, David Nelson once retired, David plans to spend more time with Parents, Siblings, grandchildren, cat, and traveling with his wife Shelly, enjoying outdoor activities, especially hunting and fishing.

Now, therefore be it resolved, by the Board of Supervisors of the County of Lassen, hereby tender to David Nelson our appreciation for his dedication to public service; and, for his exemplary leadership at Trindel for the benefit of the JPA, its members, Lassen County and our constituents for whom we serve; and, that the Board of Supervisors wishes him well in all future endeavors and retirement.

The foregoing Proclamation was adopted at a Regular Meeting of the Board of Supervisors, County of Lassen, State of California, held on the 13th day of June, 2023 at Susanville, California.”

This proclamation was signed by Lassen County Board of Supervisors Gary Bridges, Chrius Gallagher, Tom Neely, Aaron Albaugh, and Jason Ingram.

Gina Dean of PRISM shared that there is an open seat on the PRISM Finance Committee since Nate Black's resignation. PRISM is required to have a County employee with a strong financial background sit on the committee, and historically it has been occupied by a Trindel Board member.

IV. Closed Session

- a. Conference with Labor Negotiators: *Government Code Section 54957.6 David Nelson and Andrew Fischer are designated representatives for staff. Informational for review and comment.*
- b. Executive Directors Evaluation: *Government Code Section 54957.6 Andrew Fischer*

V. Reconvene in Open Session

- a. Report Out of Closed Session: Report out at 1:54pm on Thursday 22, 2023 with no action taken, and report out again on Friday June 23, 2023 at 10:49 am with no action taken.
- b. Executive Directors Contract:

Motion by Nichole Williamson, Alpine County, to approve Executive Director's three-year contract for the period June 26, 2023 through June 26, 2026. Full contract is attached to these minutes as Exhibit A.

Seconded by Van Maddox, Sierra County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Mono

VI. Consent Calendar

- a. Approval of January 26-27, 2023 Board of Directors Minutes: *An action item to approve the minutes of the prior board meeting.*
- b. Check Register & Invoices: *An action item to approve check register and invoices from the third quarter of fiscal year 2022-23.*
- c. Review of Conflict-of-Interest Code: *Annual Review of the Trindel Conflict of Interest Code as Required by FPPC and CAJPA.*
- d. Review of Investment Policy: *Annual Review of the Trindel Investment Policy pursuant to CA Gov. Code sec. 53646(A).*

President Nathan Black of the County of Sutter asked if all Board Members reviewed the items on the consent calendar i.e., items VI.a, VI.b, VI.c, VI.d, hearing no comment he advised that a motion would be entertained.

Motion by Kaline Moore of Colusa County to approve all items on the consent calendar, VI.a, VI.b, VI.c, and VI.d.

Seconded by Gabriel Hydrick of Tehama County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absence.

AYES: Alpine, Colusa, Del Norte, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, Trinity

NOES: None

Abstains: None

ABSENT: Mono

VII. Reports

- a. Committee Reports

- i. *Claims Review Committee*

Andrew Fischer, Executive Director for Trindel Insurance Fund, presented on the Claims Review Committee (CRC) activities since the January, 2023 Board of Directors meeting. The CRC met the last Friday of the months of February, March, April, and May regarding a request for settlement authority regarding a general liability claim against the County of San Benito. Ultimately, the CRC did not grant the County authorization to use pooled funds for settlement purposes but allowed the County to use the banking layer within their SIR.

ii. Executive Committee

Andrew Fischer presented on the activities of the Executive Committee since the January, 2023 Board of Directors meeting. The Executive Committee met the last Friday of the months of February, March, April, and May in closed session for Executive Director evaluations, and conference with labor negotiators. The Executive Committee approved the creation of the Senior Positions, in accordance with authorization granted to them by the Board of Directors at the January, 2023 meeting, and assisted in review of the salary schedule update. No further action was taken.

b. Department Reports

i. Risk Control Department

Rachael Hartman, Director of Risk Control, presented the Risk Control Department report. The Risk Control Department sends out webinar links every month for member staff to take advantage of virtual trainings in furtherance of assisting the members in achieving high scores on the Loss Prevention Audit. The Risk Control team has also performed 36 in-person trainings or inspections from January through May of 2023. Tehama and Trinity Counties have more on-site visits due to changes in the County Departments with new employees. The Law Enforcement and Department Safety Representative (DSR) Conference were both a success. With the support of the Del Norte Sheriff by making trainings mandatory, 3 leadership trainings all in one day was a success, and reached all of the department employees. Board members responded in agreement and stated they appreciated the month end reviews and would like to see them continue. Andrew Fischer commented that this last years DSR conference was the best conference he has ever seen.

ii. Liability Property Department

Sean Houghtby, Director of Property and Liability Claims, presented the Property and Liability Claims Department report for the 3rd quarter 2023 activities. He advised that a PRISM general liability claims audit was conducted and he will be presenting the audit later in the agenda. There was one large settlement in the amount of 7 million, the settlement was on an older case and covered by PRISIM so there will be no effect to county premiums. Sean reported that he is planning on visiting every County and conducting a file review at each in the coming year. Dangerous Condition of Public Property claims are on the rise as the most frequent loss, and second most frequent are related to personal injury claims against law enforcement. For the 22-23 fiscal year they have opened 153 new liability claims, and advised on the amount incurred on new matters as well as on existing liability claims. He reported on Counties with the most open claims, and the amount of liability claims closed within the year. For the property program, he updated on the amount of claims filed thus far within the fiscal year, advised on the most frequent type of loss, as well as the most severe, and reported on the Counties with the most property claims. Sean reported on liability trainings coming up in July and the County Counsel Risk Management Summit in October. Debra Lucero of Plumas County requested that County Administrative Officers (CAO) be included on training opportunities in addition to Risk Management, and County Counsel staff. Trent Tuthill, Trinity County Alternate, requested more specific data to get a better picture of the Property and Liability Claims history of the County of Trinity.

iii. Workers' Compensation Department

Andrew Fischer, Executive Director and Interim Director of Workers' Compensation, reviewed the Workers' Compensation department Report for the 3rd quarter of 2023. Andrew reported that he started in the Worker's Compensation Department and filling in as the Director for this department has given him an opportunity to go back and be the boots-on-the-ground with the Workers' Comp team. Tim Vincent from PRAXIS has been assisting with the supervisory reviews to adhere to PRISM's Claims Handling Guidelines. The

PRISM Workers' Compensation claims administration audit was just completed, and the results of the audit are to be presented at the fall board meeting. Jennifer Loomis-Martens has been assigned as the adjuster for Colusa County. Andrew shared that we have hired new a new Workers' Compensation Technician, Sarah Torres. Adjuster's and technicians have been working on adjusters' credits, training opportunities, and expand professional network by meeting with providers, legal, judges, attorneys, etc. The Workers' Compensation Department has also been working on a peer review system which has been successful in another JPA. This peer review is a great opportunity for career development, and experience. With increased Risk Control efforts, training requests, and data specifically dialed in for each county, there has been a downward trend in workers' compensation claims (example of Sutter County given). Andrew then presented the data on the tables advising of what the important metric factors are for evaluating the Workers' Compensation program, and efficacy of the Risk Control program.

iv. Administration Department

Andrew Fischer reviewed the Administration Department Report for 3rd quarter of fiscal year 22-23. Orientation for Tehama and Trinity given for new employees at the County. Andrew discussed future training opportunities, County orientations, and investment opportunities in addition to all of the activities the department has undertaken since the last Board meeting in January. For the future, we are focusing efforts on law enforcement, return to work efforts, investments, Captive/Increased pooling layer benchmarking, and the items on the strategic plan. Debra Lucero of Plumas inquired about investment trainings for County Treasurer's, and Andrew discussed upcoming presentation from Keven Webb of RW Baird for 6-week Investment Bootcamp Training with the Executive Committee.

c. Treasurers Report

Andrew Fischer reviewed the Treasurers Report for December 2022 through March 31st 2023 along with an updated balance from May 31st, 2023 (see agenda) showing investment in CAMP, and the positive impact the interest rate increase has had on our fixed income investment opportunities. Andrew also reported on a first ever milestone in Trindel's history where our investment income has surpassed the budgeted monthly expenses.

d. Report on Workers' Compensation and General Liability pool performance: Review of assets and liabilities as of 3/31/23.

Andrew Fischer reviewed the Workers' Compensation and General Liability pool performance Report as of March 31st 2023 with a statement of net position, and ultimate claim liabilities to actual reserves for both the Workers' Compensation and General Liability pools. Discussed financial modeling with the actuaries to develop milestones/benchmarking for feasibility evaluation of increasing pooling layers or creating a Captive Insurance program. The pools are doing well and have not had to provide any payouts as of March 31, 2023.

VIII. Programs

a. Program Premiums: Action item to approve premium contributions for fiscal year 2023-2024.

Andrew Fischer presented an overview of premium contributions for all members in the 2023-2024 coverage year. Program premiums are based on actual excess insurance costs of the prior year. Certain members elected to increase confidence levels to slowly shore up deficits in certain programs, and assessments are included for those members in deficits. The Board discussed benefits to the increase in the banking layers for

future planning, as that is an important aspect of Trindel. The Board also discussed excess premiums, billing, and transferring surplus funds to other programs to shore up any deficit. Landfill coverage, increases in property expenses due to extreme winter weather/fires, differences in programming funding were also discussed, and the increased costs of PRISM's excess programs. Chester Robertson, Modoc County, requested that we show the percentage increase on the spreadsheets to compare to prior year, and Andrew advised that they are on the spreadsheet but we just didn't print that portion for the Board packet.

Motion by Tony Shaw of Lassen County to approve premiums for fiscal year 2023-2024.

Seconded by Gabriel Hydrick of Tehama County.

Motion carried with 10 Ayes, 0 Noes, 0 Abstains and 2 Absences.

AYES: Colusa, Del Norte, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, Trinity

NOES: None

Abstains: None

ABSENT: Mono, Alpine

b. 2023-2024 Budgets: Action item to approve the budgets for all departments, and programs for fiscal year 2023-2024.

Jack Contos, Financial Analyst for Trindel Insurance Fund, went over budgets for all activities and programs for the 2023-2024 fiscal year (see agenda). There has been a reduction in expenses which means those savings will be coming back to member counties. Insurance has gone up, and as a precaution, we are using the high end of PRISM projections to be safe for the 23-24 excess insurance expense. Jack began pursuing CPA and Andrew continues in the NACO Leadership academy. Administration department is proposing to double travel expenses to offer more county orientations for new personnel to go in line with the strategic plan. There is also an increase to board meeting expenses with inflation of fuel prices, food, and lodging expenses. There are also additional expenses with rebranding and a need to replace the printer as well as the server that is listed on the 2023-2024 Capital Outlay worksheet. Nathan Black of Sutter County requested to have an additional column added to demonstrate monetary difference alongside the percentage. Debra Lucero, Plumas County, is requesting an allocation and employee list sheet to accompany budget in the future. Nathan suggested adding employee allocations to the salary row information.

Motion by Tony Shaw of Lassen County to approve budget for fiscal year 2023-2024.

Seconded by Debra Lucero of Plumas County.

Motion carried with 10 Ayes, 0 Noes, 0 Abstains and 2 Absences.

AYES: Del Norte, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Colusa

NOES: None

Abstains: None

Absent: Mono, Alpine

c. Workers' Compensation Memorandum of Coverage (MOC) 2023-2024: Action item to approve the Workers' Compensation MOC for the fiscal year 2023-2024.

Andrew Fischer presented Workers' Compensation Memorandum of Coverage 2023-2024. This document was created in 2021 recommendation from CAJPA as part of the accreditation process. The MOC that was created mirrors the coverage provided by PRISM and has since had no changes. The only updates are updating the dates to reflect the 2023-2024 coverage year.

Motion by Gabriel Hydrick of Tehama County to approve Workers' Compensation MOC for coverage year 2023-2024.

Seconded by Kaline Moore of Colusa County.

Motion carried with 10 Ayes, 0 Noes, 0 Abstains and 2 Absences.

AYES: Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Colusa, Del Norte

NOES: None

Abstains: None

Absent: Mono, Alpine

d. General Liability Memorandum of Coverage (MOC) 2023-2024: Action item to approve the General Liability MOC for fiscal year 2023- 2024.

Andrew Fischer presented General Liability Memorandum of Coverage 2023-2024. This document has had no changes, but only been updated to reflect the dates for coverage year 2023-2024.

Motion by Debra Lucero of Plumas County to approve General Liability MOC for coverage year 2023-2024.

Seconded by Suzie Hawkins of Trinity County.

Motion carried with 10 Ayes, 0 Noes, 0 Abstains and 2 Absences.

AYES: Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Colusa, Del Norte, Lassen

NOES: None

Abstains: None

Absent: Mono, Alpine

e. Property Memorandum of Coverage (MOC) 2023-2024: Action item to approve Property Memorandum of Coverage for fiscal year 2023-2024.

Andrew Fischer presented Property Memorandum of Coverage 2023-2024. This document has updated for SIR increases in the PRISM Property MOC schedule of deductibles, and dates to reflect the coverage year 2023-2024.

Motion by Debra Lucero of Plumas County to approve Property MOC for coverage year 2023-2024.

Seconded by Suzie Hawkins of Trinity County.

Motion carried with 10 Ayes, 0 Noes, 0 Abstains and 2 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Mono, Alpine

- f. General Liability Claims Administration Audit: Action item to approve bi- annual excess insurer general liability claims audit conducted by PRAXIS Claims Consulting.

Sean Houghtby presented the 2022 PRISM General Liability Claims Administration Audit. The procedures for claims administration at Trindel are excellent, the only negative findings in the audit were related to outside/County Counsel not meeting the reporting requirement deadlines. The lowest score was 94% which is a great score. It was a banner year! Jason of Sutter shared working and communicating with County Counsel has been a help to the claims audit process. Gina Dean of PRISM congratulated us on a job well done, and advised that it is rare to see such high scores. Andrew Fischer commended Sean Houghtby for an excellent job on taking over the program, and advised the Board that the audit occurred one month after Sean started at Trindel.

Motion by Debra Lucero of Plumas County to approve the audit.

Seconded by Gabriel Hydrick of Tehama County.

Motion carried with 10 Ayes, 0 Noes, 0 Abstains and 2 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Alpine, Mono

IX. General Business

- a. Financial Statements as of 03/31/2023: Review Statement of Net Position, Statement of Revenues Expenses and changes in Net Assets for third quarter of fiscal year 2022-2023.

Andrew Fischer presented the financial statements as of 3/31/2023. Andrew advised that the administration funds showing positive balances will result is discounted county premiums by means of applying half of the balance of each fund, as of 6/30/2023, to the premiums that will be sent out in October, 2023. Negative balances in the smaller programs will be sorted out on an individual member basis at the time of dividend issuance so as to apply the potential dividends in surplus funded programs to shore up any deficits in the smaller programs with negative deficits.

- b. Budget Adjustments for fiscal year 2022-2023: Action/Discussion item to approve budget adjustments for the Administration Department, and Property and Liability Claims Department.

Andrew Fischer presented the budget adjustments for the Administration and Property and Liability Claims departments. Due to higher than anticipated costs associated with Board Meetings, Insurance Expense,

Calpelra, staff trainings, and office equipment/IT in the Administration department we need to move \$14,000 from salaries, and \$26,000 from professional fees to apply \$25,000 to Board Meeting expenses, \$6,387 to Insurance expense, \$1,000 to training, \$50 to bank service charges, \$3,880 to CALPELRA, \$600 to printing and reproduction expense, \$700 for office supplies, and \$2,450 to communications and IT expense. This is a net zero adjustment without need of additional revenue. For the Property and Liability Claims department adjustment we moved \$13,500 from salaries and applied \$1,250 to utilities/housekeeping expense, \$1,750 to office materials and supplies expense, and \$10,500 to communications/IT expense. These were necessary as the cost associated with onboarding the new Director of Property and Liability Claims was more expensive than budgeted but the adjustment is a net zero that does not require additional revenue.

Motion by Chester Robertson of Modoc County to approve the budget adjustments.

Seconded by Gabriel Hydrick of Tehama County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: San Benito, Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc, Plumas

NOES: None

Abstains: None

Absent: Mono

- c. Authorize Treasurer Duties: *Action to approve the Executive Director as Treasurer of Trindel Insurance Fund to invest, sell, or exchange securities for the 2023-2024 fiscal year as required by CA Government Code Section 53607.*

Andrew Fischer presented the authorization of Treasurer Duties to the Board of Directors. Every year the board is required to approve/deny the authorization of Treasurer duties per the provisions of CA. Government Code Section 53607 for the Executive Director to invest, sell, or exchange securities for the 2023-2024 fiscal year.

Motion by Gabriel Hydrick of Tehama County to approve authorization of treasurer duties for fiscal year 2023-2024.

Seconded by Kaline Moore of Colusa County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc, Plumas, San Benito

NOES: None

Abstains: None

Absent: Mono

- d. Election of President, Vice-President, and Secretary: *Action item to elect President, Vice-President, and Secretary for fiscal year 2023-2024.*

The Board discussed the nomination and election for President, Vice-President, and Secretary for fiscal year 2023-2024. The Board decided that current elected members will remain the same for 2023-2024: Nathan Black of Sutter County will serve as President, Nichole Williamson of Alpine County will serve as Vice-

President, and Van Maddox of Sierra County will serve as Secretary. Andrew Fischer shared that the Secretary of the board has to be an Auditor and the board President and Vice-President must be Directors of the Board, and not Alternates according to the Trindel by-laws. The President, Vice-President, and Secretary will automatically be on the Executive Committee and Claims Review Committee. Chester noted that having a variety from different size counties is important when making decisions on behalf of Trindel.

Motion by Debra Lucero of Plumas County to approve the elections of Nathan Black, Sutter County, to serve as President, Nichole Williamson, Alpine County, to Serve as Vice-President, and Van Maddox, Sierra County, to serve as Secretary for the 2023-2024 fiscal year.

Seconded by Kaline Moore of Colusa County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc, Plumas, San Benito, Sierra

NOES: None

Abstains: None

Absent: Mono

- e. Appointment of two members to the Executive Committee: Action item to appoint two members to the Executive Committee.

Nathan Black lead discussion for nominations for 2 members to be on the Executive committee and Claims review committee for the 2023-2024 fiscal year.

Motion by Nichole Williamson of Alpine County to elect Chester Robertson, Modoc County, to remain on the Executive Committee and Claims Review Committee for the 2023-2024 fiscal year.

Seconded by Henie Ring, San Benito County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter

NOES: None

Abstains: None

Absent: Mono

Motion by Tony Shaw, Lassen County, to elect Travis Goings to have a seat on the Executive Committee and Claims Review Committee for the 2023-2024 fiscal year.

Seconded by Nichole Williamson, Alpine County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama

NOES: None

Abstains: None

Absent: Mono

- f. Presentation from Kevin Webb from RW Baird: Informational

presentation from Kevin Webb on fixed income investment strategies for governmental risk pools, and economic update.

Presentation from Kevin Webb of RW Baird Investments- Kevin Webb a CFA for RW Baird presented a presentation titled Philosophy of Sleep-Adjusted Returns. Presentation about portfolio construction- 5 points of Suitability: 1. Liquidity, 2. Duration, 3. Credit, 4. Market Rate of Return, 5. Legal Investments. Discussed future workshops and training opportunities "Excelling at Bonds Bootcamp". This was informational only, and lasted roughly 30 minutes. No action was taken on this item by the Board.

- g. Senior Positions: Action item for the board to approve/ratify the Executive Committee's approval of the creation of Senior Positions for each department.*

Motion by Nichole Williamson, Alpine County, to approve Senior Positions.

Seconded by Van Maddox, Sierra County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Mono

- h. Salary Schedule Resolution 23-01: Action item to approve Salary Schedule for fiscal year 2023-2024.*

Motion by Nichole Williamson of Alpine County to approve salary schedule for 2023-2024.

Seconded by Van Maddox of Sierra County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Mono

- i. Resolution 23-02: Action item to approve resolution 23-02 to reflect \$1,000 contribution to Trindel non-management employee's cafeteria plan.*

Motion by Nichole Williamson of Alpine County to approve resolution 23-02.

Seconded by Van Maddox of Sierra County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Mono

- j. Resolution 23-03: Action item to approve resolution 23-03 to reflect \$1,000 contribution to Trindel management employee's cafeteria plan.*

Motion by Nichole Williamson of Alpine County to approve resolution 23-03.

Seconded by Van Maddox of Sierra County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Mono

- k. Cafeteria Plan Policy: Action item to approve revisions to Cafeteria Plan Policy to reflect \$1,000 contribution.*

Motion by Nichole Williamson of Alpine County to approve cafeteria plan.

Seconded by Van Maddox of Sierra County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Mono

- l. Future Meetings: Informational for review and comment, select date and location of Fall 2023 meeting and location of winter 2024 meeting.*

Andrew Fischer led a discussion to plan our next two Board of Directors' meetings. In discussion for the fall meeting Gina Dean of PRISM shared that the PRISM meeting will be in Monterey on October 5th and 6th of 2023. If Trindel was able to host their meeting on Wednesday October 4th in the same location, PRISM would be able to cover the majority of the costs to save Trindel money. The board agreed this was the best decision and unanimously decided to hold the meeting at the InterContinental in Monterey, in conjunction with the PRISM Board meeting, on Wednesday October 4th 2023 at 8:30 am. In order to have a centralized location and

cut back on costs, our winter meeting will be held on Feb 8th-9th 2023 at Granzellas in Williams, California. Trindel has had a long history of utilizing this location and the venue is cost effective and accommodating.

Motion by Suzie Hawkins of Trinity County to approve Future meeting plans.

Seconded by Nichole Williamson, Alpine County.

Motion carried with 11 Ayes, 0 Noes, 0 Abstains and 1 Absences.

AYES: Plumas, San Benito, Sierra, Sutter, Tehama, Trinity, Alpine, Colusa, Del Norte, Lassen, Modoc

NOES: None

Abstains: None

Absent: Mono

X. Adjournment: 10:29 am.

Disability Access: The meeting room is wheelchair accessible and disabled parking is available at the meeting location. If you are a person with a disability and you need disability-related modification or accommodations to participate in this meeting, please contact the Executive Director at (phone) 530-623-2322, (fax) 530-623-5019 or (email) dnelson@trindel.org. Requests for such modifications or accommodations must be made at least two full business days before the start of the meeting.

EXHIBIT A

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT for Professional Services ("Agreement") is made as of the Agreement Date set forth below by and between TRINDEL INSURANCE FUND, ("FUND"), and

ANDREW FISCHER "EXECUTIVE DIRECTOR"

In consideration of the Services to be rendered, the sums to be paid, and each and every covenant and condition contained herein, the parties hereto agree as follows:

OPERATIVE PROVISIONS

1. **SERVICES.** The EXECUTIVE DIRECTOR shall provide those services with respect to the matters described in Attachment "A". EXECUTIVE DIRECTOR shall provide said services at the time, place and in the manner specified in Attachment "A".

2. **TERM.**

Commencement Date: June 26, 2023 Termination Date: June 26, 2026

This agreement supersedes all previous agreements. This agreement will terminate in the event of the EXECUTIVE DIRECTOR's death. If a termination should occur on other than the end of a payroll period, the EXECUTIVE DIRECTOR's compensation and benefits shall be payable on a pro rata basis for the partial month of service, with the number of days worked as the numerator over the number of working days in the month of termination as the denominator.

1 **PAYMENT.** FUND shall pay EXECUTIVE DIRECTOR for services rendered pursuant to this Agreement at the time and in the amount set forth in Attachment "B". The payment specified in Attachment "B" shall be the only payment made to EXECUTIVE DIRECTOR for services rendered pursuant to this Agreement.

2 **FACILITIES, EQUIPMENT AND OTHER MATERIALS AND OBLIGATIONS OF THE FUND.** The FUND shall, at its sole cost and expense, furnish all facilities, equipment, and other materials which may be required for furnishing services pursuant to this Agreement, except as provided in this paragraph. Facility location shall be at the discretion of the FUND. FUND shall furnish EXECUTIVE DIRECTOR only those facilities, equipment, and other materials necessary to perform those obligations listed in Attachment "A".

3 **ADDITIONAL PROVISIONS.** Those additional provisions unique to this Agreement are set forth in Attachment "C".

4 **GENERAL PROVISIONS.** The general provisions set forth in Attachment "D" are part of this Agreement. Any inconsistency between said general provisions and any other terms or conditions of this Agreement shall be controlled by the other terms or conditions insofar as it is inconsistent with the general provisions.

5. **ATTACHMENTS.** All attachments referred to herein are attached hereto and by this reference incorporated herein. Attachments include:

Attachment A –Services, Attachment B –Payment, Attachment C -General Provisions

6. **AGREEMENT DATE.** The Agreement Date is June 26, 2023.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day here first written above.

FUND
TRINDEL INSURANCE FUND



NATHAN BLACK
President

EXECUTIVE DIRECTOR
ANDREW FISCHER



ANDREW FISCHER
Executive Director

Attachment A

SCOPE OF SERVICES AND DUTIES. During the contract period, the EXECUTIVE DIRECTOR shall have the authority, within the general supervision and policy direction of the Board of Directors and Executive Committee of the FUND, to perform those duties, as set forth in the Executive Director Job Description approved by the Board of Directors meeting, a portion of which is repeated below:

ESSENTIAL DUTIES AND RESPONSIBILITIES including, but are not limited to, the following:

1. Explore development of primary and/or excess insurance programs within and without the structure of PRISM (formerly CSAC-Excess Insurance Authority).
2. Oversee effective loss prevention, workers compensation and safety strategies and Programs and other programs as may be determined and approved by the Board of Directors.
3. Supervise and evaluate subordinate staff.
4. Determine coverage forms and appropriate retention levels for new and on-going programs.
5. Advise the Board on the purchase of reinsurance/excess insurance as needed to protect the assets of the Fund and Members from catastrophic losses.
6. Develop/review/improve equitable methods of allocation of premium charges among the Members, as appropriate/needed.
7. Maintain records of all program costs for budget and planning purposes, for the Fund and each member.
8. Supervise contractors providing services.
9. Provide and maintain agendas, minutes and reports for all Board of Directors and Executive and Special Committee meetings and shall attend all Board and Executive and Special Committee meetings.
10. Collaborate with third party administrators, legal counsel and members on claims which involve or may involve liability of the Fund and/or Members.
11. Prepare the Fund budget for consideration by the Board of Directors
12. Assist in the recruitment and selection of contractors/service providers.
13. Assist/negotiate terms and price of primary and/or reinsurance/excess insurance policies, contractors and service providers.
14. Maintain all books and records in a manner that maintains the Fund's accreditation with the California Association of Joint Powers Agencies (CAJPA).

15. Maintain subsidiary accounts of all members which show each Members share of cash, revenue, expenditures and equity.
16. Maintain all financial records to be in compliance with all federal and state requirements.
17. Establish annual goals and objectives to be approved by the Trindel Insurance Board.
18. Provides Members with guidance related to Risk Management questions and issues.
19. Actively participate and represent the Fund at CSAC-EIA meetings.
20. Maintain banking relationships and invest surplus funds in accordance with investment policy approved annually by the Board.

Attachment B

A.1. FUND shall pay EXECUTIVE DIRECTOR as follows:

B.1 **SALARY. FUND** shall pay EXECUTIVE DIRECTOR for EXECUTIVE DIRECTOR's services at a rate of \$13,750 per month commencing on ~~July~~ ^{June 16, 2023}, 2023. Compensation will be reviewed and negotiated annually in accordance with provision 0.4 of Attachment C "PERFORMANCE EVALUATION" of this agreement.

B.2 **BENEFITS.** Benefits shall be as set forth in Resolution No. 23-03 Management Employee Benefits. All retirement benefits shall be in compliance with current and subsequent Federal and State legislation.

B.3 **TRAVEL COSTS.** The EXECUTIVE DIRECTOR's ordinary and necessary travel expenses incurred while executing duties under this contract shall be paid for or reimbursed by the FUND. Travel expenses will include overnight accommodations and meals and is subject to the provisions set forth in Resolution No. 02-10 including any amendments thereto. All receipts must be submitted for approval and reimbursement first to the President of the FUND and, if necessary, to the Executive Committee. When the EXECUTIVE DIRECTOR uses his personal vehicle the FUND will reimburse for mileage at the IRS rate.

B.4 **FACILITIES.** An office shall be provided by the FUND for the EXECUTIVE DIRECTOR. The FUND shall provide all ordinary and necessary office equipment, software and supplies.

ATTACHMENT C

GENERAL PROVISIONS

0.1. **ASSIGNMENT.** Neither this Agreement nor any duties or obligations hereunder shall be assigned by the EXECUTIVE DIRECTOR without consent of the FUND.

0.2. **SUCCESSORS AND ASSIGNS.** This Agreement shall be binding upon the heirs, executors, administrators, successors and assign of the respective parties.

0.3. **AT WILL EMPLOYMENT/INTEGRATED CONTRACT.** It is the mutual understanding and agreement of the parties that the employment framed by this Agreement is an at-will hiring, and the office of the EXECUTIVE DIRECTOR is not a permanent office.

Consistent with the "at will" nature of the Executive Director's employment Trindel Insurance Fund may terminate the Executive Director's employment with 60 day notice during this agreement, without cause. In that event, this Agreement shall automatically terminate concurrently with the effective date of the termination. The Executive Director understands acknowledges that as an "at will" employee, he will not have permanent status. Among other things, he will have no property interest in his employment, no right to be terminated or disciplined only for just cause, and no right to appeal, challenge, or otherwise be heard regarding any such termination or other disciplinary action the Trindel Insurance Fund may, in its discretion, take during the Executive Director's employment.

The term of this Agreement shall be ~~July 1, 2023~~ ^{June 30, 2023}, until June 30, 2026, unless earlier terminated by either party in accordance with this Agreement. Trindel Insurance Fund shall notify the Executive Director in writing no later than January 15, 2026, whether it intends to negotiate a renewal of this Agreement.

On or before the effective date of any such termination without cause, the Executive Director shall receive as severance pay a lump sum equal to the lesser of six months' salary or the remainder of the term of the contract, whichever is less, including health benefits but no retirement contribution. The Executive Director shall not be entitled to any severance pay or additional compensation in the event of his resignation, retirement or termination for cause.

The Executive Director may resign his employment with the Trindel Insurance Fund with 60 day written notice. His resignation shall be deemed effective on the 60 day date on the notice, and this agreement shall automatically terminate on that same date, unless otherwise mutually agreed to in writing by the parties.

This instrument contains the entire agreement between the parties. It may not be amended, augmented, diminished or otherwise modified except by a written instrument subscribed by both parties. All negotiations between the parties are superseded by the signing of the Agreement. No claimed tentative agreement or oral agreement prior to the date of execution of this Agreement is binding upon either party.

0.4 **PERFORMANCE EVALUATION.** FUND shall complete a performance evaluation on the EXECUTIVE DIRECTOR annually at the fall Board of Director's meeting.

Trindel Insurance Fund
 Check/Voucher Register - For Board Meeting
 From 4/1/2023 Through 6/30/2023

1010 - General Account - Tri Counties Bank
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Check Number	Vendor Name	Check Amount	Effective Date	Transaction Description	Cleared Status
22539	Badge Behavior	2,250.00	4/3/2023	2/22/2023 LE Conference Speaker/Travel Costs Dr.Broxtermann	CL
22542	Martha Navarro	68.12	4/3/2023	4/3/2023 Mail/Mileage Reimbursement NavarroM	CL
22543	Stiefel Consulting Inc. DBA Praxis Claims Consulting	6,600.00	4/3/2023	INV#TD03312023 Customer ID#Trindel Claim Reviews 3/2023	CL
22545	VELOCITY COMMUNICATIONS, INC.	379.95	4/3/2023	INV#351789 Acct#1096 4/1/23 - 5/1/23	CL
22546	CALIFORNIA SAFETY COMPANY	35.00	4/7/2023	INV#526870 Monthly Security Cost 4/1/2023- 4/30/2023	CL
22547	CHANDLER ASSET MANAGEMENT, INC.	3,870.38	4/7/2023	INV#2303TRINDEL Service for March 2023	CL
22548	JDI DATA CORPORATION	5,333.34	4/7/2023	INV#JDI-001939 Monthly Service Cost 4-2023	CL
22549	Sean Houghtby	220.08	4/7/2023	4/2-4/4/2023 Milage Reimbursement-Gund Mediation HoughtbyS	CL
22550	Gina Warner	234.49	4/11/2023	2/2023 LE/PARMA Conf Mileage Reimbursement warnerG	CL
22551	MITCHELL INTERNATIONAL, INC.	188.10	4/11/2023	INV#CI3143235 Regulatory Reporting FROI 3/1- 3/31/2023	CL
22552	TRINITY JOURNAL	78.40	4/11/2023	Ad#00071905 Acct#00000924 WC Job Ad 4/12- 5/3/2023	CL
22553	WEAVERVILLE C.S.D.	31.00	4/11/2023	Acct#11688 3/1/-4/3/2023 Monthly Service	CL
22554	WEAVERVILLE SANITARY DISTRICT	28.00	4/11/2023	Acct# 2582 3/1/23-3/31/23 Monthly Service Cost	CL
22555	WORLD TELECOM	125.00	4/11/2023	INV#25655 Updating Office Phone Directories 4/6/2023	CL
22557	ANTHEM BLUE CROSS	171.25	4/14/2023	INV#0202304800636 Group#343600 5/1/2023- 6/1/2023	CL
22560	GOLDEN STATE RISK MANAGEMENT AUTHORITY	3,326.00	4/14/2023	INV#EB-000757 Member# EB-00051 May 2023	CL
22561	SHRED AWARE	140.04	4/14/2023	Inv#49953 April 2023 Shred Service	CL
22563	TRINITY COUNTY SOLID WASTE DIVISION	40.48	4/14/2023	4/01/23 TCSWD Monthly Trash Pick-up April 2023	CL
22564	ADVANCED CONCEPTS	3,581.00	4/17/2023	INV#623459 Maintenance Contract 5/1-5/31/2023	CL
22568	FRONTIER COMMUNICATIONS	451.62	4/19/2023	Account#530-623-2332-120909-5 Monthly Service 4/2023	CL
22569	OPTUM FINANCIAL, INC.	60.00	4/19/2023	INV#0001433450 HSA Monthly Maintenance	CL
22570	Sean Houghtby	111.87	4/19/2023	4/11/2023 Sutter Co Closed Session Mileage HoughtbyS	CL
22571	Amee Stevens	28.82	4/25/2023	4/18/2023 DSR Mileage Reimbursement StevensA	CL
22572	Ana Valadez	58.03	4/25/2023	4/18/2023 DSR Conference Mileage Reimbursement ValadezA	CL
22573	Anne Coelho	39.30	4/25/2023	4/18/2023 DSR Mileage Reimbursement CoelhoA	OS

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Check Number	Vendor Name	Check Amount	Effective Date	Transaction Description	Cleared Status
22574	Beatrice Bradley	57.12	4/25/2023	4/18/2023 DSR Conference Mileage Reimbursement BradleyB	CL
22575	Bryana Gray	56.06	4/25/2023	4/18/2023 DSP Mileage Reimbursement GrayB	CL
22576	Danielle Mincer	28.69	4/25/2023	4/18/2023 DSR Mileage Reimbursement MincerD	CL
22577	Debbie Schmidt	35.89	4/25/2023	4/18/2023 DSR Mileage Reimbursement SchmidtD	CL
22578	Devin Kelley	274.72	4/25/2023	4/18/2023 DSR Mileage/Meal Reimbursement KelleyD	CL
22579	Gina Warner	57.64	4/25/2023	4/18/2023 DSR Mileage Reimbursement WarnerG	CL
22580	Julie Rhodes	533.61	4/25/2023	4/18/2023 DSR Mileage/Meal Reimbursement RhodesJ	CL
22581	Katherine Russell	30.00	4/25/2023	4/18/2023 DSR Meal Reimbursement RussellK	CL
22582	Lee Brown	221.26	4/25/2023	4/18/2023 DSR Mileage/Meal Reimbursement BrownL	CL
22583	MICHELLE ANDERSON	30.00	4/25/2023	4/18/2023 DSR Meal Reimbursement AndersonM	CL
22584	MICHELLE BECKWITH	354.88	4/25/2023	4/18/2023 DSR Mileage/Meal Reimbursement BeckwithM	CL
22585	Sonia Velazquez	28.82	4/25/2023	4/18/2023 DSR Mileage Reimbursement VelazquezS	CL
22586	Teia Miller	243.53	4/25/2023	4/18/2023 DSR Mileage/Meal Reimbursement MillerT	CL
22587	Tessa M. Jordan	226.50	4/25/2023	4/18/2023 DSR Mileage/Meal Reimbursement JordanT	CL
22588	TODD MANOUSE	134.27	4/25/2023	4/18/2023 DSR Mileage Reimbursement ManouseT	CL
22589	ANGELA'S CUSTODIAL SERVICE	400.00	4/26/2023	INV#058863 April 2023 Cleaning Service	CL
22591	BENEFIT COORDINATORS CORP.	657.10	4/26/2023	INV#B08TR3 Customer#P0237-0001 Dental Premium May 2023	CL
22592	HARVEST PRINTING	403.51	4/26/2023	INV#132810 New Letterhead Printing-Trindel	CL
22594	VERIZON WIRELESS	865.79	4/26/2023	INV#9932475623 Acct#642075311-0001 Mar 14- April 13 2023	CL
22595	Adam Rowland	138.86	5/1/2023	4/18/2023 DSR Mileage Reimbursement RowlandA	CL
22597	JASON CLAUNCH	172.86	5/1/2023	4/18/2023 DSR Mileage/Meal Reimbursement ClaunchJ	CL
22598	NICOLAS OLIVER	129.01	5/1/2023	4/18/2023 DSR Mileage Reimbursement OliverN	OS
22601	Tammy Quinn	145.41	5/1/2023	4/18/2023 DSR Mileage Reimbursement QuinnT	CL
22602	ADVANCED CONCEPTS	29.41	5/1/2023	INV#623522 Laptop Charger for Christine	CL
22603	ALPHACOPY	59.07	5/1/2023	INV#H54402 Restock for Sharp Black Developer	CL
22604	BELINDA RAHM	30.00	5/1/2023	DSR Reimbursement RahmB	CL

Trindel Insurance Fund
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Check Number	Vendor Name	Check Amount	Effective Date	Transaction Description	Cleared Status
22605	Certified Risk Managers LLC	3,222.38	5/1/2023	Inv#202303131 On-Site Workshop/Travel Redding-Trindel	CL
22606	Crystle McFarland	32.33	5/1/2023	DSR Reimbursement McFarlandC	CL
22607	Cynthia David	23.88	5/1/2023	DSR Reimbursement DavidC	CL
22609	JDI DATA CORPORATION	5,333.34	5/1/2023	JDI User Access April 2023	CL
22610	Kelsey Marks	28.45	5/1/2023	DSR Reimb MarksK	CL
22611	Kristina Rogers	175.54	5/1/2023	DSR Conference Reimb. RogersK	CL
22612	MICHELE SEARCY	140.83	5/1/2023	DSR Conference Reimb. SearcyM	CL
22613	Stiefel Consulting Inc. DBA Praxis Claims Consulting	2,516.25	5/1/2023	Trindel Supervisory Reviews April 2023	CL
22614	Stephanie Frank	400.20	5/1/2023	AP#1506 4/27/2023	CL
22615	Tamar Dean	31.15	5/1/2023	DSR Reimbursement DeanT	CL
22616	Travis Goings	176.19	5/1/2023	DSR Conference 4/18-19/2023 Travel Reimbursement GoingsT	CL
22617	TRINITY P.U.D	435.20	5/1/2023	Account#26462 Monthly Service for March 11-April 10 2023	CL
22618	VELOCITY COMMUNICATIONS, INC.	379.95	5/1/2023	Acct#1096 Inv#353300 Internet May 1 - June 1 2023	CL
22620	Briotix Health, LP	1,700.00	5/10/2023	INV# SI-28952 Consulting and Training plus Travel	CL
22621	CALIFORNIA SAFETY COMPANY	35.00	5/10/2023	INV#529240 Service for 5/1/2023 - 5/31/2023	CL
22622	CHANDLER ASSET MANAGEMENT, INC.	3,901.36	5/10/2023	INV#2304TRINDEL Services for 4/1/2023-4/30/2023	CL
22623	Henie Ring	324.36	5/10/2023	2/7-2/10/23 PARMA Mileage/Parking Reimbursement RingH	CL
22624	LORENA MORENO	393.00	5/10/2023	4/18/2023 DSR Conference Mileage Reimbursement MorenoL	CL
22625	Maria Vieya	31.83	5/10/2023	04/18/2023 DSR Conference Mileage Reimbursement VieyaM	CL
22626	Martha Navarro	53.58	5/10/2023	4/2023 Mail Mileage/Postage Reimbursement NavarroM	CL
22627	Shelley Plum	57.90	5/10/2023	4/18/2023 DSR Conference Mileage Reimbursement PlumS	CL
22628	TRINITY COUNTY SOLID WASTE DIVISION	100.00	5/10/2023	Bill#5284 ID# 024-220-052-000 Annual SDW Parcel Fee 2023	CL
22629	ANTHEM BLUE CROSS	171.25	5/10/2023	Inv#0202305800671 Group#343600 Monthly Benefit 6/1/23-7/1/23	CL
22630	JUDI BEHLKE	223.88	5/10/2023	4/18/2023 DSR Mileage/Meals Reimbursement BehlkeJ	CL

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Check Number	Vendor Name	Check Amount	Effective Date	Transaction Description	Cleared Status
22631	Kathryn Wightman	29.64	5/10/2023	4/18/2023 DSR Meal Reimbursement WightmanK	CL
22632	RANDY ROBERTSON	500.00	5/10/2023	4/18/2023 DSR Speaker Randy Robertson Travel/Materials	CL
22633	Tiffany Martinez	220.62	5/10/2023	4/18/2023 DSR Mileage/Meals Reimbursement MartinezT	CL
22634	WEAVERVILLE C.S.D.	31.00	5/10/2023	Acct:11688 WCSO Montly Service 4/3/23-5/1/23	CL
22635	WEAVERVILLE SANITARY DISTRICT	28.00	5/10/2023	Acct: 2852 WSD Monthly Service 4/1/23-4/30/23	CL
22636	JORDAN WARDRIP	48.21	5/10/2023	4/6/2023 Meeting with Agile Mileage Reimbursement WardripJ	OS
22637	Cindy McClain	58.30	5/23/2023	4/18 & 4/19/2023 DSR Mileage Reimbursement McClainC	CL
22638	FRONTIER COMMUNICATIONS	452.40	5/23/2023	Account#530-623-2322-120909-5 Internet for April 2023	CL
22639	GOLDEN STATE RISK MANAGEMENT AUTHORITY	3,326.00	5/23/2023	INV#EB-000835 Memeber Code:EB-00051 June 2023	CL
22640	Jennifer Sisneros	61.57	5/23/2023	4/18/2023 DSR Mileage Reimbursement SisnerosJ	CL
22642	SHRED AWARE	70.02	5/23/2023	INV#50579 Shred Service May 2023	CL
22643	TRINITY COUNTY SOLID WASTE DIVISION	46.00	5/23/2023	Account#21108 Trindel Monthly Trash Pick Up May 2023	CL
22644	ADVANCED CONCEPTS	3,581.00	5/23/2023	INV#623670 Monthly Maintence Contract Billing Trindel	CL
	ADVANCED CONCEPTS	1,802.69	5/23/2023	INV#623686 Sean's Replacement Monitor May 2023	CL
	ADVANCED CONCEPTS	2,020.35	5/23/2023	INV#623687 Andrew's Replacement Notebook May 2023	CL
	ADVANCED CONCEPTS	1,955.02	5/23/2023	INV#623688 Anita's Replacement Notebook 5/2023	CL
22645	ALPHACOPY	125.00	5/23/2023	INV#H53039 Fix Buttons for new Staff on Toshiba- Trindel	CL
22646	ANGELA'S CUSTODIAL SERVICE	400.00	5/23/2023	INV#058875 May 2023 Custodial Service	CL
22647	BENEFIT COORDINATORS CORP.	657.10	5/23/2023	INV#B0946D Customer#P1237-0001 June 2023 Dental	CL
22650	Rush Creek Designs	1,926.89	5/23/2023	INV#402 - Trindel Board Meeting Supplies June 2023	CL
22651	Jack T. Contos	9.00	5/24/2023	5/23/2023 TCSW Trash Disposal Reimbursement ContosJ	OS
22652	MILLER COLLISION CENTER INC	7,885.71	5/24/2023	5/2023 2019 SUBA OUTBACK REPAIRS MILLERT	CL

Trindel Insurance Fund
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Check Number	Vendor Name	Check Amount	Effective Date	Transaction Description	Cleared Status
22653	VERIZON WIRELESS	0.00	5/24/2023	INV#9934858823 Acct#642075311-00001 Apr 14- May 13 2023	OS
22655	Abigale Henderson	248.90	6/2/2023	4/19/2023 DSR Mileage Reimbursement HendersonA	OS
22656	All Area Landscaping	750.00	6/2/2023	Inv#2121 Weed Eating- Trindel 05/22/2023	CL
22657	GOLDEN STATE RISK MANAGEMENT AUTHORITY	3,326.00	6/2/2023	INV#EB011523-49 Member#EBTRINDEL	CL
22659	Stiefel Consulting Inc. DBA Praxis Claims Consulting	2,557.50	6/2/2023	INV#TD05312023 Trindel Supervisory Review May 2023	CL
22660	TRINITY P.U.D	272.08	6/2/2023	5/2023 TPUD Acct#26462 April 10 - May 10 2023 Service	CL
22661	VELOCITY COMMUNICATIONS, INC.	379.95	6/2/2023	Acct#1096 Inv#354803 6/1/2023-7/1/2023 Monthly Service	CL
22662	ADVANCED CONCEPTS	2,105.22	6/13/2023	INV#623774 Penny's Notebook Replacement/Update 6/1/2023	CL
22663	CALIFORNIA SAFETY COMPANY	35.00	6/13/2023	INV#531487 Monthly Service 6/1/23-6/30/23 Trindel	CL
22664	CHANDLER ASSET MANAGEMENT, INC.	3,903.15	6/13/2023	INV#2305TRINDEL Monthly Service for 5/1/23-5/31/23	CL
22665	EDWARD OBAYASHI	2,050.30	6/13/2023	9/8/2022-9/9/2022 Training Tehama Ed Obayashi	CL
22666	JDI DATA CORPORATION	5,624.98	6/13/2023	INV#JDI-002110 Monthly Service 5/1/23-5/31/23	CL
22667	MITCHELL INTERNATIONAL, INC.	108.30	6/13/2023	INV#CI3177458 Acct#1021854 FROI/SROI 5/1-5/31/23	CL
22669	SHRED AWARE	140.04	6/13/2023	INV#51141 Shred Service 6-2023 Trindel	CL
22670	TRINITY COUNTY SOLID WASTE DIVISION	46.00	6/13/2023	Account#21108 Trindel Monthly Trash Pick Up June 2023	CL
22677	WEAVERVILLE SANITARY DISTRICT	28.00	6/13/2023	Acct#2852 Monthly Service 5/1/23-5/31/23 Trindel	CL
22678	WHITNEY PINCOMBE	45.00	6/13/2023	4/18/2023 DSR Meal Reimbursement PincombeW	CL
22681	FRONTIER COMMUNICATIONS	452.40	6/19/2023	Acct#530-623-2322-120909-5 Frontier Service 6/3/23-7/3/23	CL
22683	Martha Navarro	57.64	6/19/2023	6/2023 Post Office/Bank Mileage Reimbursement NavarroM	CL
22686	ADVANCED CONCEPTS	49.79	6/27/2023	inv#623824 Laptop Charger- Anita's New Laptop	CL
	ADVANCED CONCEPTS	99.57	6/27/2023	INV#623825 New Laptop Chargers- Anita and Penny	CL
22687	ANGELA'S CUSTODIAL SERVICE	400.00	6/27/2023	Inv#058886 Monthly Cleaning Service- Trindel 6/2023	CL
22689	TRINITY P.U.D	261.11	6/27/2023	ACCT# 26462 TPUD Service for 5/10-6/10/2023	CL

Trindel Insurance Fund
 Check/Voucher Register - For Board Meeting
 From 4/1/2023 Through 6/30/2023

1010 - General Account - Tri Counties Bank
 110 - Trindel

<u>Check Number</u>	<u>Vendor Name</u>	<u>Check Amount</u>	<u>Effective Date</u>	<u>Transaction Description</u>	<u>Cleared Status</u>
22690	VERIZON WIRELESS	530.76	6/27/2023	INV#9937222725 Acct#642075311-00001 5/14-6/13/23	CL
22691	WEAVERVILLE C.S.D.	<u>31.00</u>	6/27/2023	Account# 11688 Water Service for 5/1/23-6/6/2023	CL
Total 110 - Trindel		101,419.34			



TRINDEL BOARD MEETING

October 2023

GENERAL BUSINESS

AGENDA ITEM 5.

SUBJECT: Committee Reports

ACTION FOR CONSIDERATION: This is an informational item for the Board of Directors regarding the activities of the Claims and Executive Committee since the June, 2023 Board of Directors meeting.

BACKGROUND: The Trindel Insurance Fund Executive Committee met on July 28, and September 1, 2023. At the meetings we attended Kevin Webb's investment boot camp, we reviewed future meeting structures, risk control audits, workers' compensation claims audits, reviewed PRISM's 23-24 excess premiums, the committee was updated on our activities in marketing the general liability, medical-malpractice, and property programs on the open reinsurance market, and our efforts to benchmark catastrophic reserving for increasing our SIR.

The claims review committee also met once in closed session in regards to potential litigation, and there was no action taken by the committee.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A



TRINDEL BOARD MEETING
October 2023

GENERAL BUSINESS
AGENDA ITEM 6.

SUBJECT: Department Reports

ACTION FOR CONSIDERATION: This is an informational item for the Board of Directors regarding the activities of each of the Trindel departments, Administration, Risk Control, Workers' Compensation, and Liability/Property for the Fourth quarter of the 2022-2023 fiscal year.

BACKGROUND: Update on department activities from the Risk Control, Liability/Property, Workers' Compensation, and Administration Departments.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A



October 4th, 2023

Trindel Board of Directors Meeting

Risk Control Services Department Report

Summary of Activities from June through August 2023

Department Introduction & Description:

The Risk Control Department consists of three employees. One Director of Risk Control, and two Risk Control Analysts. Risk control is a plan-based business strategy that aims to identify, assess, and prepare for any dangers, hazards, and other potentials for disaster—both physical and figurative—that may interfere with an organization's operations and objectives. Objectives can be reached by ensuring new and ongoing risks are continually identified, assessed, managed, and monitored. Controlling the risk is a crucial part of the enterprise risk management process for your member county. We are here to assist you in evaluating potential losses, and to take action to reduce or eliminate those risks.

Team Member Activities:

Virtual Webinars Conducted: 21

Total Attendees on Virtual Trainings: 624

Audits Conducted: 9x In-person, 3 x Virtual in the month of June.

In-Person Trainings or Inspections Conducted: 33

Members Visited: 3 x Alpine, 2 x Colusa, 3 x Del Norte, 2 x Lassen, 1 x Modoc, 2 x Mono, 0 x San Benito, 1 x Sierra, 3 x Sutter, 2 x Tehama, 11 x Trinity

Training Topics:

AB1825 – Sexual Harassment for Supervisors

SB1343 – Sexual Harassment for Non-Supervisors

Understanding & Preventing Employment Discrimination

Leadership Fundamentals and Issues All New Managers Face

How to Be a Defensive Driver

“What the Heck – Civil Consequences for Law Enforcement Following PC 69-148”

The Dirty Dozen ~ 12 Manager Mistakes that May Lead to Lawsuits
Social media Training for Government Employee's
DSR Spotlight – Heat Illness Refresher
Risk Control & The Role of the Supervisor
Flagger/Traffic Control Training
A Supervisors Guide to Preventing People Problems
Blood Borne Pathogens
The Challenge to Make a Difference
DSR Spotlight – Pre-Flight Check Safety Check
Creating a Customer Service Culture
Aerial Man Lift, Chainsaw Chipper & Flagger Training
Job Site Tree Overview
Secondary Trauma
Reasonable Suspicion
Bucket Truck Training
Civility in the Workplace
Conflict Resolution
CPR First Aid/Stop the Bleed
Industrial Ergonomics

Legislative/Legal Update:

Pregnant Workers Fairness Act – June 27, 2023

The Pregnant Workers Fairness Act (PWFA) is a new law that requires covered employers to provide “reasonable accommodations” to worker’s known limitations related to pregnancy, child birth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship”. EEOC will start excepting claims after June 27th, 2023. The PWFA applies only to accommodations. Existing laws that the EEOC enforces make it illegal to fire or otherwise discriminate against workers on the basis of pregnancy, childbirth, or related medical conditions.

CA Minimum Wage as of 2024

Minimum wage increases to \$16.00 effective 01/01/2024.

Increase may impact other wage compliance issues such as exempt employee salaries, and overtime calculations.

Note: The Federal Fair Labor Standards Act, or FLSA applies to public employees but it is noteworthy to mention, bargaining units in public sector may have negotiated to follow California Wage Order 4-2001.

Pay Scale: Employer must provide pay scale to employee upon request. Employers with 15+ employees must also include the pay scale for a position in any job posting, whether they post the position or a third party posts the position.

AB 1041 – “Designated Persons” CFRA/HWHF Sick Leave

Expands class of people under CFRA to include a “designated person.”

Defined as any individual related by blood or whose association with the employee is the equivalent of a family relationship.

Identification of “designated person” at time the employee requests the leave.

Employer can limit an employee to one “designated person” per 12-month period.

Also expands the definition of “family member” under CA Healthy Workplace Healthy Families Act (paid sick leave) to include “designated person.”

California Changes Definition of COVID-19 Outbreak – March 2023

By now, California employers are quite familiar with the following situation: The California Department of Public Health (CDPH) makes a change to COVID-19 guidance, and your workplace obligations are affected under Cal/OSHA's COVID-19 regulations. CDPH has done it again, but this time in a manner that will benefit employers in the state.

Previously, CDPH and Cal/OSHA had defined a COVID-19 "outbreak" as three or more cases in an exposed group during a 14-day period. An employer in an "outbreak" had to follow additional requirements under the Cal/OSHA COVID-19 nonemergency regulation until there are one or fewer COVID-19 cases for a 14-day period. The CDPH changed its definition of "outbreak" to mean three or more cases during a seven-day period.

The bottom line for California employers is that it will now be harder to officially be considered in "outbreak" status, which triggers additional obligations under the Cal/OSHA regulation.

California’s Indoor Heat Illness Rule

California regulators are about to adopt a heat illness standard for indoor work areas that will be triggered when the temperature reaches 82 degrees Fahrenheit. If adopted in its current form, the Cal/OSHA Standard Board's rule will present numerous challenges for California employers – but especially for warehouses, distribution centers and manufacturing plants where the indoor temperature cannot be readily controlled, particularly where dock bays or doors need to remain open during the workday.

The proposed regulation adds the following requirements for employers with indoor work areas when the temperature reaches 82 degrees:

- **Written Prevention Program:** You must establish, implement, and maintain a written indoor heat illness prevention program that includes procedures for accessing water, close observation, and cool-down areas, as well as emergency response measures.
- **Training:** You'll need to provide effective training to employees and supervisors on heat illness topics.
- **Cool-Down Areas:** You must provide access to cool-down areas, which must be maintained at a temperature below 82 degrees, blocked from direct sunlight, and shielded from other high radiant heat sources.
- **Additional Rest Periods:** You'll have to allow and encourage employees to take preventive cool-down rest periods – and monitor employees taking such rest periods for symptoms of heat-related illness.
- **Observation Obligation:** You will need to closely observe new employees during a 14-day acclimation period, as well as employees working during a heat wave where no effective engineering controls are in use.

Workplace Violence Prevention Rules Are Coming for California Employers

A grim reality in the wake of recent tragedies is that employers have a heightened interest in developing strategies to minimize workplace violence and related legal risks. For California employers, that heightened interest may be accelerated by proposed regulatory and legislative requirements that are currently under discussion. Workplace violence prevention is shaping up to be one of the hottest issues of the year for California employers.

Moreover, recent enforcement activity by Cal/OSHA indicates a willingness to cite employers for workplace violence incidents even under the agency's existing authority – and in the absence of a specific regulation applicable to employers beyond the healthcare industry.

SB 553 Legislative Proposal

For a number of years, existing Cal/OSHA regulations have required certain healthcare employers to adopt specific procedures to prevent workplace violence. This standard was adopted after a number of high-profile incidents involving employees at healthcare facilities, including state hospitals.

Approximately six years ago, the Cal/OSHA Standards Board formed an advisory committee and began considering a workplace violence prevention standard that would apply to all industries, not just healthcare.

The Standards Board process has been delayed a few times, first by an emergency regulation addressing wildfire smoke and then by several years of dealing with the all-consuming COVID-19 crisis. But the process appears to be back on track. Last year, the Standards Board released a

revised discussion draft of a standard. It indicated that an updated draft will be released shortly for further discussion and that it is close to moving forward with formal rulemaking.

Consequently, labor groups back legislation that was introduced this year, Senate Bill 553, to short circuit the regulatory process and enact statutory requirements applicable to all employers.

The legislation takes the workplace violence standard for healthcare employers and largely applies it to all employers in the state (and in some ways goes further). The proposed law would require all employers to adopt a Workplace Violence Prevention Program (WVPP) that includes the following:

- Effective procedures for the employer to accept and respond to reports of workplace violence.
- Assessment procedures to identify and evaluate risk factors for every facility, department, or operation, and surrounding areas.
- Procedures to correct workplace violence hazards in a timely manner. Engineering and work practice controls must be used to eliminate or minimize identified hazards to the extent feasible.
- Procedures for post-incident response and investigation.
- Provision prohibiting the employer from maintaining policies that require employees who are not "dedicated safety personnel" to confront active shooters or suspected shoplifters.

SB 553 would also require employers to record information on each incident in a log, and the bill contains significant other recordkeeping and training requirements.

A number of employer groups, led by the California Chamber of Commerce, have expressed opposition to the proposed law and have been actively advocating against the bill. Primarily, they argue that SB 553 ignores the years of work by Cal/OSHA experts on a new workplace violence standard that would apply across industries.

Employer groups assert that the proposed rule is not tailored to known workplace violence risks in specific industries or workplaces. They note the bill will require training, recordkeeping, annual reviews, and additional full-time staff to "prevent and respond to workplace violence events during each shift."

Other Information:

SHRM Conference: June 11th – 14th in Las Vegas. 11 HR Professionals attended.

LPS/HR Conference: September 26th, 27th, 28th, 2023, Chico. 20 HR/RM in attendance.

Rachael attended the Member Service Committee meeting at PRISM on July 19th, 2023.

Rachael is enrolled in the NACo class.

Website Update: Preview available for viewing.

Risk Control Future Planning:

Law Enforcement Task Force.

Roads Commissioners Meeting/Equipment Olympics ~ November 8th & 9th 2023

Gerber Yard, Tehama County.

DSR Location Planning April 16 & 17, 2024 – Gaia Hotel, Anderson.



Workers' Compensation Department Report Board of Directors Meeting October 2023

The Trindel Workers' Compensation team is comprised of a Director of Workers' Compensation, Katie Twitchell, and three Claims Examiners; Anita Cooper, who handles Plumas, Lassen, and San Benito Counties; Jennifer Loomis-Martens who handles Colusa, Mono, and Sutter Counties; and Jordan Wardrip who handles Trinity, Del Norte, Modoc, Sierra, and Alpine Counties. We also employ two Claims Technician's, and those positions are in the process of being filled.

- Katie Twitchell has been out of the office since February 27, 2023, and I have been acting as the Director of Workers' Compensation with the help of Tim Vincent from Praxis Claims Consulting.
- Completed the Workers' Compensation Claims Audit..
- Both claims technicians had to leave employment for health issues.
- The claims examiners are a tight knit unit, and are a great team. They have handled the turnover in the department exceptionally.
- The Workers' Comp team continued to expand their professional network by arranging, and attending, various meetings with attorneys, investigators, nurse case managers, and County medical facilities.

Team Activities Past and Future:

- Continue scheduling in-person claims reviews in all of our Counties, with special focus on Counties who have new people in the Risk/HR functions, or a significant amount of claims. Invite Risk Control to attend so they can learn about the Counties losses.

- Anita continues to work on obtaining her WCCP designation, and Jordan and Jennifer are also going to start working on obtaining a professional designation in Workers' Comp.
- Implement a peer-review system on claims that meet certain threshold as an additional level of review which will increase experience, and accountability to their peers.
- Work with Risk Control and Counties on return-to-work efforts to reduce the amount of indemnity spend, and lost time from work.

Claim Trends

- Significant increase in claims related to dog bites, and cat bites.
- Cumulative Trauma claims are on the rise, and employees are filing claims in preparation for retirement or IDR. Disability retirements, and IDR's continue to be on the rise.
- Most common workers' comp claims in 22-23 were slip, trips, and falls followed by cumulative trauma, and animal bites.

WC Frequency

Count of Claim Number	Column Labels										
Row Labels	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Alpine County	1	8	12	13	8	7	7	3	5	4	68
Colusa County	19	12	16	13	20	13	9	6	20	16	144
Del Norte County	36	38	42	33	31	29	25	30	32	19	315
Lassen County	45	38	41	36	44	24	34	19	23	19	323
Modoc County	11	9	19	10	13	16	10	12	5	10	115
Mono County	20	16	28	13	15	11	8	16	22	22	171
Plumas County	40	15	21	26	27	36	20	14	19	13	231
San Benito County	26	33	43	39	33	36	33	27	27	29	326
Sierra County	17	11	11	12	5	7	4	11	6	8	92
Sutter County			67	73	72	56	45	49	55	46	463
Tehama County										34	34
Trinity County	17	18	19	21	19	19	22	10	21	19	185
Grand Total	232	198	319	289	287	254	217	197	235	239	2467

Aggregate Indemnity

Sum of Transaction Amount	Column Labels										
Row Labels	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Alpine County	99,288	91,420	44,204	103,995	78,664	144,853	12,311	12,730	204,090	138,244	929,797
Colusa County	135,535	83,686	29,162	72,135	44,500	38,608	65,427	8,006	7,559	66,163	550,781
Del Norte County	245,409	225,002	361,391	271,529	446,430	241,139	336,014	35,569	61,340	187,697	2,411,519
Lassen County	431,437	316,088	319,091	322,209	466,679	215,638	157,451	156,161	207,759	130,883	2,723,395
Modoc County	42,135	62,915	208,396	139,497	207,002	228,866	63,304	62,531	83,766	53,744	1,152,156
Mono County	194,234	116,649	284,705	190,614	206,883	197,976	218,956	86,398	198,027	95,285	1,789,725
Plumas County	420,934	502,233	168,704	268,189	191,176	226,691	113,175	186,508	37,416	136,273	2,251,298
San Benito County	154,289	264,138	221,764	388,367	537,168	446,089	304,722	272,922	167,097	257,766	3,014,323
Sierra County	62,236	54,884	114,603	124,949	177,735	141,949	122,326	60,020	173,494	87,974	1,120,171
Sutter County			35,990	164,457	522,565	218,378	380,560	316,156	251,766	312,881	2,202,752
Tehama County										63,831	63,831
Trinity County	168,339	171,696	195,116	142,149	97,563	73,083	144,268	343,563	49,185	252,523	1,637,486
Grand Total	1,953,837	1,888,709	1,983,126	2,188,091	2,976,365	2,173,268	1,918,514	1,540,564	1,441,498	1,783,264	19,847,235

Aggregate Medical Fiscal Year Spend

Sum of Transaction Amount	Column Labels										
Row Labels	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Alpine County	45,532	55,453	47,318	57,392	40,778	22,070	25,605	11,754	44,835	98,591	449,330
Colusa County	94,072	262,520	62,162	15,239	40,130	28,383	34,622	41,418	22,680	70,465	671,690
Del Norte County	245,486	347,929	130,142	260,863	322,376	212,620	100,289	48,999	130,525	79,628	1,878,858
Lassen County	213,480	300,707	264,866	392,044	241,174	254,095	232,889	79,139	118,096	267,326	2,363,817
Modoc County	64,754	114,263	158,915	63,563	42,144	53,432	147,829	46,925	31,237	44,904	767,966
Mono County	158,745	179,268	368,757	184,168	171,115	120,605	94,442	129,794	168,451	84,847	1,660,193
Plumas County	579,828	582,483	265,565	216,073	269,965	226,797	134,408	148,808	156,387	130,507	2,710,822
San Benito County	190,861	241,851	228,896	269,911	213,411	129,016	189,188	161,715	225,870	274,441	2,125,158
Sierra County	41,682	42,541	116,695	29,425	101,180	37,450	148,994	98,312	183,363	61,060	860,701
Sutter County			52,212	172,798	334,761	220,161	340,257	176,995	305,252	254,559	1,856,995
Tehama County										100,327	100,327
Trinity County	69,518	314,909	153,834	66,223	324,467	110,758	112,497	82,858	102,882	327,406	1,665,352
Grand Total	1,703,957	2,441,924	1,849,362	1,727,700	2,101,502	1,415,387	1,561,020	1,026,717	1,489,578	1,794,062	17,111,209



A Joint Powers Authority Established in 1980

**Liability and Property Program Staff Report
Board of Directors Meeting October 2023
Recap of Fiscal Year 22/23**

Staff Update

- Sean continues working on obtaining his ARM and CPCU designations
- Conducted file reviews in Modoc & San Benito.
- Claim volume is up significantly from this time last year, as of 6/30/22 there were 146 open GL and Property claims compared to 235 open claims as of 6/30/23.

Liability

- Total Liability claims opened 7/1/22 – 6/30/23: 219
- Total Gross Incurred on Claims Opened 7/1/22 – 6/30/23: \$2,246,026.88
- Total Open Liability Claims for all Policy Years: 186
- Total Gross Incurred on Open Liability Claims for all Policy Years: \$24,820,378.01
- Counties with the Most Liability Claims Filed: San Benito (59), Tehama (43), Sutter (33),
- Leading Type of Loss: Dangerous Condition of Public Property
- Liability Claims Closed: 179

Property

- Total Property Claims Opened 7/1/22 – 6/30/23: 71
- Total Gross Incurred on Claims Opened 7/1/23 – 6/30/23: \$1,370,355.65
- Total Open Property Claims for all Policy Years: 49
- Total Incurred on Open Claims for all Policy Years: \$6,779,250.00

- Counties with the Most Property Claims Filed: Del Norte (11), Sutter (9), Modoc (9)
- Leading Type of Loss: Licensed and Unlicensed Vehicle
- Property Claims Closed: 50

Future:

- Continue to provide trainings to members and outside counsels in ways to effectively litigate in this new climate, and avoid catastrophic outcomes.
- Continue to proactively manage cases toward the most cost-effective outcome, and develop new strategies for preparing and litigating in the current climate.
- County Counsel Risk Management Summit is scheduled for 10/18 & 10/19 at the Gaia Hotel in Anderson.

Count of Claim Number	Column Labels										
Row Labels	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Alpine County	2	4	1	3	1	5	4	1	2	3	26
Colusa County	5	9	5	8	8	7	2	5	4	14	67
Del Norte County	30	22	20	30	23	18	17	16	10	10	196
Lassen County	17	21	5	18	21	18	13	11	4	17	145
Modoc County	6	9	4	11	7	6	3	2	2	4	54
Mono County	6	8	6	9	3	4	6	8	10	13	73
Plumas County	10	7	9	8	18	23	8	4	5	8	100
San Benito County	16	29	25	30	25	20	14	11	21	59	250
Sierra County	6	6	1	5	2	3	3	4	1	4	35
Sutter County	22	16	11	34	29	32	37	21	23	33	258
Tehama County	40	27	33	30	72	60	50	26	22	43	403
Trinity County	8	12	8	5	6	5	17	9	10	11	91
Grand Total	168	170	128	191	215	201	174	118	114	219	1698

GL Legal

Sum of Transaction Amount	Column Labels										
Row Labels	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Alpine County	50,477	65,557	77,246	321,078	45,106	23,524	42,729	5,802	12,024	6,626	650,170
Colusa County	32,620	39,174	79,463	3,290	149,966	56,201	14,794	17,617	2,145	22,606	417,875
Del Norte County	494,796	371,480	256,832	230,849	62,939	67,971	158,402	105,107	15,252		1,763,628
Lassen County	229,317	271,749	44,120	79,840	102,219	139,640	64,815	111,509	30,789	45,945	1,119,942
Modoc County	121,230	261,637	326,073	253,838	150,384	95,993	71,929	94,348	6,992	32,504	1,414,929
Mono County	336,908	217,551	146,272	81,672	24,019		7,134		34,123	103,717	951,397
Plumas County	10,622	5,237	2,725	45,786	105,780	41,201	149,765	168,131	89,661	112,647	731,556
San Benito County	118,750	41,225	107,165	58,387	166,372	321,419	59,122	64,975	106,213	117,550	1,161,176
Sierra County	160,897	23,764	3,054								187,714
Sutter County	93,228	41,056	149,843	170,187	180,030	193,585	194,824	129,646	303,590	197,098	1,653,086
Tehama County	9,383	202,852	128,366	14,658	16,000	164,165	53,950	126,410	27,365	644,093	1,387,241
Trinity County	56,495	11,662	21,516	13,383	11,184	26,385	54,272	198,940	293,885	216,430	904,152
Grand Total	1,714,724	1,552,943	1,342,675	1,272,967	1,013,999	1,130,084	871,735	1,022,484	922,038	1,499,216	12,342,866

GL Indemnity

Sum of Transaction Amount	Column Labels										
Row Labels	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Alpine County	42,500	36,992			1,500	107,180	10,963	1,663	150,000	2,204	353,002
Colusa County		250,000	6,048	18,263	21,616	90,000			1,500	7,603	395,030
Del Norte County	305,562	20,940	383,801	21,829	21,670	6,094	5,036	69,086	176,285	8,998	1,019,302
Lassen County	492,227	115,688	28,500	20,911	46,034	83,074	21,825	13,547	135,000	10,114	966,920
Modoc County	4,238		98,000	301,653	340,570	5,063		96,500	1,059		847,083
Mono County	5,000	77,046	1,152,368	107,007	660	1,453		22,148	47,909	311,158	1,724,749
Plumas County	4,833	3,411	871	327,999	13,246	21,474	28,762	2,806	115,000	14,631	533,033
San Benito County	5,169	6,658	302,390	99,651	4,776	192,273	17,905	1,324	1,852	21,370	653,368
Sierra County	4,550,000		82,116	802	772	150	1,472	8,422	1,229	4,729	4,649,692
Sutter County	160,000	12,862	154,041	43,279	549,333	250,412	130,701	24,134	30,301	5,555,445	6,910,508
Tehama County	12,877	158,247	24,924	24,236	34,698	278,671	3,438	163,893	79,823	815,953	1,596,761
Trinity County	8,923	9,022			5,310		2,937	1,400	14,404,515	7,013,085	21,445,192
Grand Total	5,591,330	690,866	2,233,058	965,631	1,040,184	1,035,844	223,038	404,923	15,144,474	13,765,290	41,094,639

Property Frequency

Count of Claim Number	Column Labels										
Row Labels	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Alpine County	2	2	4	3	8	5	2	4	5	3	38
Colusa County	1		3	2	3	2	3	1		2	17
Del Norte County	13	17	6	15	11	11	6	11	7	11	108
Lassen County	7	7	5	7	10	3	10	3	3	5	60
Modoc County	8	8	2	9	4	10	1	4	4	9	59
Mono County	5	9	3	15	2	7	3	7	3	6	60
Plumas County	7	11	10	9	14	13	7	8	3	3	85
San Benito County	4	3	8	5	9	5	6	6	5	7	58
Sierra County	1	2	1	3	6	2	2	1	2	3	23
Sutter County					3	5	6	13	11	9	47
Tehama County										6	6
Trinity County	3	2	3	4	7	4	2	3	5	7	40
Grand Total	51	61	45	72	77	67	48	61	48	71	601

Property Losses Paid

Sum of Transaction Amount	Column Labels										
Row Labels	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Alpine County	20,804	1,062	182,164	239,588	173,853	36,274	159,335	6,301	205,314	6,949	1,031,645
Colusa County			9,237	3,464	216,774	6,687	65,413	20,858		36,741	359,174
Del Norte County	89,737	906,172	9,802	101,851	320,608	168,672	31,908	35,477	162,134	81,567	1,907,928
Lassen County	203,966	101,206	124,884	23,241	197,359	5,788	90,987	44,246	4,052	11,828	807,560
Modoc County	11,110	68,129	109,597	62,890	24,004	45,224	82,371	85,440	25,692	63,061	577,519
Mono County	6,154	12,214	10,133	36,955	35,872	9,417	12,585	19,891	16,834	10,787	170,841
Plumas County	52,316	163,977	62,253	184,116	197,306	64,723	220,701	119,971	2,482,385	26,413	3,574,161
San Benito County	7,977	63,414	96,553	58,315	62,045	40,987	9,389	64,260	55,063	12,828	470,831
Sierra County	93,249	2,276	41,431	5,111	13,684	5,752	5,150		54,551	3,833	225,036
Sutter County					9,601	122,573	46,520	1,865,875	24,263	70,699	2,139,532
Tehama County										8,634	8,634
Trinity County	6,917	8,005	202,845	23,588	72,477	14,288	2,644	24,346	210,786	146,997	712,891
Grand Total	492,230	1,326,455	848,898	739,119	1,323,584	520,389	727,003	2,286,665	3,241,072	480,336	11,985,752



Administration Department Report Board of Directors Meeting October 2023

- Per direction from strategic planning session to provide orientations, and special focus to members critical positions, we visited the County of Tehama, and Plumas.
- Completed the NACO Leadership program.
- Finalized return of funds calculation.
- Conducted monthly Executive and Claims Review Committee meetings.
- We began financial audit with James Marta. This is year two of the three-year contract.
- Becca began handling our insurance certificates for Trindel, and we sent out all of the ones for 2023-2024.
- Provided actuaries with loss runs, and met with them to discuss SIR options.
- Jack and myself handled all the year end adjustments.
- Worked with investment advisor to revise investment policy.
- Worked with employment attorney to revise HR policies.

Team Activities Future:

- Continue to schedule orientations at Counties to educate key personnel on the values of Trindel.

- Work with team to re-imagine law enforcement services.
- Focus teams efforts on engaging return to work efforts at the County.
- Finalize year end audit, and actuaries.
- Commence financial audit in July.
- Develop member satisfaction survey to be completed by key personnel in the next few months, and then again in two years.
- Begin investing with Kevin Webb under the new parameters of the investment policy.



TRINDEL BOARD MEETING
October 2023

GENERAL BUSINESS
AGENDA ITEM 7.

SUBJECT: Treasurers Report

ACTION FOR CONSIDERATION: Informational.

BACKGROUND: Update as of 6/30/2023 2022-2023 fiscal year end investment earnings and holdings.

We will also be joined by Carlos Oblites of Chandler Asset Management who will provide an update on Chandler's activities for fiscal year 22-23.

FISCAL IMPACT: N/A

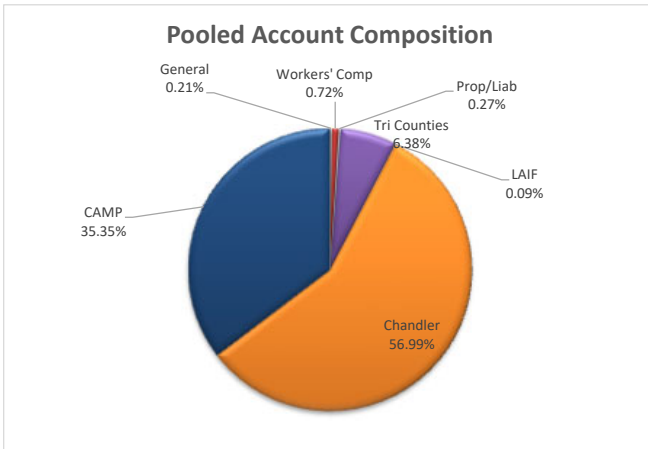
RECOMMENDATION: N/A

Trindel Insurance Fund Treasurers Report

This Treasurers Report is submitted in accordance with the investment policy adopted on September 25, 2020 and all investments are in compliance.
Per California Government Code 53646, sufficient liquidity is available to meet all anticipated obligations during the next six months.

Andrew Fischer

Date	General Account 1010 Tri Counties	Workers' Comp Account Tri Counties	Prop Liab Account Tri Counties	Money Mrk Account Tri Counties	Local Agency Investment Fund	Chandler Asset Management	California Asset Management Program	Total
7/31/2022				\$5,265.02		\$42,588.00		47,853.02
8/31/2022				\$4,787.81		\$43,381.00		48,168.81
9/30/2022				\$4,944.35	\$34,552.80	\$43,981.00		83,478.15
First Qtr. Earnings	\$0.00	\$0.00	\$0.00	\$14,997.18	\$34,552.80	\$129,950.00	\$0.00	179,499.98
9/30/2022 Cash Bal	<u>3,739,537.97</u>	<u>413,157.18</u>	<u>-88,044.51</u>	<u>11,284,353.04</u>	<u>10,189,280.03</u>	<u>41,266,214.00</u>		<u>66,804,497.71</u>
10/31/2022				\$14,375.92		\$47,803.00		62,178.92
11/30/2022				\$13,929.91		\$48,256.00		62,185.91
12/31/2022				\$22,893.19	\$53,228.46	\$52,222.00		128,343.65
Second Qtr. Earnings	\$0.00	\$0.00	\$0.00	\$51,199.02	\$53,228.46	\$148,281.00	\$0.00	252,708.48
12/31/2022 Cash Bal	<u>10,528,644.20</u>	<u>791,748.91</u>	<u>243,736.20</u>	<u>16,335,552.06</u>	<u>10,242,508.49</u>	<u>41,493,777.00</u>		<u>79,635,966.86</u>
1/31/2023				\$46,602.78		\$51,828.00		98,430.78
2/28/2023				\$24,431.42		\$63,017.00		87,448.42
3/31/2023				\$34,218.82	\$69,032.85	\$110,129.00		213,380.67
Third Qtr. Earnings	\$0.00	\$0.00	\$0.00	\$105,253.02	\$69,032.85	\$224,974.00	\$0.00	399,259.87
3/31/2023 Cash Bal	<u>318,870.67</u>	<u>488,117.25</u>	<u>205,604.97</u>	<u>15,240,805.08</u>	<u>10,311,541.34</u>	<u>52,262,974.00</u>	<u>0.00</u>	<u>78,827,913.31</u>
4/30/2023				\$45,857.06		\$98,965.00	\$19,723.07	164,545.13
5/31/2023				\$22,571.28		\$101,337.00	\$115,229.11	239,137.39
6/30/2023				\$17,450.28	\$12,755.00	\$106,960.00	\$138,493.10	275,658.38
Fourth Qtr. Earnings	\$0.00	\$0.00	\$0.00	\$85,878.62	\$12,755.00	\$307,262.00	\$273,445.28	679,340.90
6/30/2023 Cash Bal	<u>193,024.00</u>	<u>653,457.40</u>	<u>243,072.92</u>	<u>5,826,683.70</u>	<u>84,296.34</u>	<u>52,033,642.00</u>	<u>32,273,445.28</u>	<u>91,307,621.64</u>
	General	Workers' Comp	Prop/Liab	Tri Counties	LAIF	Chandler	CAMP	



	<u>Earnings</u>	<u>Simple Annualized FYTD Rate</u>
Tri Counties	\$ 257,327.84	4.42%
LAIF	\$169,569.11	2.20%
Chandler	\$ 810,467.00	1.56%
CAMP	\$ 273,445.28	0.85%
Total FY Int.	<u>\$ 1,510,809.23</u>	1.65%
Chandler fee		
First \$25 mil 0.10 of 1% = 10 basis points		
Second \$25 mil 0.08 of 1% = 8 basis points	<u>\$ 39,728.39</u>	0.08%
NET Gain/Loss	<u>\$ 1,471,080.84</u>	1.61%
FYTD change in fair Market value	<u>\$ (423,503.00)</u>	-0.93%



Account Statement - Transaction Summary

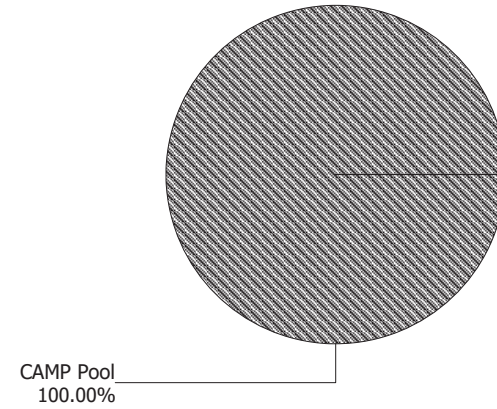
For the Month Ending **June 30, 2023**

Trindel Insurance Fund - Trindel Insurance Fund - 6157-001

CAMP Pool	
Opening Market Value	32,134,952.18
Purchases	138,493.10
Redemptions	0.00
Unsettled Trades	0.00
Change in Value	0.00
Closing Market Value	\$32,273,445.28
Cash Dividends and Income	138,493.10

Asset Summary	June 30, 2023	May 31, 2023
CAMP Pool	32,273,445.28	32,134,952.18
Total	\$32,273,445.28	\$32,134,952.18

Asset Allocation





Account Statement

For the Month Ending **June 30, 2023**

Trindel Insurance Fund - Trindel Insurance Fund - 6157-001

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
CAMP Pool					
Opening Balance					32,134,952.18
06/30/23	07/03/23	Accrual Income Div Reinvestment - Distributions	1.00	138,493.10	32,273,445.28
Closing Balance					32,273,445.28

	Month of June	Fiscal YTD July-June
Opening Balance	32,134,952.18	0.00
Purchases	138,493.10	32,273,445.28
Redemptions (Excl. Checks)	0.00	0.00
Check Disbursements	0.00	0.00
Closing Balance	32,273,445.28	32,273,445.28
Cash Dividends and Income	138,493.10	273,445.28

Closing Balance	32,273,445.28
Average Monthly Balance	32,139,568.62
Monthly Distribution Yield	5.24%



PORTFOLIO CHARACTERISTICS

Average Modified Duration	3.02
Average Coupon	2.42%
Average Purchase YTM	2.45%
Average Market YTM	4.84%
Average S&P/Moody Rating	AA+/Aa1
Average Final Maturity	3.54 yrs
Average Life	3.41 yrs

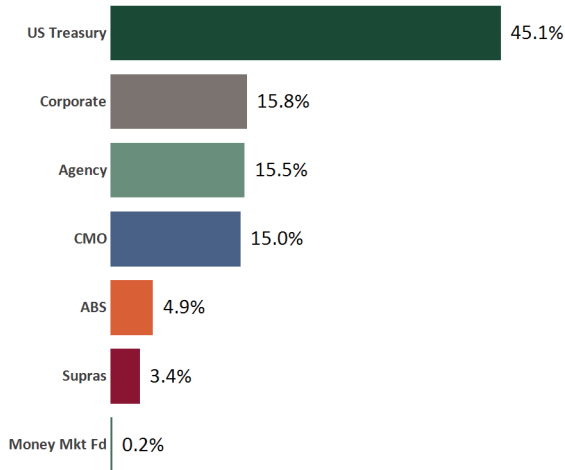
ACCOUNT SUMMARY

	Beg. Values as of 5/31/23	End Values as of 6/30/23
Market Value	52,302,869	52,033,642
Accrued Interest	225,051	258,783
Total Market Value	52,527,920	52,292,426
Income Earned	101,337	106,960
Cont/WD		-104
Par	54,016,964	54,111,403
Book Value	53,556,165	53,629,288
Cost Value	53,778,802	53,852,194

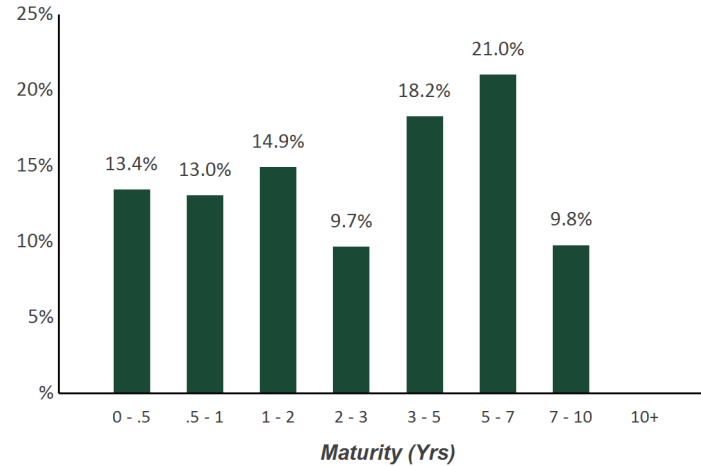
TOP ISSUERS

Government of United States	45.1%
Federal Home Loan Mortgage Corp	22.1%
Federal Home Loan Bank	3.4%
Federal National Mortgage Assoc	3.4%
Federal Farm Credit Bank	1.7%
Amazon.com Inc	1.6%
Intl Bank Recon and Development	1.5%
Wal-Mart Stores	1.4%
Total	80.1%

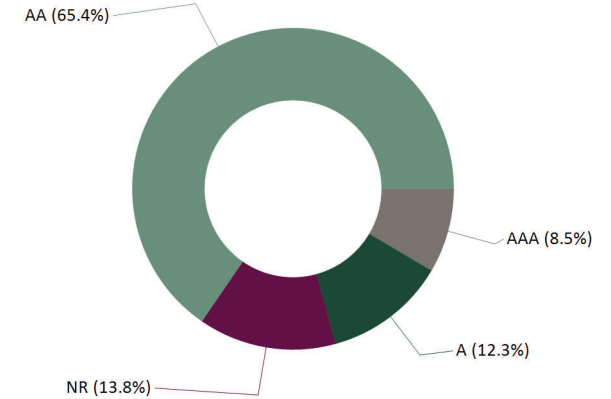
SECTOR ALLOCATION



MATURITY DISTRIBUTION






CREDIT QUALITY (S&P)



PERFORMANCE REVIEW

TOTAL RATE OF RETURN	Annualized									
	1M	3M	YTD	1YR	2YRS	3YRS	5YRS	10YRS	3/31/2014	
Trindel Insurance Fund	-0.45%	-0.33%	1.42%	1.08%	-1.00%	-0.59%	1.28%	N/A	1.08%	
ICE BofA 1-10 Yr US Treasury & Agency Index	-0.90%	-1.11%	1.09%	-1.10%	-3.63%	-2.78%	0.82%	N/A	0.97%	

ADDRESS SERVICE REQUESTEDTRINDEL INSURANCE FUND
PO BOX 2069
WEAVERVILLE CA 96093-2069**Service With Solutions**

-  Speak with a Banker: 1-800-922-8742
-  Automated Phone Banking: 1-844-822-2447
-  Online Banking: TriCountiesBank.com

Save for the future with a Certificate of Deposit.

Whatever you're saving for, a Tri Counties Bank Certificate of Deposit (CD) can help. CDs allow you to earn a guaranteed rate of return, even during times of uncertainty.

Special rates are now available. Contact your local branch, or visit TriCountiesBank.com for current rates.

Member FDIC

Overall Balance Summary

Account Type	Account Number	Ending Balance
Exclusive Comm MMI Images	369123567	\$5,826,683.70

Exclusive Comm MMI Images-369123567**Account Summary**

Date	Description	Amount
06/01/2023	Beginning Balance	\$5,809,233.42
	1 Credit(s) This Period	\$17,450.28
	0 Debit(s) This Period	\$0.00
06/30/2023	Ending Balance	\$5,826,683.70

Interest Summary

Description	Amount
Interest Earned From 06/01/2023 Through 06/30/2023	
Annual Percentage Yield Earned	3.72%
Days in Statement Cycle	30
Interest and/or Reward Paid	\$17,450.28
Interest Paid this Statement Cycle	\$17,450.28
Interest Paid Year-to-Date	\$191,131.64

Other Credits

Date	Description	Amount
06/30/2023	INT PMT SYS-GEN	\$17,450.28

THIS STATEMENT SHALL BE CONSIDERED CORRECT AND TRI COUNTIES BANK SHALL NOT BE LIABLE FOR ANY DISCREPANCIES IF NOT REPORTED TO THE BANK WITHIN 30 CALENDAR DAYS FROM THE DATE THIS STATEMENT WAS MAILED OR MADE AVAILABLE. RESPONSE TIME FOR REPORTING ERRORS OR INQUIRIES REGARDING ELECTRONIC FUND TRANSFERS OR YOUR AUTOMATIC CASH RESERVE ARE SEPARATELY DISCLOSED. ALL ITEMS DEPOSITED ARE SUBJECT TO RECEIPT OF FINAL PAYMENT.

HERE’S AN EASY WAY TO BALANCE YOUR CHECKBOOK:

(A) UPDATE CHECKBOOK BALANCE

- Subtract from your checkbook balance any monthly service charges, other bank charges and all automatic withdrawals/payments not previously deducted.
- Add to your checkbook balance all automatic deposits, other deposits and automatic cash reserve advances not recorded.

(B) VERIFY OUTSTANDING CHECKS

- Your checks are listed on the front of this statement in check number sequence or in date paid sequence if the check number is not available. An asterisk (*) indicates missing check number(s).
- Check off each check listed on your check register or stubs.
- List in the space provided all outstanding checks. Add these and enter total.

(C) RECONCILE BALANCES

- Enter the ending balance as shown on the front of this statement.
- Add all deposits which are not shown on this statement.
- Enter total of outstanding checks described in (B) above and subtract from the subtotal.

	(+)	
	(+)	
SUBTOTAL	➔	
	(-)	
THIS TOTAL SHOULD AGREE WITH YOUR CHECKBOOK BALANCE	➔	

OUTSTANDING CHECKS

ITEM NO.	AMOUNT	
		TOTAL

(D) IF YOU DID NOT BALANCE

- Verify that the previous month’s statement was balanced properly.
- Review all additions and subtractions for errors as well as balances brought forward in your checkbook register.
- Record any outstanding transactions from prior statements.
- Determine that all credits (including Automatic Deposits) shown in the “Deposits” and “Other Credits” sections of this statement are entered in your checkbook.
- Compare the amount of each item listed on this statement against the amounts entered in your checkbook.

The following notices apply if your account is maintained primarily for personal, family or household purposes.

IN CASE OF ERRORS OR QUESTIONS ABOUT YOUR ELECTRONIC TRANSFERS

Call us at 1-800-922-8742 or write to us at Tri Counties Bank, Customer Service Department, P. O. Box 909 Chico, CA 95927 as soon as you can, if you think your statement or receipt is wrong or if you need more information about a transfer on the statement or receipt. We must hear from you no later than 60 days after we sent you the FIRST statement on which the error or problem appeared.

- (1) Tell us your name and account number (if any).
- (2) Describe the error or the transfer you are unsure about, and explain as clearly as you can why you believe it is an error or why you need more information.
- (3) Tell us the dollar amount of the suspected error.

We will investigate your complaint and will correct any error promptly. If we take more than 10 business days to do this, we will credit your account for the amount you think is in error; so that you will have the use of the money during the time it takes us to complete our investigation.

Important Notice About Your Tri Counties Bank Visa® Debit Card

Your Card is enabled with non-Visa debit transaction processing. This means you may use your Card on a PIN-Debit Network without using a PIN or with your PIN. Examples of the types of actions you may be required to make to initiate a Card transaction on a PIN-Debit Network include initiating a payment directly with the biller, possibly via telephone, Internet, or kiosk locations. The non-Visa Debit Network(s) for which such transactions are enabled is the Accel® network.

Examples of the types of actions that you may be required to make to initiate a transaction on your Card include:

- Signing a receipt
- Providing a Card number, expiration date and card verification code over the phone or the internet
- Swiping your Card through a point-of-sale (POS) terminal and entering your PIN or signing for your purchase

The provisions of your agreement with us relating only to Visa transactions are not applicable to transactions that are conducted on networks other than a Visa or Plus network, such as a PIN-Debit Network. This means that for transactions that are processed through networks other than Visa or Plus, the above Visa zero dollar liability protection rules do not apply, even if you did not have to enter a PIN when you conducted the transaction.



Trindel Insurance Fund Board of Directors Meeting : October 2023

PROGRAMS

AGENDA ITEM 8.

SUBJECT: 2022-2023 Risk Control Audit

ACTION FOR CONSIDERATION: None, information only.

BACKGROUND:

Trindel Insurance Fund Resolution 18-02 authorizes the fund to incorporate \$60,000 into the workers' compensation premiums to distribute for the purpose of funding a loss prevention specialist position at the County upon achieving an 80% on the Trindel Risk Control Audit.

Last year three Counties did not achieve an 80% audit score, and only received a partial loss prevention subsidy. This year those Counties passed and will receive the remaining balance from last year, and the full subsidy. Additionally, we are pleased to report that all Counties passed the Risk Control Audit.

See attached audit scores for all Counties for the past 10-years.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A

The members are audited on their loss prevention efforts, agency culture and understanding of safety practices.

Each member is evaluated in key indicators of knowledgeable leaders, safety practices, and safety culture.

Each member must score at least 80% or better on the audit to receive the loss prevention subsidy of \$60,000.

The subsidy funds are aimed to help fund a Safety Officer position and loss prevention efforts each year.

This practice along with other risk management activities has kept our loss history below the industry average and creates premium and claim loss savings.

Trindel Risk Control Audit Scores

Members need to attain 80% or better to receive Loss Prevention Subsidy

Ten Year Score History

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Alpine	46%	64%	85%	87%	88%	91%	95%	94%	0%	90%	76%	89%
Colusa	96%	92%	95%	97%	96%	98%	97%	98%	100%	99%	100%	96%
Del Norte	64%	81%	73%	76%	83%	86%	92%	95%	100%	95%	90%	95%
Lassen	96%	89%	90%	87%	91%	89%	92%	89%	95%	90%	84%	85%
Modoc	56%	61%	56%	53%	62%	92%	95%	97%	100%	87%	92%	92%
Mono	95%	92%	93%	89%	39%	94%	98%	98%	93%	97%	97%	96%
Plumas	88%	81%	93%	86%	96%	82%	90%	80%	95%	80%	50%	94%
San Benito	85%	63%	66%	69%	90%	93%	81%	83%	91%	91%	75%	87%
Sierra	98%	90%	96%	95%	97%	96%	100%	98%	99%	100%	100%	99%
Sutter	N/A	N/A	N/A	80%	45%	80%	44%	88%	100%	98%	98%	98%
Tehama	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	99%
Trinity	90%	94%	92%	85%	95%	91%	97%	97%	100%	93%	95%	91%



Trindel Board of Directors Meeting: October 2023

PROGRAMS

AGENDA ITEM 9.

SUBJECT: 2022-2023 PRISM Workers' Compensation Audit

ACTION FOR CONSIDERATION: None, information only.

BACKGROUND:

As a requirement of being a member of PRISM, formerly CSAC-EIA, we are required to undergo a bi-annual claims administration audit to ensure we are handling claims in accordance with PRISM's claims handling guide lines. I am pleased to report to the Board that we achieved the highest score to date in 2023.

Trindel PRISM WC Audit Scores		
2013		69.64%
2015		78.41%
2017		74.65%
2018		79.21%
2021		87.55%
2023		89.61%

Next audit, I am confident that our team will achieve a score that is well into the 90 percentile range.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A

MAY 2023

PRISM EIA AUDIT REPORT

TRINDEL INSURANCE FUND



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Audited But Not Scored Results.....	16

Addendum I – POA, S/R and Excess Detail Results

Addendum II – Audit Cross Reference List

Addendum III – Audit Worksheets

EXECUTIVE SUMMARY

This section will serve as an overview of the audit findings with recommendations for moving forward. The overall claims handling of the TPA is **Meets Expectations** as measured in accordance with the standards set forth in the Guidelines.

Performance Strengths

Outstanding results in were achieved in the categories of adjuster caseload, payments on correct claims, initial reserve for probable value, medical bills paid timely, penalties coded correctly, TD/4850 reserves separate, settlement valuation, EIA settlement authority requested, member settlement authority requested, identify and notice third party timely, periodic contact with third party, member involved in complaint vs. lien, subrogation pursued for maximum recovery, timely excess reimbursement requests, and timely closing excess reporting.

Performance Improvement Recommendations

When the employee is off work, we recommend a separate diary for ongoing contact to ensure the 30-day standard is met or exceeded. We recommend setting the diaries every 25 days. The earlier diary dates will assist for any unplanned delays in getting the contact done.

When indemnity benefits are initiated, we maintain our prior recommendation for an automatic 180-day diary to be set to complete timely file balancing. Additionally, we recommend an internal checklist at the time benefits end to ensure the requirement is met to complete balancing upon termination of benefits.

We recommend a system generated diary for the adjuster, to reoccur daily the first three days after the claim is opened, to prompt timely three-point contacts.

The standards for ruling in/out apportionment and ongoing pursuit of apportionment should be reviewed with the team. Closer attention to ISO index results, asking the employee about prior injuries at the time of initial contact, and review of apportionment at the time of each POA will help improve this score.

We recommend an annual diary for future medical files to ensure annual OSIP compliant reserve reviews are completed. Additionally, training for appropriately calculating OSIP reserves may be beneficial. Outlining the last OSIP calculation date and next OSIP calculation due date in the POA template may also improve this score.

Upon receipt of information that would allow the claim to be finalized we recommend a diary be set to ensure that resolution is pursued within 10 days, with timely follow up efforts demonstrated until settlement or closure is achieved.

Audit Demographics

The audit criterion was formed by using the PRISM Claims Administration standards. The file audits specifically focused on claims handling activity from 05/01/21 through the date of the audit. Trindel provided a list of the open inventory covered by the PRISM program and a random selection of the files was pulled to gather 50 files from the open inventory. The file selection consisted of a mix of indemnity claims, future medical files, and medical only claims. File documents, notes, payments, letters, and reserves are maintained in electronic form. The files were accessed remotely. Each worksheet was provided to the adjuster and Andrew Fischer for review and comment. They engaged with the auditors and submitted all questions, feedback, or disputes prior to the conclusion of the audit.

AUDIT TEAM

Angela Mudge

Owner, President & CEO

Over 30 years of workers' compensation claims experience

IEA Certificate, Self-Insured Certificate & WCCP Designation

Prior positions held - adjuster, supervisor, claims manager and vice president

Tera Martin Del Campo

Vice President Operations

Over 20 years of workers' compensation claims experience

IEA Certificate, Self-Insured Certificate, WCCP & WCCA Designation

Prior positions held – adjuster, claim compliance analyst, director of auditing

Fernando Rodriguez

Director of Auditing

Over 10 years of workers' compensation claims experience

Bachelor of science in business administration, Self-Insured Certificate

Prior positions held – adjuster, supervisor trainee, and senior collaborator

Mindy Irby

Collaborator

Over 18 years of workers' compensation claims experience

Self-Insured Certificate and WCCP Designation

Prior positions held – adjuster

LaLena Armstrong

Collaborator

Over 19 years of workers' compensation claims experience

Bachelor of Arts, Public Administration and Masters of Business Administration

Self-Insured Certificate and WCCP Designation

Prior positions held – adjuster, supervisor, manager, director of client relations

AUDIT SCORESHEETS

Overview

Category	Points Available	Points	Score	%	Prior Score	Variance
Claim Handling - Administrative	923	849	Exceeds Expectations	91.98%	87.35%	4.64%
Caseload	1	1	Exceeds Expectations	100.00%	100.00%	0.00%
Case Review and Documentation	794	741	Exceeds Expectations	93.32%	87.84%	5.49%
Communication	4	0	Unsatisfactory	0.00%	0.00%	0.00%
Fiscal Handling	19	15	Below Expectations	78.95%	87.50%	-8.55%
Claim Creation	49	40	Meets Expectations	81.63%	71.74%	9.89%
Reserves	56	52	Exceeds Expectations	92.86%	98.00%	-5.14%
Claims Handling - Technical	309	255	Meets Expectations	82.52%	88.11%	-5.59%
Payments	42	42	Exceeds Expectations	100.00%	100.00%	0.00%
Apportionment	7	4	Unsatisfactory	57.14%	100.00%	-42.86%
Disability Management	8	6	Below Expectations	75.00%	80.00%	-5.00%
Reserving	111	86	Below Expectations	77.48%	85.47%	-7.99%
Resolution of Claim	40	26	Unsatisfactory	65.00%	84.85%	-19.85%
Settlement Authority	16	16	Exceeds Expectations	100.00%	100.00%	0.00%
Litigated Cases	18	15	Meets Expectations	83.33%	100.00%	-16.67%
Subrogation	5	5	Exceeds Expectations	100.00%	100.00%	0.00%
Excess Coverage	62	55	Meets Expectations	88.71%	79.25%	9.46%
Overall Score	1232	1104	Meets Expectations	89.61%	87.55%	2.06%

Detail

	Category	Points Available	Points	Score	%	Prior Score	Variance
Claim Handling - Administrative							
	Caseload	1	1				
	Adjuster Caseload	1	1	Exceeds Expectations	100.00%	100.00%	0.00%
Case Review and Documentation		794	741				
	Examiner Reviews - Timing	532	512	Exceeds Expectations	96.24%	85.52%	10.72%
	Examiner Reviews - Quality Plan of Action	49	39	Below Expectations	79.59%	84.00%	-4.41%
	Supervisor Reviews	213	190	Meets Expectations	89.20%	93.72%	-4.52%
	Medical Only Conversion	0	0	N/A	N/A	N/A	N/A
Communication		4	0				
	Ongoing Employee Contact	4	0	Unsatisfactory	0.00%	0.00%	0.00%
Fiscal Handling		19	15				
	Payments on Correct Claims	11	11	Exceeds Expectations	100.00%	100.00%	0.00%
	File Balancing	8	4	Unsatisfactory	50.00%	71.43%	-21.43%
Claim Creation		49	40				
	Three Point Contact - Initial Employee Contact	22	21	Exceeds Expectations	95.45%	86.36%	9.09%
	Three Point Contact - Initial Employer Contact	27	19	Below Expectations	70.37%	58.33%	12.04%
Reserves		56	52				
	Initial Reserves for Probable Value	28	28	Exceeds Expectations	100.00%	100.00%	0.00%
	Initial Reserves Timely	28	24	Meets Expectations	85.71%	96.00%	-10.29%
Score for Claim Handling - Administrative		923	849		91.98%	87.35%	

Category	Points Available	Points	Score	%	Prior Score	Variance
Claim Handling - Administrative						
Caseload	1	1				
Adjuster Caseload	1	1	Exceeds Expectations	100.00%	100.00%	0.00%
Case Review and Documentation	794	741				
Examiner Reviews - Timing	532	512	Exceeds Expectations	96.24%	85.52%	10.72%
Examiner Reviews - Quality Plan of Action	49	39	Below Expectations	79.59%	84.00%	-4.41%
Supervisor Reviews	213	190	Meets Expectations	89.20%	93.72%	-4.52%
Medical Only Conversion	0	0	N/A	N/A	N/A	N/A
Communication	4	0				
Ongoing Employee Contact	4	0	Unsatisfactory	0.00%	0.00%	0.00%
Fiscal Handling	19	15				
Payments on Correct Claims	11	11	Exceeds Expectations	100.00%	100.00%	0.00%
File Balancing	8	4	Unsatisfactory	50.00%	71.43%	-21.43%
Claim Creation	49	40				
Three Point Contact - Initial Employee Contact	22	21	Exceeds Expectations	95.45%	86.36%	9.09%
Three Point Contact - Initial Employer Contact	27	19	Below Expectations	70.37%	58.33%	12.04%
Reserves	56	52				
Initial Reserves for Probable Value	28	28	Exceeds Expectations	100.00%	100.00%	0.00%
Initial Reserves Timely	28	24	Meets Expectations	85.71%	96.00%	-10.29%
Score for Claim Handling - Administrative	923	849		91.98%	87.35%	

AUDIT EXCEPTION DETAILS

Claim Handling – Administrative Caseload

Adjuster Caseload

Opportunities 1 | Achieved 1

There are three dedicated indemnity adjusters assigned to this program. The weighted values listed below include adjustment for the 2:1 ratio for future medical and medical only claims.

Adjuster	Indemnity	Med Only	Future Med	Total	Weighted Total
Anita Cooper	28	40	67	135	82
Jordan Wardrip	36	61	33	130	83
Jennifer Loomis	18	42	30	90	54
Total	82	143	130	355	219

Case Review & Documentation

Examiner Reviews - Timing

Opportunities 532 | Achieved 512

Please see Addendum I for a detailed summary of opportunities and plan of actions meeting the criteria for this standard.

Examiner Reviews - Quality Plan of Action

Opportunities 49 | Achieved 39

1. P-7321 The POAs dated 02/06/23, 03/13/23, 04/18/23, and 05/23/23 fail to recognize the file is overdue for closure.
2. P-7322 The POAs completed on 03/24/23 and 04/24/23 failed to recognize the file was overdue for administrative closure, and that no bills or treatment should have been paid with a date of service that was after the denial date.
3. P-7323 The POAs dated 04/13/23 and 05/12/23 did not include the current medical status, treatment plan, work status, nor did they outline actions items to move the claim to resolution.
4. P-7326 The POAs completed on 01/24/23, 02/23/23, and 03/22/23 failed to recognize the file was overdue for administrative closure.
5. P-7331 The POAs dated 03/23/23 and 04/21/23 failed to recognize the claim is overdue for closure. They lacked proactive action items to move the claim towards closure.
6. P-7333 The 04/18/23 and 05/17/23 POAs failed to outline a legal strategy, nor action items to move the claim to timely resolution.
7. P-7336 The POAs from 06/17/22 through the date of the audit fail to outline the index results and subpoenaed records review as it pertains to potential apportionment exposure.
8. P-7340 The POAs completed during the audit period have duplicative reserve information and fail to identify that an annual OSIP reserve review is overdue. This resulted in overstated reserves.
9. P-7342 The POAs completed during the audit period have duplicative reserve information and fail to identify that an annual OSIP reserve review is overdue. This resulted in overstated reserves.

10. P-7356 The POAs completed during the audit period have duplicative reserve information and fail to identify that an annual OSIP reserve review is overdue. This resulted in understated reserves.

Supervisor Reviews

Opportunities 213 | Achieved 190

Please see Addendum I for a detailed summary of opportunities and supervisor reviews meeting the criteria for this standard.

Medical Only Conversion

Opportunities 0 | Achieved N/A

There were no applicable claims for this category.

Communication

Ongoing Employee Contact

Opportunities 4 | Achieved 0

1. P-7317 The employee was temporarily disabled (TD) from 02/03/23 through the date of the audit. There was a gap longer than 30 days between follow up contact from 02/25/23 to 04/12/23 and 04/18/23 to 05/24/23.
2. P-7327 The employee was TD from 07/02/22 through the date of the audit. There was a gap longer than 30 days between follow up contact from 07/08/22 to 11/07/22, 11/09/22 to 12/15/22, 12/17/22 to 02/14/23, 02/16/23 to 03/30/23, and 04/01/23 to the date of the audit.
3. P-7332 The employee was TD from 03/13/22 to 03/09/23. There was a gap longer than 30 days between follow up contact from 05/20/22 to 03/07/23.
4. P-7347 The employee was TD from before the start of the audit period to 03/06/22. There was a gap longer than 30 days between follow up contact from 08/24/21, until the employee returned to work on 03/07/22.

Fiscal Handling

Payments on Correct Claims

Opportunities 11 | Achieved 11

All claims that met the criteria for this category also met the standard.

File Balancing

Opportunities 8 | Achieved 4

1. P-7339 TD payments were initiated as of 08/24/21 picking up TD retroactively to 02/03/21. TD benefits were paid through 01/31/23. Semi-annual balancing was timely completed on 01/04/22. Subsequent file balancing was due by 07/04/22 and was untimely completed on 08/05/22.
2. P-7347 The employee was TD from 12/25/20 to 03/06/22. The auditor was unable to locate a balance sheet in the file that was filled out at the time the ending notice was issued.
3. P-7349 TD/4850 benefits were paid through 07/11/22. A benefit termination letter was issued on 07/14/22. File balancing prior to issuing the termination letter is not evident.
4. P-7361 TTD benefits were paid from 07/09/21 through 08/22/21. The auditor was unable to locate documentation that the file was balanced prior to issuing the benefit ending notice. The file balance sheet was untimely completed on 01/03/22.

Claim Creation

Three Point Contact – Initial Employee Contact

Opportunities 22 | Achieved 21

1. P-7316 The claim was received on 03/14/23 with initial contact due by 03/17/23. A timely employee contact attempt was documented on 03/16/23. The auditor was unable to locate a second and third contact attempt documented in the first three days.

Three Point Contact – Initial Employer Contact

Opportunities 27 | Achieved 19

1. P-7305 The claim was received on 10/11/22 with initial contact due by 10/14/22. A timely employer contact attempt was documented on 10/11/22. The auditor was unable to locate a second and third contact attempt in the first three days.
2. P-7328 The claim was received on 06/28/22 with initial contact due by 07/01/22. A timely employer contact attempt was documented on 06/29/22. The auditor was unable to locate a second and third contact attempt in the first three days.
3. P-7331 The claim was received on 11/15/22 with initial contact due by 11/18/22. A timely employer contact attempt was documented on 11/15/22. The auditor was unable to locate a second and third contact attempt in the first three days.
4. P-7333 The claim was received on 11/10/22 with initial contact due by 11/15/22. The auditor was unable to locate documentation of any initial employer contact attempts in the first three days.
5. P-7335 The claim was received on 01/27/22 with initial contact due by 02/01/22. The auditor was unable to locate documentation of any initial employer contact attempts in the first three days.
6. P-7336 The claim was received on 07/13/21 with initial contact due by 07/16/21. A timely employer contact attempt was documented on 07/16/21. The auditor was unable to locate a second and third contact attempt in the first three days.
7. P-7348 The claim was received on 08/02/22 with initial contact due by 08/05/22. The auditor was unable to locate documentation of any initial employer contact attempts in the first three days.
8. P-7362 The claim was received on 10/21/21 with initial contact due by 10/26/21. The auditor was unable to locate any employer contacts made within the first three days.

Reserves

Initial Reserves for Probable Value

Opportunities 28 | Achieved 28

All claims that met the criteria for this category also met the standard.

Initial Reserve Timely

Opportunities 28 | Achieved 24

1. P-7328 The initial reserves were due by 07/11/22 and were untimely established on 08/25/22.
2. P-7335 The initial reserves were due by 02/09/22 and were untimely established on 02/15/22.
3. P-7337 The initial reserves were due by 01/17/22 and were untimely established on 01/18/22.
4. P-7348 The initial reserves were due by 08/16/22 and were untimely established on 08/17/22.

Claim Handling – Technical

Payments

Medical Bills Paid Timely

Opportunities 41 | Achieved 41

All claims that met the criteria for this category also met the standard.

Penalties Coded Correctly

Opportunities 1 | Achieved 1

The claim that met the criteria for this category also met the standard.

Apportionment

Ruled In/Out

Opportunities 4 | Achieved 3

1. *P-7320 Based upon the index, the employee has prior injuries involving the back. These have not been outlined in the POA in terms of potential apportionment.*

Pursued Appropriately

Opportunities 3 | Achieved 1

1. *P-7318 The employee's prior left knee injury was identified with the need to establish apportionment. The signed medical release was received 04/12/23 and the adjuster has not made any efforts to obtain prior records.*
2. *P-7336 The employee returned the medical releases, and the adjuster subpoenaed the prior records. These records were received on 06/06/22. There is no documented record review outlining the results as it relates to the ongoing pursuit of apportionment.*

Disability Management

Proactive Return to Work

Opportunities 5 | Achieved 4

1. *P-7349 The employee is status post low back strain and was off work from the start of the audit period through 07/11/22. During that time, there were no documented efforts to press the PTP for work restrictions, contact with the member/department to identify a modified position nor use of either a telephonic or field case manager or a referral for sub-rosa to aggressively intervene on RTW.*

Member Noticed of Permanent Work Restrictions

Opportunities 3 | Achieved 2

1. *P-7335 The qualified medical evaluator's (QME) maximum medical improvement (MMI) report was received on 06/21/22, which outlined permanent restrictions. The member was untimely notified of the permanent restrictions on 11/01/22.*

Reserving

Reserves Adjusted Timely

Opportunities 50 | Achieved 38

1. *P-7316 The file was eligible for closure by 04/21/23. The claim was untimely closed on 05/16/23. Thus, the reserves were overstated during this period.*

2. *P-7321 The file was ready for administrative closure on 01/12/23 but was untimely closed on 05/25/23. Thus, the reserves were overstated during this period.*
3. *P-7322 The file was ready for administrative closure on 02/25/23 but remains open. The reserves are overstated.*
4. *P-7326 The file was ready for administrative closure on 12/22/22 but was untimely closed on 05/02/23 resulting in overstated reserves during this period.*
5. *P-7331 The file was postured for closure no later than 02/28/23 and it remains open resulting in overstated reserves during the audit period.*
6. *P-7338 The reserves were documented as reviewed throughout the audit period. However, the last comprehensive reserve review was on 12/19/22 and was not based on the three-year average or current life expectancy which resulted in overstated reserves.*
7. *P-7340 The reserves were last reviewed and adjusted on 10/29/20 which was prior to the audit period. The file lacks a comprehensive reserve review during the audit period with at least two due. This resulted in overstated reserves.*
8. *P-7342 The reserves were last reviewed and adjusted on 01/19/19 which was prior to the audit period. The employee has not been treated since 2020. However, the file cannot close based on the voucher. The file lacks a comprehensive reserve review during the audit period with at least one due. This resulted in overstated reserves.*
9. *P-7347 The QME's MMI report was received on 09/02/22. The reserves were untimely adjusted for the exposures on 02/01/23.*
10. *P-7349 The AME MMI report was received on 10/27/22. The reserves were untimely adjusted for the exposures on 05/18/23.*
11. *P-7356 The reserves were last reviewed and adjusted on 08/03/22 when the case was reopened. The file lacks a comprehensive reserve review during the audit period with at least one due. This resulted in understated reserves.*
12. *P-7361 The QME's MMI report was received on 01/18/22. The reserves were untimely adjusted for the exposures on 08/10/22 and failed to recognize the TD reserves needed to be reduced. The TD reserves were untimely reduced on 01/25/23.*

TD & 4850 Reserved Separately
Opportunities 4 | Achieved 4

All claims that met the criteria for this category also met the standard.

PD Exposure Includes Life Pension
Opportunities 0 | Achieved N/A

There were no applicable claims for this category.

FM Reserves Consistent with OSIP Standards
Opportunities 8 | Achieved 4

1. *P-7338 The file was overdue for an OSIP compliant reserve review during the audit period. The adjustment of 12/19/22 did not contemplate for the three-year average or current life expectancy. A reserve decrease is recommended based on the auditor's OSIP calculation located within the audit worksheet.*
2. *P-7340 The auditor was unable to locate a reserve review throughout the audit period with at least two OSIP compliant reviews warranted. The reserves are overstated based on the auditor's OSIP calculation located within the audit worksheet.*

3. *P-7342 The auditor was unable to locate a reserve review throughout the audit period with at least once OISP compliant review warranted. The employee has not been treated since an orthopedic evaluation in 2020. The reserves are overstated based on the auditor's OSIP compliant reserve calculation located within the audit worksheet.*
4. *P-7356 The auditor was unable to locate a reserve review throughout the audit period with at least one OSIP compliant review warranted. The reserves are understated based on the auditor's OSIP calculation located within the audit worksheet.*

**Allocated Reserve Accurate
Opportunities 49 | Achieved 40**

1. *P-7316 The file was eligible for closure by 04/21/23. The file was untimely closed on 05/16/23 resulting in the outstanding allocated expense reserves being overstated for the exposures during this period.*
2. *P-7321 The file was eligible for closure in January 2023 and untimely closed on 05/25/23. The outstanding allocated expense reserves were overstated for the exposures during this period.*
3. *P-7322 The outstanding expense reserves are overstated as all discovery issues resolved on 01/25/23 and the file has been eligible for administrative closure since 02/25/23.*
4. *P-7326 The file was ready for administrative closure on 12/22/22 but was untimely closed on 05/02/23. Thus, the outstanding allocated expense reserves are overstated for the exposures during this period.*
5. *P-7331 The file was postured for closure no later than 02/28/23 but remains open. The allocated/expense reserves were overstated during the audit period.*
6. *P-7338 Based on the medical bills paid to date the cost containment fees have been equivalent to roughly 5%. Therefore, based on the projected medical costs, the current expense reserves of \$4,883 are overstated.*
7. *P-7340 Based on the three-year paid values, the cost containment fees have been equivalent to roughly 10%. Therefore, based on the projected medical costs, the current expense reserves of \$3,805 are overstated.*
8. *P-7342 Based on the medical bills paid to date the cost containment fees have been equivalent to roughly 10%. Therefore, the outstanding expense reserves totaling \$1,805 are overstated.*
9. *P-7356 Based on the medical bills paid to date the cost containment fees have been equivalent to roughly 10%. Therefore, based on the projected medical costs, the current expense reserves of \$1,865 are understated.*

Reserve Detail

No recommended changes	44 claims
Increase recommended	1 claim
Decrease recommended	5 claims
Total estimated reserve variance	-\$83,318

Resolution of Claim

**Resolution Pursued Timely
Opportunities 27 | Achieved 13**

1. *P-7316 A claim denial issued 03/21/23 based on lack of medical evidence. The file was eligible for closure by 04/21/23 as there was no response or dispute to the denial. The claim was untimely closed on 05/16/23.*
2. *P-7321 The discharge report was received 12/09/22. A closing notice was issued 12/12/22. The file was ready for closure by month end of 01/2023 and was untimely closed on 05/25/23.*

3. P-7322 The claim denial issued on 01/25/23 with no response or dispute from the employee. The file is overdue for closure review.
4. P-7326 A closing notice was issued on 11/22/22 for lack of follow up care. The file untimely closed on 05/02/23.
5. P-7331 A claim denial issued on 01/10/23 due to the employee not cooperating with the investigation. There has been no dispute to the denial, no response to the medical releases, and no request for a PQME. All bills have been paid since 02/01/23. The file is overdue for closure.
6. P-7335 The DA provided settlement recommendations on 10/21/22, based on the QME supplemental report. The settlement authority (SAR) was untimely completed on 01/31/23.
7. P-7339 The QME's MMI report was received 02/24/23. There's no documentation that any steps were taken to finalize the claim within 10 days of receipt of the report. The SAR was untimely submitted on 03/22/23.
8. P-7341 Defense counsel provided applicant attorney (AA)'s global C&R demand and requested that the adjuster review the case for authority on 11/22/21. The SAR was untimely completed on 03/08/22.
9. P-7347 The QME's MMI report was received on 09/02/22. The DEU rating was received on 09/09/22. The SAR was untimely submitted to the member on 09/22/22.
10. P-7349 The AME's MMI report was received on 10/27/22. AA made a demand for settlement on 11/21/22, which was forwarded to the adjuster by the DA on 11/22/22. The SAR was untimely submitted on 02/07/23.
11. P-7350 The AME's MMI report was received on 02/28/23. A DEU rating was untimely requested on 03/16/23. The DA's rating was provided on 03/21/23. The SAR was untimely submitted on 04/07/23.
12. P-7358 The QME's MMI report dated 03/11/22 was received 05/23/22. DA provided settlement recommendations on 05/27/22. The SAR was untimely completed on 06/13/22.
13. P-7359 The DEU rating of the QME report was received on 12/17/21. The SAR was untimely completed on 01/12/23.
14. P-7360 The employee was found MMI with the last discussion with the employee about resolution documented prior to the audit period on 03/30/21. There were no actions taken during the audit period to follow up on resolution efforts. The SAR remains overdue.

Settlement Valuation

Opportunities 13 | Achieved 13

All claims that met the criteria for this category also met the standard.

Medicare's Interests Protected

Opportunities 0 | Achieved N/A

There were no applicable claims for this category.

Settlement Authority

EIA Settlement Authority Requested

Opportunities 2 | Achieved 2

Both claims that met the criteria for this category also met the standard.

Member Settlement Authority Requested

Opportunities 14 | Achieved 14

All claims that met the criteria for this category also met the standard.

Litigated Claims

Initiate Investigation Material to Potential Litigation

Opportunities 0 | Achieved N/A

There were no applicable claims for this category.

Proper Litigation Management and Defense Attorney on Panel

Opportunities 18 | Achieved 15

1. P-7329 The file lacks documentation of proactive litigation management. There is no documentation that the adjuster followed up with the DA between the DA's update dated 10/25/22 and the DA update dated 05/01/23.
2. P-7330 The file lacks documentation of proactive litigation management. There is a lack of follow up with the DA from the substitution of attorneys on 09/12/22 and the receipt of notice of deposition dated 01/03/23.
3. P-7333 The auditor does not find evidence that litigation management is being handled appropriately, nor clear documentation that the adjuster is maintaining control. There is no documented legal activity between 01/04/23 and the DA update of 05/23/23. The QME report was received on 04/18/23. There were no efforts from the adjuster to discuss the outcome of the QME with the DA to come up with a legal POA.

Subrogation

Identify & Notice 3rd Party Timely

Opportunities 1 | Achieved 1

The claim that met the criteria for this category also met the standard.

Periodic Contact with 3rd Party

Opportunities 1 | Achieved 1

The claim that met the criteria for this category also met the standard.

Complaint or Lien Filed Timely

Opportunities 1 | Achieved 1

The claim that met the criteria for this category also met the standard.

Member Involved in Complaint vs. Lien

Opportunities 1 | Achieved 1

The claim that met the criteria for this category also met the standard.

Subrogation Pursued for Maximum Recovery

Opportunities 1 | Achieved 1

The claim that met the criteria for this category also met the standard.

Approval to Accept, Waive or Settle 3rd Party Case

Opportunities 0 | Achieved N/A

There were no applicable claims for this category.

Excess Coverage

Timely Initial Excess Reporting

Opportunities 0 | Achieved N/A

There were no applicable claims for this category.

Timely Subsequent Excess Reports

Opportunities 59 | Achieved 52

Please see Addendum I for a detailed summary of opportunities and excess reports meeting the criteria for this standard.

Timely Excess Reimbursement Requests

Opportunities 2 | Achieved 2

The claims that met the criteria for this category also met the standard.

Closing Excess Report Sent

Opportunities 1 | Achieved 1

The claim that met the criteria for this category also met the standard.

AUDITED BUT NOT SCORED RESULTS

Category	Points Available	Points	%	Prior %	Variance
Supervisor Caseload	1	1	100.00%	100.00%	0.00%
Respond to Written Inquiries	0	0	N/A	100.00%	N/A
Ongoing Employer Communication/Reporting	0	0	N/A	N/A	N/A
Initial Decision	28	16	57.14%	88.00%	-30.86%
Final Decision	15	15	100.00%	100.00%	0.00%
AOE/COE Investigation	15	15	100.00%	100.00%	0.00%
Indexing	34	33	97.06%	96.67%	0.39%
Initial TD/PD Payment	9	8	88.89%	100.00%	-11.11%
DWC Notice	30	25	83.33%	100.00%	-16.67%
Subsequent TD/PD Payments	10	10	100.00%	100.00%	0.00%
Overpayments	3	3	100.00%	100.00%	0.00%
Undisputed Awards Paid Timely	10	10	100.00%	100.00%	0.00%
Copy of Award to Excess	2	2	100.00%	66.67%	33.33%
Medical Bills Objection Letters	41	41	100.00%	100.00%	0.00%
Employee Reimbursements Timely	12	12	100.00%	100.00%	0.00%
Advance Travel Timely	14	14	100.00%	100.00%	0.00%
Self-Imposed Penalties Paid	2	2	100.00%	100.00%	0.00%
Penalty Reimbursement	2	2	100.00%	N/A	N/A
Proper Use of UR	25	25	100.00%	100.00%	0.00%
NCM Used Appropriately	1	1	100.00%	100.00%	0.00%
Proof of Member/EIA Authority	11	11	100.00%	100.00%	0.00%
Member Involved in Legal Activities Where Appropriate	1	1	100.00%	N/A	N/A



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 10.

SUBJECT: Law Enforcement Task Force

ACTION FOR CONSIDERATION: Action item to review, discuss, direct, revise, and/or approve the creation of a Trindel Law Enforcement Task Force.

BACKGROUND: At the Fall 2022 Strategic Planning Session, direction was given to staff to increase our focus on law enforcement with the intention on reducing claims from our members law enforcement departments. Trindel staff met multiple times over the course of the year to re-imagine our law enforcement services. It was agreed upon that our law enforcement agencies are the most trained employees in our member counties, and that we should not position ourselves to compete with POST training providers.

Instead, we are focusing our efforts on preventing losses to our programs, through education in risk management for law enforcement.

To facilitate County involvement, as a member driven organization, we are recommending that the Board create a Law Enforcement Task Force, to help direct our activities in preventing law enforcement losses, and encourage engagement at the County level.

The Law Enforcement Task Force will have no powers, and no authority granted under the Trindel JPA agreement or By-Laws. They will solely act as an advisory committee to assist in preventing law enforcement losses to the Trindel covered programs.

FISCAL IMPACT: N/A

RECOMMENDATION: It is the staff recommendation to have the Board approve the creation of the Trindel Law Enforcement Task Force.

**TRINDEL INSURANCE FUND
RESOLUTION NO. 24-01**

**IN THE MATTER OF THE CREATION OF THE TRINDEL LAW ENFORCEMENT TASK
FORCE**

WHEREAS, THE BOARD FOUND IT TO BE IN THE BEST INTEREST OF ALL MEMBERS OF TRINDEL TO FOCUS RISK MANAGEMENT SERVICES ON LAW ENFORCEMENT DURING STRATEGIC PLANNING.

WHEREAS, STAFF RECOMMENDS CREATING A LAW ENFORCEMENT TASK FORCE TO ASSIST IN THE IDENTIFICATION, PREVENTION, AND EDUCATION OF RISKS ASSOCIATED WITH LAW ENFORCEMENT ACTIVITIES.

NOW THEREFORE BE IT RESOLVED THAT THE BOARD OF DIRECTORS OF TRINDEL INSURANCE FUN HEREBY ADOPTS EXHIBIT A TO THIS RESOLUTION THE CREATION OF A TRINDEL LAW ENFORCEMENT TASK FORCE

Section 1. THE TRINDEL LAW ENFORCEMENT TASK FORCE AS SET FOR THE IN-EXHIBIT A, ARE HEREBY ADOPTED

Adopted by the Board of Directors of the Trindel Insurance Fund on the ____ day of October, 2023, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

TRINDEL INSURANCE FUND

ATTEST:

Nathan Black, President

Van Maddox, Secretary

Exhibit A



Task Force Charter

Outlines, objectives, scope, responsibilities, and goals of the task force. The charter serves as a reference point for all team members and helps maintain focus.

Task Force Powers and Authority: None under the JPA agreement, by-laws, resolution, or any other governing document, and their meetings will not be subject to the brown act.

Task Force Leader: Trindel Director of Risk Control, Trindel Risk Control Services.

Purpose:

Foster communication, share resources, strategize risk control measures, and provide professional development opportunities between member agencies and JPA, ultimately reducing claims in the coverage areas of Trindel Insurance Fund.

Task Force Objectives:

Reduce frequency and severity of law enforcement claims from employees and third parties by providing professional development, legislative guidance, mental wellness for officers and families, physical wellness, risk control and safety, technology, and recognition.

Work Plan:

Create collaboration opportunities between Trindel member law enforcement agencies, focusing on ways to reduce liability, property damage, workplace injuries, exposures, improve best workplace practices and policies, and promote professional development resources.

- Operations, standards training
- Leadership professional development
- Mental wellness and physical health

Task Force Support and Resources:

- Trindel Risk Management for Rural Counties
- Primary and alternate task force member from each member county
- County Administration
- County Counsel
- Lexipol
- Law Enforcement Training Fund

Member Task Force Responsibility:

Attend three annual meetings a year delivered in-person or via Zoom. Selected primary member will select an alternate to assist primary and participate in meetings in the event primary cannot, some meetings will involve both primary and alternate. Member will be given task force objective in advance and or following each meeting. Task force objectives will be provided by Trindel Risk Control Services.

Task Force Leaders Responsibilities:

Is to direct discussion of the task force meeting, ensuring that the objectives of the meeting can be met, and that the task force effectively fulfils its responsibility in consideration of the items on the agenda. This involves ensuring that you are well briefed about each agenda item and that:

- Decisions are taken, recorded, and carried out
- There is full participation
- The agenda is followed
- There are time limits for the meeting as a whole and for agenda items

Productive meetings require the contribution of all members of the Task Force, working as a team and taking joint responsibility for ensuring that issues are given due consideration and decisions taken.

Encourage Collaboration: Foster an environment of open communication and collaboration among task force members. Encourage the sharing of ideas, constructive feedback, and brainstorming sessions.

Celebrate Achievements: Acknowledge and celebrate the achievements and milestones reached by the task force. This boosts team morale and motivation.

Key Stakeholders:

Sworn and non-sworn law enforcement and support staff from sheriff, probation, jail and district attorney. One lead and one alternate task force representative to represent county first responder agencies.

Selected Task Force Members:

County	Primary	Dept.	Email	Alternate	Dept.	Email
Alpine						
Colusa						
Del Norte						
Lassen						
Plumas						
Modoc						
Mono						
San Benito						
Sierra						
Sutter						
Tehama						
Trinity						

Suggested Schedule:

TBD

Meeting Times:

TBD

Communication:

Email, Zoom meetings, phone messaging and/or in-person meetings and training events.



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 11.

SUBJECT: 2023-2024 PRISM Excess Premiums

ACTION FOR CONSIDERATION: Informational item to update the Board on the 2023-2024 excess premiums that were paid to PRISM.

BACKGROUND: Comparison of 23-24 Excess premiums with PRISM versus 22-23.

PRISM/Alliant Excess Premiums	23-24		22-23
GL	6,391,795.00		4,777,802.00
Property	2,572,302.00		2,075,842.00
Med-Mal	1,078,345.00		1,001,813.00
EWC	1,264,486.00		996,191.00
Airport Renewal Premium	45,717.00		45,967.00
Aircraft Renewal Premium	1,570.00		1,570.00
CIMI	245,136.39		241,709.57
Crime Renewal Premium	106,172.00		99,424.00
Cyber Renewal Premium	160,985.00		117,553.00
Pollution Renewal Premium	87,888.00		132,753.00
Watercraft Renewal Premium	10,343.00		9,865.00
Tehama OEL	155,007.00		127,647.00
TOTAL	12,119,746.39		9,628,136.57
Overall Increase	2,491,609.82		

FISCAL IMPACT: N/A

RECOMMENDATION: N/A



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 12.

SUBJECT: 2022-2023 Fiscal Year Return of Funds Option.

ACTION FOR CONSIDERATION: Action item to discuss, and adopt return of funds from fiscal year 2022-2023.

BACKGROUND: As set for the in Trindel Insurance Fund Resolution 22-01, for each individual member that has retained earnings above 90% confidence level and one program SIR at year end, the Board may declare a dividend/return of funds. The return of funds shall not exceed 50% of the amount above 90% confidence level plus one SIR. Additionally, to be eligible for any return of funds, the individual member must satisfy a minimum of 70% confidence level of reserves in all programs. This applies to the banking layer only.

For the pooled layers of the workers' compensation and general liability pool, the total reserves must be at minimum 10 x multiples of the pool layer above expected (50%) confidence level. Should the pool have the excess available funding, the Board will have the option to declare a dividend not to exceed 50% of the excess reserve. The pool shall be at least 3 years old to be eligible for a dividend. To receive a dividend, the entity must've been a member of Trindel in the fiscal year that the dividend is declared.

The Board has the sole discretion to declare a dividend or not.

FISCAL IMPACT: N/A

RECOMMENDATION: Approve the calculation as presented.

RETURN OF FUNDS FROM 2022-23 FOR 2023-24

	ALPINE	COLUSA	DEL NTE	LASSEN	MODOC	MONO	PLUMAS	SAN BENITO	SIERRA	SUTTER	TEHAMA	TRINITY	Total
Summary of Return of Funds Available	120	130	140	150	160	170	180	190	200	205	207	210	
Workers Compensation	-	841,929	748,156	287,774	568,802	-	532,459	-	-	677,815	478,617	-	4,135,552
Liability	127,046	212,287	329,728	221,726	315,469	138,610	405,207	938,528	-	-	-	-	2,688,601
Property	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical Malpractice	-	-	53,420	20,916	-	-	32,689	-	4,901	-	-	2,679	114,604
Total	127,046	1,054,216	1,131,304	530,416	884,271	138,610	970,355	938,528	4,901	677,815	478,617	2,679	6,938,758

Member funded above 70% confidence level to be eligible for return of funds

	ALPINE	COLUSA	DEL NTE	LASSEN	MODOC	MONO	PLUMAS	SAN BENITO	SIERRA	SUTTER	TEHAMA	TRINITY	Total
Combined Program funding	2,679,071	4,196,415	7,214,439	7,987,230	4,786,746	6,483,009	10,267,681	9,623,825	2,936,157	11,543,244	3,097,396	3,539,518	74,354,732
Combined Pogram Reserves 70% Confidence	2,290,429	1,340,545	3,939,056	5,510,623	2,266,578	5,566,620	6,968,748	7,869,877	2,281,428	9,273,011	2,079,673	4,560,781	53,947,369
Dividend only possible if this number is positive	388,642	2,855,871	3,275,383	2,476,607	2,520,168	916,389	3,298,933	1,753,948	654,730	2,270,233	1,017,723	(1,021,263)	20,407,363

RETURN OF FUNDS FROM 2022-23 FOR 2023-24

Attachment A

	ALPINE 120	COLUSA 130	DEL NTE 140	LASSEN 150	MODOC 160	MONO 170	PLUMAS 180	SAN BENITO 190	SIERRA 200	SUTTER 205	TEHAMA 207	TRINITY 210	Total
WORKERS' COMPENSATION PROGRAM													
ACTUAL DUE TO/FROM 6/30	(84,981)	2,194,634	2,504,339	1,933,752	1,835,544	785,133	2,826,263	317,991	595,719	3,247,755	1,399,261	54,095	17,609,506
ACTUAL RESERVES NEEDED CALCULATION													
Member loss history ratio	4.33%	2.13%	7.15%	10.69%	4.02%	11.42%	14.76%	15.19%	4.95%	16.08%	1.43%	7.85%	
Booked reserves reflecting 50%	1,749,719	860,291	2,889,843	4,319,099	1,624,206	4,612,798	5,964,528	6,136,966	2,000,970	6,498,314	579,687	3,172,091	40,408,513
Reserves to reflect 90%	2,178,410	1,071,068	3,597,871	5,377,304	2,022,146	5,742,961	7,425,871	7,640,559	2,491,220	8,090,439	721,714	3,949,271	50,308,833
Adjustment for 90% confidence	428,691	210,776	708,028	1,058,204	397,940	1,130,162	1,461,344	1,503,592	490,249	1,592,125	142,027	777,181	9,900,320
One self insured retention	300,000	300,000	300,000	300,000	300,000	300,000	300,000	300,000	300,000	300,000	300,000	300,000	3,600,000
Reserve Funding	728,691	510,776	1,008,028	1,358,204	697,940	1,430,162	1,761,344	1,803,592	790,249	1,892,125	442,027	1,077,181	13,500,320
Reserves to reflect 70%	1,889,713	929,123	3,121,058	4,664,669	1,754,158	4,981,866	6,441,747	6,627,982	2,161,067	7,018,241	626,068	3,425,888	43,641,580
RETURN OF FUNDS													
Due To <u>less</u> Reserve Funding	(813,672)	1,683,858	1,496,311	575,548	1,137,604	(645,030)	1,064,919	(1,485,601)	(194,530)	1,355,630	957,235	(1,023,085)	4,109,187
Total excess funding (excluding negatives)	0	1,683,858	1,496,311	575,548	1,137,604	0	1,064,919	0	0	1,355,630	957,235	0	8,271,105
50% of excess funding available	0	841,929	748,156	287,774	568,802	0	532,459	0	0	677,815	478,617	0	4,135,552
LIABILITY PROGRAM													
ACTUAL DUE TO/FROM 6/30	597,047	783,894	1,108,658	917,094	994,386	679,522	1,145,658	2,486,849	225,736	230,220	(84,236)	(699,261)	8,385,568
ACTUAL RESERVES NEEDED CALCULATION													
Member loss history ratio	3.23%	3.80%	6.92%	7.77%	3.94%	5.29%	2.96%	12.50%	0.94%	24.22%	16.40%	12.04%	
Booked reserves reflecting 50%	252,511	296,965	541,132	607,521	308,182	413,728	231,565	977,377	73,406	1,894,180	1,282,323	941,872	7,820,762
Reserves to reflect 90%	345,465	406,284	740,334	831,163	421,630	566,031	316,809	1,337,170	100,429	2,591,468	1,754,374	1,288,596	10,699,753
Adjustment for 90% confidence	92,955	109,319	199,202	223,642	113,448	152,302	85,244	359,793	27,022	697,288	472,051	346,723	2,878,990
One self insured retention	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	3,000,000
Reserve Funding	342,955	359,319	449,202	473,642	363,448	402,302	335,244	609,793	277,022	947,288	722,051	596,723	5,878,990
Reserves to reflect 70%	276,943	325,699	593,491	666,305	338,001	453,760	253,971	1,071,947	80,509	2,077,459	1,406,399	1,033,007	8,577,492
													5,797,000
													621,000
RETURN OF FUNDS													
Due To <u>less</u> Reserve Funding	254,093	424,575	659,456	443,453	630,937	277,220	810,414	1,877,055	(51,286)	(717,068)	(806,287)	(1,295,985)	3,802,562
Total excess funding (excluding negatives)	254,093	424,575	659,456	443,453	630,937	277,220	810,414	1,877,055	0	0	0	0	3,802,562
50% of excess funding available	127,046	212,287	329,728	221,726	315,469	138,610	405,207	938,528	0	0	0	0	1,901,281

RETURN OF FUNDS FROM 2022-23 FOR 2023-24

	ALPINE 120	COLUSA 130	DEL NTE 140	LASSEN 150	MODOC 160	MONO 170	PLUMAS 180	SAN BENITO 190	SIERRA 200	SUTTER 205	TEHAMA 207	TRINITY 210	Total
PROPERTY PROGRAM													
ACTUAL DUE TO/FROM 6/30	31,083	(30,463)	(162,989)	(18,624)	(87,569)	(132,218)	(234,745)	(444,621)	(29,987)	(260,015)	(93,166)	(51,526)	(1,514,839)
ACTUAL RESERVES NEEDED CALCULATION													
Member loss history ratio	8.27%	3.55%	14.73%	11.75%	9.53%	6.35%	18.09%	9.09%	2.66%	6.72%	2.63%	6.63%	
Booked reserves reflecting 50%	109,936	47,188	195,921	156,328	126,792	84,466	240,580	120,937	35,333	89,388	35,025	88,127	1,330,021
Reserves to reflect 90%	163,347	70,113	291,105	232,276	188,392	125,502	357,461	179,691	52,499	132,816	52,041	130,941	1,976,185
Adjustment for 90% confidence	53,410	22,925	95,184	75,949	61,599	41,036	116,881	58,755	17,166	43,427	17,016	42,815	646,164
One self insured retention	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	300,000
Reserve Funding	78,410	47,925	120,184	100,949	86,599	66,036	141,881	83,755	42,166	68,427	42,016	67,815	946,164
Reserves to reflect 70%	123,581	53,044	220,237	175,730	142,529	94,949	270,440	135,946	39,719	100,482	39,372	99,064	1,495,094
RETURN OF FUNDS													
Due To <u>less</u> Reserve Funding	(47,327)	(78,388)	(283,173)	(119,573)	(174,168)	(198,254)	(376,626)	(528,375)	(72,153)	(328,442)	(135,182)	(119,341)	(2,461,003)
Total excess funding (excluding negatives)	0	0	0	0	0	0	0	0	0	0	0	0	0
50% of excess funding available	0	0	0	0	0	0	0	0	0	0	0	0	0
MED-MAL PROGRAM													
ACTUAL DUE TO/FROM 6/30	23,585	14,899	133,745	68,580	(43,101)	7,585	91,533	(1,855)	34,861	(224,795)	(28,452)	31,616	108,201
ACTUAL RESERVES NEEDED CALCULATION													
Member loss history ratio	0.08%	14.01%	1.83%	1.68%	13.68%	15.46%	1.11%	14.58%	0.06%	32.95%	3.36%	1.21%	
Booked reserves reflecting 50%	170	29,007	3,790	3,480	28,307	31,994	2,300	30,181	118	68,196	6,953	2,505	207,000
Reserves to reflect 90%	255	43,580	5,694	5,228	42,529	48,068	3,455	45,344	177	102,459	10,446	3,763	311,000
Adjustment for 90% confidence	85	14,574	1,904	1,748	14,222	16,074	1,155	15,163	59	34,263	3,493	1,258	104,000
One self insured retention	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	300,000
Reserve Funding	25,085	39,574	26,904	26,748	39,222	41,074	26,155	40,163	25,059	59,263	28,493	26,258	404,000
Reserves to reflect 70%	191	32,679	4,270	3,920	31,890	36,044	2,591	34,001	133	76,829	7,833	2,822	233,202
RETURN OF FUNDS													
Due To <u>less</u> Reserve Funding	(1,500)	(24,674)	106,841	41,832	(82,323)	(33,489)	65,377	(42,018)	9,802	(284,057)	(56,946)	5,357	(295,799)
Total excess funding (excluding negatives)	0	0	106,841	41,832	0	0	65,377	0	9,802	0	0	5,357	229,209
50% of excess funding available	0	0	53,420	20,916	0	0	32,689	0	4,901	0	0	2,679	114,604

General Liability Pool	250,000 to 1,000,000
Layer	750,000
Assets	
Cash	337,329
LAIF	560
CAMP	2,561,542
Investments	1,001,170
Total Assets	3,900,600
Liabilities	
Claims Liabilities	802,607
Total Liabilities	802,607
Net Position (Due to Members)	3,097,993
10 multiples of the pool Layer	7,500,000
Available to Members	(4,402,007)

Dividend is only possible if this number is positive

**No return of pooled funds are available until the policy period has matured 3 years. Pooling policy 5/28/2021					
Pool Participation	2021-2022	2022-2023			
ALPINE	x	x			
COLUSA	x	x			
DEL NORTE	x	x			
LASSEN	x	x			
MODOC	x	x			
MONO	x	x			
PLUMAS	x	x			
SAN BENITO	x	x			
SIERRA	x	x			
SUTTER	x	x			
TEHAMA		x			
TRINITY	x	x			
Funded	2,201,000	2,041,134			
Paid	-	-			
Reserved	-	50,000			
IBNR	934,000	1,047,000			
Availble	1,267,000	944,134			
Fifty Percent of available for dividend	633,500	472,067			

Workers' Compensation Pool	300,000 to 1,000,000
Layer	700,000
Assets	
Cash	312,535
LAIF	2,112
CAMP	4,180,503
Investments	6,011,527
Total Assets	10,506,676
Liabilities	
Claims Liabilities	5,953,000
Total Liabilities	5,953,000
Net Position (Due to Members)	4,553,676
10 multiples of the pool Layer	7,000,000
	(2,446,324)

Dividend is only possible if this number is positive

Pool Participation	No return of funds available until each policy period has matured 3 years. (WC Pooling policy 5/28/2021)							
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023			
ALPINE	x	x	x	x	x			
COLUSA	x	x	x	x	x			
DEL NORTE	x	x	x	x	x			
LASSEN	x	x	x	x	x			
MODOC	x	x	x	x	x			
MONO	x	x	x	x	x			
PLUMAS	x	x	x	x	x			
SAN BENITO	x	x	x	x	x			
SIERRA	x	x	x	x	x			
SUTTER	x	x	x	x	x			
TEHAMA					x			
TRINITY	x	x	x	x	x			
Funded	1,653,531	1,758,002	2,096,000	2,201,000	2,688,480			
Paid	-	-	-	-	-			
Reserved	1,348,609	304,748	22,589	-	-			
IBNR	331,391	25,252	935,411	1,570,000	1,415,000			
Availble	(26,469)	1,428,001	1,138,000	631,000	1,273,480			
Fifty Percent of availble for dividend	(13,234)	714,001	569,000	315,500	636,740			



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 13.

SUBJECT: Review of Workers' Compensation and General Liability Pool Performance.

ACTION FOR CONSIDERATION: Informational item to review assets, liabilities, and current reserves in both pools.

BACKGROUND: At this time, our assets have grown considerably, and will continue to do so with the addition of this year's member contribution. We have yet to pay anything out of the pools but do have reserves in the pools, and we will likely have a claim pierce the layer in this fiscal year. We are now in a position to be able to explore increasing our SIR attachment point to excess/reinsurance, and our actuaries will be providing funding guidelines to increase our pool to \$2 million, \$3 million, \$4 million, and \$5 million. We will provide the actuarial studies and SIR recommendation to the Board of Directors at the winter meeting.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A

General Liability Pool			
	2021-22	2022-23	Total
Premium Contribution	1,830,999	2,041,134	3,872,133
Interest Income	988	26,309	27,297
Investment Income	(15,815)	16,985	1,170
Total Revenues	1,816,172	2,084,428	3,900,600
Claims Expense			-
Claim Subrogation			-
Claim Refund			-
Claim Excess Recovery			-
Change in Claims Liability	947,000	(144,393)	802,607
Total Expenses	947,000	(144,393)	802,607
Net Income	869,172	2,228,821	3,097,993
Estimated Ultimate at Expected Claims Liability	934,000	1,097,000	2,031,000
Estimated Ultimate at 90% Confidence Claims Liability	1,467,314	1,723,387	3,190,701
Reserve Above Ultimate Expected Claims Liability	882,172	987,428	1,869,600
Reserve Above 90% Confidence	348,858	361,041	709,899
Ten Multiples of Pooling Layer			7,500,000
Amount over (under) 10x layer			(5,630,400)
Amount over (under) 10x layer at 90% confidence			(6,790,101)

WC Pool						
	2018-19	2019-20	2020-21	2021-22	2022-23	Total
Member Contribution	1,653,531	1,758,002	2,096,000	2,201,000	2,688,480	10,397,013
Interest Income	400	4,456	6,616	7,052	79,612	98,136
Investment Income	21,264	62,033	3,740	(124,857)	49,346	11,527
Total Revenue	1,675,196	1,824,491	2,106,356	2,083,194	2,817,438	10,506,676
Claims Expense						-
Claim Subrogation						-
Claim Refund						-
Change in Claims Liability	1,159,000	905,000	1,716,000	(76,000)	2,249,000	5,953,000
Claim Excess Recovery						-
Total Expenses						
Net Income(Loss)	516,196	919,491	390,356	2,159,194	568,438	4,553,676
Estimated Ultimate at Expected Claims Liability	1,680,000	330,000	958,000	1,570,000	1,415,000	5,953,000
Estimated Ultimate at 90% Confidence Claims Liability	2,644,320	519,420	1,507,892	2,471,180	2,227,210	9,370,022
Funding Above Ultimate Expected Claims Liability	(4,804)	1,494,491	1,148,356	513,194	1,402,438	4,553,676
Funding Above 90% Confidence Claims Liability	(969,124)	1,305,071	598,464	(387,986)	590,228	1,136,654
Ten Multiples of Pooling Layer						7,000,000
Ten Multiples at Expected						(2,446,324)
Ten Multiples at 90% Confidence						(5,863,346)



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 14.

SUBJECT: Review of 6/30/2023 Budget and Financial Statements to actual.

ACTION FOR CONSIDERATION: This is an informational item for review, and discussion.

BACKGROUND: A review of Statement of Net Assets, Statements of Revenues and Expenses, and changes in Net Position and comparison of Budget to Actual.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A



**Statement of Net Position
As of 06/30/2023**

	Claims Administration												Leadership Training Fund	Total
	Administration	Risk Control	Liability/Property	Workers' Compensation	Workers' Compensation Pool	Liability Pool	Workers' Compensation	Liability	Property	Pollution	Medical Malpractice			
Assets														
Cash	\$ 117,984	\$ 232,607	\$ 77,076	\$ 162,020	\$ 312,535	\$ 337,329	\$ 2,400,577	\$ 1,872,377	\$ (219,851)	\$ 302,983	\$ 154,578	\$ 1,166,024	\$ 6,916,238	
LAIF	-	-	-	-	2,112	560	44,086	32,537	(1,897)	464	907	5,528	84,296	
CAMP	-	-	-	-	4,180,503	2,561,542	19,529,703	5,264,259	381,133	191,459	161,153	3,695	32,273,445	
Accounts Receivable	16	-	-	5,875	-	-	41,431	159,018	201,242	-	-	-	407,582	
Prepaid Expenses	-	-	-	-	-	-	-	-	-	98,297	-	-	98,297	
Investments	-	-	-	-	6,011,527	1,001,170	36,003,628	8,878,139	97,584	2,177	(1,436)	40,853	52,033,642	
Fixed Assets	184,696	157,584	80,122	272,037	-	-	-	-	-	-	-	-	694,439	
Total Assets	<u>302,696</u>	<u>390,191</u>	<u>157,198</u>	<u>439,932</u>	<u>10,506,676</u>	<u>3,900,600</u>	<u>58,019,424</u>	<u>16,206,330</u>	<u>458,212</u>	<u>595,379</u>	<u>315,201</u>	<u>1,216,100</u>	<u>92,507,940</u>	
Deferred Outflow of Resources														
Deferred Pensions	126,093	69,304	64,036	157,939	-	-	-	-	-	-	-	-	417,372	
Total Assets and Deferred Outflows	<u>428,789</u>	<u>459,495</u>	<u>221,234</u>	<u>597,871</u>	<u>10,506,676</u>	<u>3,900,600</u>	<u>58,019,424</u>	<u>16,206,330</u>	<u>458,212</u>	<u>595,379</u>	<u>315,201</u>	<u>1,216,100</u>	<u>92,925,312</u>	
Liabilities														
Accounts Payable	17,231	6,740	2,678	11,219	-	-	1,405	-	643,076	-	-	4,273	686,620	
Payroll Liabilities	19,540	20,054	5,660	10,263	-	-	-	-	-	-	-	-	55,517	
Net Pension Liability	72,705	41,044	(510)	42,452	-	-	-	-	-	-	-	-	155,690	
Claims Liabilities	-	-	-	-	5,953,000	802,607	40,408,513	7,820,762	1,330,021	-	207,000	-	56,521,903	
Total Liabilities	<u>109,475</u>	<u>67,837</u>	<u>7,828</u>	<u>63,934</u>	<u>5,953,000</u>	<u>802,607</u>	<u>40,409,918</u>	<u>7,820,762</u>	<u>1,973,096</u>	<u>-</u>	<u>207,000</u>	<u>4,273</u>	<u>57,419,730</u>	
Deferred Inflow of Resources														
Deferred Inflow of Resources	9,908	5,508	2,878	9,613	-	-	-	-	-	-	-	-	27,907	
Total Liabilities and Deferred Inflows	<u>119,383</u>	<u>73,345</u>	<u>10,706</u>	<u>73,547</u>	<u>5,953,000</u>	<u>802,607</u>	<u>40,409,918</u>	<u>7,820,762</u>	<u>1,973,096</u>	<u>-</u>	<u>207,000</u>	<u>4,273</u>	<u>57,447,637</u>	
Net Position (Due to Members)	<u>\$ 309,406</u>	<u>\$ 386,149</u>	<u>\$ 210,528</u>	<u>\$ 524,324</u>	<u>\$ 4,553,676</u>	<u>\$ 3,097,993</u>	<u>\$ 17,609,506</u>	<u>\$ 8,385,568</u>	<u>\$ (1,514,884)</u>	<u>\$ 595,379</u>	<u>\$ 108,201</u>	<u>\$ 1,211,828</u>	<u>\$ 35,477,675</u>	



**Statement of Net Position - 5 year comparison
As of June 30th, 20XX**

	<u>2022-23</u>	<u>2021-22</u>	<u>2020-21</u>	<u>2019-20</u>	<u>2018-19</u>
Assets					
Cash	\$ 6,916,238	\$ 26,115,608	\$ 18,357,241	\$ 18,230,347	\$ 19,694,215
LAIF	84,296	10,154,727	10,115,783	10,056,687	-
CAMP	32,273,445	-	-	-	-
Accounts Receivable	407,582	375,263	302,699	678,768	2,018,152
Prepaid Expenses	98,297	149,582	53,958	107,917	161,875
Investments	52,033,642	41,646,678	42,949,856	32,882,958	31,549,912
Fixed Assets	694,439	698,882	727,568	768,475	772,180
Total Assets	<u>92,507,940</u>	<u>79,140,741</u>	<u>72,507,105</u>	<u>62,725,152</u>	<u>54,196,334</u>
Deferred Outflow of Resources	<u>417,372</u>	<u>401,581</u>	<u>195,583</u>	<u>235,573</u>	<u>280,472</u>
Total Assets and Deferred Outflows	<u>92,925,312</u>	<u>79,542,322</u>	<u>72,702,688</u>	<u>62,960,725</u>	<u>54,476,807</u>
Liabilities					
Accounts Payable	686,620	502,589	415,384	259,509	504,755
Payroll Liabilities	55,517	101,624	80,758	77,749	54,432
Net Pension Liability	155,690	(254,668)	41,102	(5,623)	(48,482)
Claims Liabilities	56,521,903	41,665,083	39,332,280	38,165,392	36,895,279
Total Liabilities	<u>57,419,730</u>	<u>42,014,628</u>	<u>39,869,524</u>	<u>38,497,028</u>	<u>37,405,984</u>
Deferred Inflow of Resources	<u>27,907</u>	<u>3,580</u>	<u>24,292</u>	<u>44,665</u>	<u>76,895</u>
Total Liabilities & Deferred Inflows	<u>57,447,637</u>	<u>42,018,208</u>	<u>39,893,816</u>	<u>38,541,693</u>	<u>37,482,879</u>
Net Position (Due to Members)	<u>\$ 35,477,675</u>	<u>\$ 37,524,114</u>	<u>\$ 32,808,872</u>	<u>\$ 24,419,032</u>	<u>\$ 16,993,927</u>



**Statement of Net Position - 5 year comparison
As of June 30th, 20XX**

Common Size Analysis

	<u>2022-23</u>	<u>2021-22</u>	<u>2020-21</u>	<u>2019-20</u>	<u>2018-19</u>	<u>2022-23</u>	<u>2021-22</u>	<u>2020-21</u>	<u>2019-20</u>	<u>2018-19</u>
Assets										
Cash	\$ 6,916,238	\$ 26,115,608	\$ 18,357,241	\$ 18,230,347	\$ 19,694,215	7%	33%	25%	29%	36%
LAIF	84,296	10,154,727	10,115,783	10,056,687	-	0%	13%	14%	16%	0%
CAMP	32,273,445	-	-	-	-	35%	0%	0%	0%	0%
Accounts Receivable	407,582	375,263	302,699	678,768	2,018,152	0%	0%	0%	1%	4%
Prepaid Expenses	98,297	149,582	53,958	107,917	161,875	0%	0%	0%	0%	0%
Investments	52,033,642	41,646,678	42,949,856	32,882,958	31,549,912	56%	53%	59%	52%	58%
Fixed Assets	694,439	698,882	727,568	768,475	772,180	1%	1%	1%	1%	1%
Total Assets	<u>92,507,940</u>	<u>79,140,741</u>	<u>72,507,105</u>	<u>62,725,152</u>	<u>54,196,334</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
Deferred Outflow of Resources	417,372	401,581	195,583	235,573	280,472	0%	1%	0%	0%	1%
Total Assets and Deferred Outflows	<u>92,925,312</u>	<u>79,542,322</u>	<u>72,702,688</u>	<u>62,960,725</u>	<u>54,476,807</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
Liabilities										
Accounts Payable	686,620	502,589	415,384	259,509	504,755	1%	1%	1%	1%	1%
Payroll Liabilities	55,517	101,624	80,758	77,749	54,432	0%	0%	0%	0%	0%
Net Pension Liability	155,690	(254,668)	41,102	(5,623)	(48,482)	0%	-1%	0%	0%	0%
Claims Liabilities	56,521,903	41,665,083	39,332,280	38,165,392	36,895,279	98%	99%	99%	99%	99%
Total Liabilities	<u>57,419,730</u>	<u>42,014,628</u>	<u>39,869,524</u>	<u>38,497,028</u>	<u>37,405,984</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
Deferred Inflow of Resources	27,907	3,580	24,292	44,665	76,895	0%	0%	0%	0%	0%
Total Liabilities & Deferred Inflows	<u>57,447,637</u>	<u>42,018,208</u>	<u>39,893,816</u>	<u>38,541,693</u>	<u>37,482,879</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
Net Position (Due to Members)	<u>\$ 35,477,675</u>	<u>\$ 37,524,114</u>	<u>\$ 32,808,872</u>	<u>\$ 24,419,032</u>	<u>\$ 16,993,927</u>					



Income Statement
07/01/2022 - 06/30/2023

	Administration	Risk Control	Claims Administration Liability/Property	Claims Administration Workers' Compensation	Workers' Compensation Pool	Liability Pool	Workers' Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues													
Member Contributions	\$ 918,383	\$ 633,180	\$ 278,247	\$ 784,435	\$ 2,688,480	\$ 2,041,134	\$ 11,841,375	\$ 8,916,240	\$ 2,047,004	\$ 559,486	\$ 1,033,213	\$ 84,000	\$ 31,825,178
Interest Income	-	-	-	-	79,612	26,309	467,993	117,360	(3,328)	2,471	(275)	10,199	700,342
Investment Income	-	-	-	-	49,346	16,985	262,324	57,149	(4,045)	1,668	(1,692)	5,277	387,012
Gain/Loss on Equipment	-	3,974	-	-	-	-	-	-	-	-	-	-	3,974
Other Income	4,842	3	-	-	-	-	-	254	-	-	-	-	5,099
Total Revenues	923,225	637,157	278,247	784,435	2,817,438	2,084,428	12,571,692	9,091,003	2,039,632	563,625	1,031,246	99,477	32,921,606
Expense													
Claims Expense	-	-	-	-	-	-	4,086,963	14,637,251	486,000	-	5,000	-	19,215,214
Claims Recovery	-	-	-	-	-	-	(360,308)	(12,978,843)	(366,625)	-	-	-	(13,705,776)
Change in Claims Liability	-	-	-	-	2,249,000	(144,393)	10,022,958	2,099,649	570,605	-	59,000	-	14,856,820
Insurance Expense	51,386	-	-	-	-	-	965,138	5,381,698	2,237,653	195,898	1,001,813	(118,216)	9,715,370
State Fees	-	-	-	-	-	-	162,410	-	-	-	-	-	162,410
Risk Management	5,219	144,541	843	8,621	-	-	478,442	207,680	57,530	-	-	91,867	994,742
Professional Fees	101,325	2,840	29,435	69,204	-	-	(115)	-	-	-	-	-	202,689
General & Administrative	730,517	511,131	208,860	712,159	-	-	-	-	-	-	-	16,273	2,178,940
Total Expense	888,447	658,512	239,138	789,983	2,249,000	(144,393)	15,355,488	9,347,435	2,985,164	195,898	1,065,813	(10,076)	33,620,408
Net Income (Loss)	34,779	(21,355)	39,110	(5,548)	568,438	2,228,821	(2,783,796)	(256,432)	(945,532)	367,726	(34,567)	109,553	(698,802)
Return of Funds to Members	-	-	-	-	-	-	983,741	257,201	68,131	-	38,564	-	1,347,637
Change in Due to Members	34,779	(21,355)	39,110	(5,548)	568,438	2,228,821	(3,767,537)	(513,633)	(1,013,663)	367,726	(73,131)	109,553	(2,046,439)
Beginning Due to Members	274,628	407,504	171,419	529,872	3,985,237	869,172	21,377,043	8,899,200	(501,221)	227,653	181,332	1,102,275	37,524,114
Ending Due to Members	\$ 309,406	\$ 386,149	\$ 210,528	\$ 524,324	\$ 4,553,676	\$ 3,097,993	\$ 17,609,506	\$ 8,385,568	\$ (1,514,884)	\$ 595,379	\$ 108,201	\$ 1,211,828	\$ 35,477,675



**Income Statement - 5 Year Comparison
07/01/20XX - 06/30/20XX**

	<u>2022-23</u>	<u>2021-22</u>	<u>2020-21</u>	<u>2019-20</u>	<u>2018-19</u>
Revenues					
Member Contributions	\$ 31,825,178	\$ 25,289,007	\$ 25,205,889	\$ 23,343,230	\$ 21,442,968
Interest Income	700,342	74,916	93,445	91,615	21,911
Investment Income	387,012	(1,302,359)	68,928	1,333,046	1,088,553
Administrative Fee Income	-	4,017	1,507	146	-
Gain/Loss on Equipment	3,974	-	100	-	-
Other Income	<u>5,099</u>	<u>7,304</u>	<u>2,100</u>	<u>-</u>	<u>-</u>
Total Revenues	<u>32,921,606</u>	<u>24,072,886</u>	<u>25,371,970</u>	<u>24,768,037</u>	<u>22,553,432</u>
Expense					
Claims Expense	19,215,214	22,101,117	4,550,898	5,764,358	6,463,907
Claims Recovery	(13,705,776)	(17,147,356)	(560,011)	(1,002,145)	(1,943,947)
Change in Claims Liability	14,856,820	2,332,803	1,166,887	1,270,113	8,289,279
Insurance Expense	9,715,370	6,249,664	6,899,140	5,670,453	5,368,887
State Fees	162,410	155,049	158,946	209,727	247,997
Risk Management	994,742	1,090,646	1,040,158	1,085,908	1,027,447
Professional Fees	202,689	181,907	168,405	116,057	123,816
General & Administrative	<u>2,178,940</u>	<u>962,427</u>	<u>1,509,112</u>	<u>1,507,521</u>	<u>1,514,961</u>
Total Expense	<u>33,620,408</u>	<u>15,926,258</u>	<u>14,933,536</u>	<u>14,621,994</u>	<u>21,092,349</u>
Net Income (Loss)	<u>(698,802)</u>	<u>8,146,627</u>	<u>10,438,434</u>	<u>10,146,043</u>	<u>1,461,083</u>
Return of Funds to Members	<u>1,347,637</u>	<u>3,431,385</u>	<u>2,048,594</u>	<u>2,720,939</u>	<u>-</u>
Change in Due to Members	<u>(2,046,439)</u>	<u>4,715,242</u>	<u>8,389,840</u>	<u>7,425,104</u>	<u>1,461,083</u>
Beginning Due to Members	<u>37,524,114</u>	<u>32,808,872</u>	<u>24,419,032</u>	<u>16,993,927</u>	<u>15,532,844</u>
Ending Due to Members	<u>\$ 35,477,674</u>	<u>\$ 37,524,114</u>	<u>\$ 32,808,872</u>	<u>\$ 24,419,032</u>	<u>\$ 16,993,927</u>



**Income Statement - 5 Year Comparison
07/01/20XX - 06/30/20XX**

Common Size Analysis

	<u>2022-23</u>	<u>2021-22</u>	<u>2020-21</u>	<u>2019-20</u>	<u>2018-19</u>	<u>2022-23</u>	<u>2021-22</u>	<u>2020-21</u>	<u>2019-20</u>	<u>2018-19</u>
Revenues										
Member Contributions	\$ 31,825,178	\$ 25,289,007	\$ 25,205,889	\$ 23,343,230	\$ 21,442,968	97%	105%	99%	94%	95%
Interest Income	700,342	74,916	93,445	91,615	21,911	2%	0%	0%	0%	0%
Investment Income	387,012	(1,302,359)	68,928	1,333,046	1,088,553	1%	-5%	0%	5%	5%
Administrative Fee Income	-	4,017	1,507	146	-	0%	0%	0%	0%	0%
Gain/Loss on Equipment	3,974	-	100	-	-	0%	0%	0%	0%	0%
Other Income	<u>5,099</u>	<u>7,304</u>	<u>2,100</u>	<u>-</u>	<u>-</u>	<u>0%</u>	<u>0%</u>	<u>0%</u>	<u>0%</u>	<u>0%</u>
Total Revenues	<u>32,921,606</u>	<u>24,072,886</u>	<u>25,371,970</u>	<u>24,768,037</u>	<u>22,553,432</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
Expense										
Claims Expense	19,215,214	22,101,117	4,550,898	5,764,358	6,463,907	57%	139%	30%	39%	31%
Claims Recovery	(13,705,776)	(17,147,356)	(560,011)	(1,002,145)	(1,943,947)	-41%	-108%	-4%	-7%	-9%
Change in Claims Liability	14,856,820	2,332,803	1,166,887	1,270,113	8,289,279	44%	15%	8%	9%	39%
Insurance Expense	9,715,370	6,249,664	6,899,140	5,670,453	5,368,887	29%	39%	46%	39%	25%
State Fees	162,410	155,049	158,946	209,727	247,997	0%	1%	1%	1%	1%
Risk Management	994,742	1,090,646	1,040,158	1,085,908	1,027,447	3%	7%	7%	7%	5%
Professional Fees	202,689	181,907	168,405	116,057	123,816	1%	1%	1%	1%	1%
General & Administrative	<u>2,178,940</u>	<u>962,427</u>	<u>1,509,112</u>	<u>1,507,521</u>	<u>1,514,961</u>	<u>6%</u>	<u>6%</u>	<u>10%</u>	<u>10%</u>	<u>7%</u>
Total Expense	<u>33,620,408</u>	<u>15,926,258</u>	<u>14,933,536</u>	<u>14,621,994</u>	<u>21,092,349</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>	<u>100%</u>
Net Income (Loss)	<u>(698,802)</u>	<u>8,146,627</u>	<u>10,438,434</u>	<u>10,146,043</u>	<u>1,461,083</u>					
Return of Funds to Members	<u>1,347,637</u>	<u>3,431,385</u>	<u>2,048,594</u>	<u>2,720,939</u>	<u>-</u>					
Change in Due to Members	<u>(2,046,439)</u>	<u>4,715,242</u>	<u>8,389,840</u>	<u>7,425,104</u>	<u>1,461,083</u>					
Beginning Due to Members	<u>37,524,114</u>	<u>32,808,872</u>	<u>24,419,032</u>	<u>16,993,927</u>	<u>15,532,844</u>					
Ending Due to Members	<u>\$ 35,477,674</u>	<u>\$ 37,524,114</u>	<u>\$ 32,808,872</u>	<u>\$ 24,419,032</u>	<u>\$ 16,993,927</u>					



TRINDEL

Risk Management for Rural Counties

Budget to Actuals 22-23 Administration Funds Summary 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Administration	\$ 923,225	\$ 920,389	\$ (2,836)	0%
Risk Control	637,157	633,177	(3,980)	-1%
Claims Admin Prop, General Liability	278,247	278,248	1	0%
Claims Admin Workers' Compensation	784,435	784,436	1	0%
Total Revenues	<u>2,623,065</u>	<u>2,616,250</u>	<u>(6,815)</u>	<u>0%</u>
Expenses				
Administration	888,447	918,389	29,942	3%
Risk Control	658,512	633,177	(25,335)	-4%
Claims Admin Prop, General Liability	239,138	278,248	39,110	14%
Claims Admin Workers' Compensation	789,983	784,436	(5,547)	-1%
Total Expenses	<u>\$ 2,576,080.06</u>	<u>\$ 2,614,250.74</u>	<u>\$ 38,170.68</u>	<u>1%</u>



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Risk Management for Rural Counties

Budget to Actuals 22-23 Pooled Funds Summary 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Workers' Compensation Pool	\$ 2,817,438	\$ 2,733,481	\$ (83,957)	0%
General Liability Pool	2,084,428	2,043,135	(41,293)	0%
Total Revenues	<u>4,901,867</u>	<u>4,776,616</u>	<u>(125,251)</u>	<u>-3%</u>
Expenses				
Workers' Compensation Pool	2,249,000	1,400,000	(849,000)	0%
General Liability Pool	(144,393)	1,300,000	1,444,393	0%
Total Expenses	<u>\$ 2,104,607</u>	<u>\$ 2,700,000</u>	<u>\$ 595,393</u>	<u>22%</u>



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Risk Management for Rural Counties

Budget to Actuals 22-23 Program Funds Summary 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Workers' Compensation	\$ 12,571,692	\$ 11,810,199	\$ (761,493)	-6%
General Liability	9,091,003	7,853,458	(1,237,545)	-16%
Property	2,039,632	2,269,687	230,055	10%
Pollution	563,625	559,486	(4,139)	-1%
Medical Malpractice	1,031,246	1,033,212	1,966	0%
Leadership Training Funds	99,477	82,000	(17,477)	-21%
Total Revenues	25,396,674	23,608,042	(1,788,632)	-8%
Expenses				
Workers' Compensation	16,339,229	7,056,600	(9,282,629)	-132%
General Liability	9,604,636	7,166,400	(2,438,236)	-34%
Property	3,053,295	1,691,000	(1,362,295)	-81%
Pollution	195,898	273,000	77,102	28%
Medical Malpractice	1,104,377	854,000	(250,377)	-29%
Leadership Training Funds	(10,076)	73,000	83,076	114%
Total Expenses	\$ 1,094,301	\$ 927,000	\$ (167,301)	-18%



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Risk Management for Rural Counties

Budget to Actuals 22-23 Administration 7/1/22-6/30/23

Administration had 4 budgeted employees in FY 22-23.

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 918,383	\$ 918,389	\$ 6	0%
Administrative Fee Income	-	2,000	2,000	100%
Other Income	4,842	-	(4,842)	
Total Revenues	923,225	920,389	(2,836)	0%
Expenses				
Insurance Expense	51,386	51,387	1	0%
State Fees	-	2	2	100%
Training	5,219	5,500	281	5%
Professional Fees	31,432	23,933	(7,499)	-31%
Actuarial Study	5,530	6,000	470	8%
Audit Expenses	24,635	24,635	-	0%
CAJPA Accreditation	-	7,600	7,600	100%
Investment Advisors	39,728	40,000	272	1%
Salaries	328,299	427,000	98,701	23%
Employee Benefits	122,590	167,580	44,990	27%
Pension Expense	152,131	20,775	(131,356)	-632%
Bank Service Charges	195	230	35	15%
Dues & Subscriptions	6,560	9,000	2,440	27%
CALPELRA	28,878	28,880	2	0%
CAJPA	3,837	10,000	6,163	62%
PARMA	12,028	15,000	2,972	20%
Printing & Reproduction	776	1,100	324	29%
Utilities & Housekeeping	3,637	5,879	2,242	38%
Travel Expenses	3,156	4,000	844	21%
Board Meeting Expenses	41,144	45,000	3,856	9%
Office Materials & Supplies	5,748	3,200	(2,548)	-80%
Communications/IT	17,360	17,450	90	1%
Depreciation Expense	4,238	4,238	(0)	0%
Miscellaneous Expense	(61)	-	61	
Total Expenses	\$ 888,447	\$ 918,389	\$ 29,942	3%



TRINDEL

Risk Management for Rural Counties

Budget to Actuals 22-23 Risk Control 7/1/22-6/30/23

Risk Control had 3 budgeted employees in FY 22-23.

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 633,180	\$ 633,177	\$ (2)	0%
(Gain) Loss Equipment Disposal	3,974	-	(3,974)	
Other Income	3	-	(3)	
Total Revenues	637,157	633,177	(3,980)	-1%
Expenses				
Safety Funds	21,018	23,000	1,982	9%
Training	8,670	15,000	6,330	42%
Law Enforcement Meeting	65,894	66,000	106	0%
Loss Prevention Specialist	5,332	13,500	8,168	61%
Road Commissioners Meeting	11,708	12,000	292	2%
Department Safety Representative Meeting	31,919	35,000	3,081	9%
Professional Fees	2,840	1,000	(1,840)	-184%
Salaries	245,881	253,750	7,869	3%
Employee Benefits	66,516	76,125	9,609	13%
Pension Expense	84,695	15,040	(69,655)	-463%
Dues & Subscriptions	5,298	7,500	2,202	29%
Printing & Reproduction	1,411	2,000	589	29%
Utilities & Housekeeping	3,633	4,000	367	9%
Travel Expenses	50,170	54,400	4,230	8%
Office Materials & Supplies	5,867	6,874	1,007	15%
Communications/IT	30,059	30,500	441	1%
Depreciation Expense	17,489	17,488	(0)	0%
Miscellaneous Expense	111	-	(111)	
Total Expenses	\$ 658,512	\$ 633,177	\$ (25,335)	-4%



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Risk Management for Rural Counties

Budget to Actuals 22-23

Claims Handling: Property, General Liability 7/1/22-6/30/23

Claims Handling: Property, General Liability had 3 budgeted employees in FY 22-23.

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 278,247	\$ 278,248	\$ 1	0%
Total Revenues	<u>278,247</u>	<u>278,248</u>	<u>1</u>	<u>0%</u>
Expenses				
Employee Assistance Program	-	240	240	100%
Training	843	3,500	2,657	76%
Professional Fees	29,435	30,000	565	2%
Salaries	99,349	146,438	47,089	32%
Employee Benefits	38,480	56,000	17,520	31%
Pension Expense	39,958	5,645	(34,313)	-608%
Dues & Subscriptions	351	1,200	849	71%
CAJPA	10	-	(10)	
Printing & Reproduction	825	1,500	675	45%
Utilities & Housekeeping	2,386	2,450	64	3%
Travel Expenses	1,924	5,000	3,076	62%
Office Materials & Supplies	2,976	2,950	(26)	-1%
Communications/IT	19,738	20,500	762	4%
Depreciation Expense	2,825	2,825	(0)	0%
Miscellaneous Expense	39	-	(39)	
Total Expenses	<u>\$ 239,138</u>	<u>\$ 278,248</u>	<u>\$ 39,110</u>	<u>14%</u>



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Risk Management for Rural Counties

Budget to Actuals 22-23

Claims Handling: Workers' Compensation 7/1/22-6/30/23

Claims Handling: Workers' Compensation had 6 budgeted employees in FY 22-23.

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 784,435	\$ 784,436	\$ 1	0%
Total Revenues	784,435	784,436	1	0%
Expenses				
Employee Assistance Program	510	690	180	26%
Training	8,111	9,310	1,199	13%
Professional Fees	69,204	69,000	(204)	0%
Salaries	359,803	430,000	70,197	16%
Employee Benefits	134,347	163,400	29,053	18%
Pension Expense	142,110	19,261	(122,849)	-638%
Dues & Subscriptions	2,870	3,500	630	18%
Printing & Reproduction	9,746	10,500	754	7%
Utilities & Housekeeping	7,157	7,200	43	1%
Travel Expenses	3,448	6,500	3,052	47%
Office Materials & Supplies	11,072	12,500	1,428	11%
Communications/IT	27,829	40,000	12,171	30%
Depreciation Expense	13,777	12,575	(1,201)	-10%
Total Expenses	\$ 789,983	\$ 784,436	\$ (5,547)	-1%



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Risk Management for Rural Counties

Budget to Actuals 22-23 Workers' Compensation Pool 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 2,688,480	\$ 2,688,481	\$ 1	0%
Interest Income	79,612	5,000	(74,612)	-1492%
Investment Income	92,327	40,000	(52,327)	-131%
Increase (Decrease) in FMV	(42,981)	-	42,981	
Total Revenues	<u>2,817,438</u>	<u>2,733,481</u>	<u>(83,957)</u>	-3%
Expenses				
Claims Paid	-	100,000	100,000	100%
Change in Unpaid Claims Liability	2,249,000	1,300,000	(949,000)	-73%
Total Expenses	<u>\$ 2,249,000</u>	<u>\$ 1,400,000</u>	<u>\$ (849,000)</u>	-61%



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Risk Management for Rural Counties

Budget to Actuals 22-23 General Liability Pool 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 2,041,134	\$ 2,041,135	\$ 1	0%
Interest Income	26,309	-	(26,309)	
Investment Income	27,538	2,000	(25,538)	-1277%
Increase (Decrease) in FMV	(10,553)	-	10,553	
Total Revenues	<u>2,084,428</u>	<u>2,043,135</u>	<u>(41,293)</u>	-2%
Expenses				
Claims Paid	-	100,000	100,000	100%
Change in Unpaid Claims Liability	(144,393)	1,200,000	1,344,393	112%
Total Expenses	<u>\$ (144,393)</u>	<u>\$ 1,300,000</u>	<u>\$ 1,444,393</u>	111%



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Risk Management for Rural Counties

Budget to Actuals 22-23 Workers' Compensation 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 11,841,375	\$ 11,335,199	\$ (506,176)	-4%
Interest Income	467,993	55,000	(412,993)	-751%
Investment Income	549,653	420,000	(129,653)	-31%
Increase (Decrease) in FMV	(287,329)	-	287,329	
Total Revenues	12,571,692	11,810,199	(761,493)	-6%
Expenses				
Claims Expense	-	(5,000)	(5,000)	100%
Claims Paid	4,086,963	3,500,000	(586,963)	-17%
Change in Unpaid Claims Liability	10,022,958	500,000	(9,522,958)	-1905%
Claims Refund	(16,480)	(5,000)	11,480	-230%
Claims Subrogation	(258,272)	(10,000)	248,272	-2483%
Claims Excess Recovery	(85,556)	(75,000)	10,556	-14%
Excess Insurance	965,138	850,000	(115,138)	-14%
State Fees	162,410	180,000	17,590	10%
Safety Funds	10,568	-	(10,568)	
Hearing Tests	9,025	18,000	8,975	50%
Risk Management Subsidy	55,000	60,000	5,000	8%
Loss Prevention Subsidy	390,390	507,600	117,210	23%
Employee Assistance Program	13,459	16,000	2,541	16%
Professional Fees	(115)	-	115	
Printing & Reproduction	-	20,000	20,000	100%
Return of Funds	983,741	1,500,000	516,259	34%
Total Expenses	\$ 16,339,229	\$ 7,056,600	\$ (9,282,629)	-132%



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Risk Management for Rural Counties

Budget to Actuals 22-23 General Liability 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 8,916,240	\$ 7,768,458	\$ (1,147,782)	-15%
Interest Income	117,360	10,000	(107,360)	-1074%
Investment Income	134,629	75,000	(59,629)	-80%
Increase (Decrease) in FMV	(77,528)	-	77,528	
Dividend income	48	-	(48)	
Other Income	254	-	(254)	
Total Revenues	9,091,003	7,853,458	(1,237,545)	-16%
Expenses				
Claims Paid	14,637,251	2,000,000	(12,637,251)	-632%
Change in Unpaid Claims Liability	2,099,649	200,000	(1,899,649)	-950%
Claims Subrogation	-	(10,000)	(10,000)	100%
Claims Excess Recovery	(12,978,843)	(330,000)	12,648,843	-3833%
Insurance Expense	241,710	250,000	8,290	3%
Excess Insurance	5,139,988	4,850,000	(289,988)	-6%
Risk Management Subsidy	27,500	30,000	2,500	8%
Loss Prevention Subsidy	180,180	176,400	(3,780)	-2%
Return of Funds	257,201	-	(257,201)	
Total Expenses	\$ 9,604,636	\$ 7,166,400	\$ (2,438,236)	-34%



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Risk Management for Rural Counties

Budget to Actuals 22-23 Property 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 2,047,004	\$ 2,269,687	\$ 222,683	10%
Interest Income	(3,328)	-	3,328	
Investment Income	(6,889)	-	6,889	
Increase (Decrease) in FMV	2,844	-	(2,844)	
Total Revenues	2,039,632	2,269,687	230,055	10%
Expenses				
Claims Paid	486,000	750,000	264,000	35%
Change in Unpaid Claims Liability	570,605	50,000	(520,605)	-1041%
Claims Refund	(17,028)	-	17,028	
Claims Subrogation	(30,588)	(25,000)	5,588	-22%
Claims Excess Recovery	(319,010)	(400,000)	(80,990)	20%
Excess Insurance	2,237,653	1,350,000	(887,653)	-66%
Risk Management Subsidy	27,500	30,000	2,500	8%
Loss Prevention Subsidy	30,030	36,000	5,970	17%
Transfers In/Out	-	(100,000)	(100,000)	100%
Return of Funds	68,131	-	(68,131)	
Total Expenses	\$ 3,053,295	\$ 1,691,000	\$ (1,362,295)	-81%



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Risk Management for Rural Counties

Budget to Actuals 22-23 Pollution 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 559,486	\$ 559,486	\$ -	0%
Interest Income	2,471	-	(2,471)	
Investment Income	2,274	-	(2,274)	
Increase (Decrease) in FMV	(607)	-	607	
Total Revenues	<u>563,625</u>	<u>559,486</u>	<u>(4,139)</u>	<u>-1%</u>
Expenses				
Insurance Expense	132,753	180,000	47,247	26%
Excess Insurance	63,145	93,000	29,855	32%
Total Expenses	<u>\$ 195,898</u>	<u>\$ 273,000</u>	<u>\$ 77,102</u>	<u>28%</u>



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Risk Management for Rural Counties

Budget to Actuals 22-23 Medical MalPractice 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 1,033,213	\$ 1,033,212	\$ (1)	0%
Interest Income	(275)	-	275	
Investment Income	(1,693)	-	1,693	
Increase (Decrease) in FMV	1	-	(1)	
Total Revenues	1,031,246	1,033,212	1,966	0%
Expenses				
Claims Expense	744	-	(744)	
Claims Paid	4,256	10,000	5,744	57%
Change in Unpaid Claims Liability	59,000	100,000	41,000	41%
Excess Insurance	1,001,813	744,000	(257,813)	-35%
Return of Funds	38,564	-	(38,564)	
Total Expenses	\$ 1,104,377	\$ 854,000	\$ (250,377)	-29%



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Risk Management for Rural Counties

Budget to Actuals 22-23 Leadership Training Funds 7/1/22-6/30/23

	22/23 Actual	22/23 Budget	Variance	% Budget Remaining
Revenues				
Member Contributions	\$ 84,000	\$ 82,000	\$ (2,000)	-2%
Interest Income	10,199	-	(10,199)	
Investment Income	12,628	-	(12,628)	
Increase (Decrease) in FMV	(7,351)	-	7,351	
Total Revenues	99,477	82,000	(17,477)	-21%
Expenses				
Subsidy	(118,216)	(43,000)	75,216	-175%
Safety Funds	17,268	10,000	(7,268)	-73%
Training	74,599	105,000	30,401	29%
Dues & Subscriptions	11,195	1,000	(10,195)	-1020%
CALPELRA	3,390	-	(3,390)	
PARMA	749	-	(749)	
Travel Expenses	938	-	(938)	
Total Expenses	\$ (10,076)	\$ 73,000	\$ 83,076	114%

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

120 - Alpine

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 55,660.71	\$ 81,146.11	\$ 41,199.12	\$ 30,896.26	\$ 23,282.20	\$ 119,943.05	\$ 352,127.45
LAIF	306.42	174.46	328.61	41.94	43.34	643.02	1,537.79
CAMP	405,025.05	302,561.64	120,483.70	95.09	71.28	387.09	828,623.85
Accounts Receivable	-	-	-	-	-	-	-
Investments	<u>1,203,746.35</u>	<u>465,675.96</u>	<u>(536.72)</u>	<u>652.06</u>	<u>358.19</u>	<u>4,415.33</u>	<u>1,674,311.17</u>
Total Assets	<u>1,664,738.53</u>	<u>849,558.17</u>	<u>161,474.71</u>	<u>31,685.35</u>	<u>23,755.01</u>	<u>125,388.49</u>	<u>2,856,600.26</u>
Liabilities							
Accounts Payable	120.00	-	20,500.00	-	-	796.80	21,416.80
Claims Liabilities	<u>1,749,719.10</u>	<u>252,510.77</u>	<u>109,936.41</u>	-	<u>169.74</u>	-	<u>2,112,336.02</u>
Total Liabilities	<u>1,749,839.10</u>	<u>252,510.77</u>	<u>130,436.41</u>	-	<u>169.74</u>	<u>796.80</u>	<u>2,133,752.82</u>
Net Position (Due to Members)	<u>\$ (85,100.57)</u>	<u>\$ 597,047.40</u>	<u>\$ 31,038.30</u>	<u>\$ 31,685.35</u>	<u>\$ 23,585.27</u>	<u>\$ 124,591.69</u>	<u>\$ 722,847.44</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

120 - Alpine

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 369,683.23	\$ 158,997.80	\$ 96,638.44	\$ 35,825.00	\$ 19,563.00	\$ 7,000.00	\$ 687,707.47
Interest Income	13,238.66	6,672.50	1,076.49	159.13	141.93	1,117.33	22,406.04
Investment Income	<u>7,982.11</u>	<u>3,927.33</u>	<u>798.97</u>	<u>79.13</u>	<u>69.61</u>	<u>552.21</u>	<u>13,409.36</u>
Total Revenues	<u>390,904.00</u>	<u>169,597.63</u>	<u>98,513.90</u>	<u>36,063.26</u>	<u>19,774.54</u>	<u>8,669.54</u>	<u>723,522.87</u>
Expense							
Claims Expense	269,056.15	(25,019.98)	6,948.89	-	-	-	250,985.06
Claims Recovery	(38,434.97)	-	(4,169.96)	-	-	-	(42,604.93)
Change in Claims Liability	(296,004.65)	35,722.75	51,539.69	-	169.74	-	(208,572.47)
Insurance Expense	25,810.00	105,092.42	67,500.00	7,879.00	6,308.00	(5,000.00)	207,589.42
State Fees	6,521.00	-	-	-	-	-	6,521.00
Risk Management	<u>34,760.00</u>	<u>16,180.00</u>	<u>4,780.00</u>	-	-	<u>24,230.27</u>	<u>79,950.27</u>
Total Expense	<u>1,707.53</u>	<u>131,975.19</u>	<u>126,598.62</u>	<u>7,879.00</u>	<u>6,477.74</u>	<u>19,230.27</u>	<u>293,868.35</u>
Net Income (Loss)	<u>389,196.47</u>	<u>37,622.44</u>	<u>(28,084.72)</u>	<u>28,184.26</u>	<u>13,296.80</u>	<u>(10,560.73)</u>	<u>429,654.52</u>
Return of Funds to Members	-	-	-	-	-	-	-
Change in Due to Members	<u>389,196.47</u>	<u>37,622.44</u>	<u>(28,084.72)</u>	<u>28,184.26</u>	<u>13,296.80</u>	<u>(10,560.73)</u>	<u>429,654.52</u>
Beginning Due to Members	<u>(474,297.04)</u>	<u>559,424.96</u>	<u>59,123.02</u>	<u>3,501.09</u>	<u>10,288.47</u>	<u>135,152.42</u>	<u>293,192.92</u>
Ending Due to Members	<u>\$ (85,100.57)</u>	<u>\$ 597,047.40</u>	<u>\$ 31,038.30</u>	<u>\$ 31,685.35</u>	<u>\$ 23,585.27</u>	<u>\$ 124,591.69</u>	<u>\$ 722,847.44</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

130 - Colusa

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 78,790.38	\$ 42,591.56	\$ 24,387.86	\$ 33,081.28	\$ 43,195.61	\$ 163,748.82	\$ 385,795.51
LAIF	2,154.07	256.42	(10.38)	27.51	(18.07)	803.75	3,213.30
CAMP	739,233.05	173,257.67	176.46	101.27	130.41	514.65	913,413.51
Accounts Receivable	-	-	10,933.11	-	-	-	10,933.11
Investments	<u>2,234,748.35</u>	<u>864,753.32</u>	<u>9,724.28</u>	<u>764.57</u>	<u>598.13</u>	<u>5,789.38</u>	<u>3,116,378.03</u>
Total Assets	<u>3,054,925.85</u>	<u>1,080,858.97</u>	<u>45,211.33</u>	<u>33,974.63</u>	<u>43,906.08</u>	<u>170,856.60</u>	<u>4,429,733.46</u>
Liabilities							
Accounts Payable	-	-	28,486.75	-	-	228.30	28,715.05
Claims Liabilities	<u>860,291.49</u>	<u>296,965.04</u>	<u>47,187.54</u>	-	<u>29,006.91</u>	-	<u>1,233,450.98</u>
Total Liabilities	<u>860,291.49</u>	<u>296,965.04</u>	<u>75,674.29</u>	-	<u>29,006.91</u>	<u>228.30</u>	<u>1,262,166.03</u>
Net Position (Due to Members)	<u>\$ 2,194,634.36</u>	<u>\$ 783,893.93</u>	<u>\$ (30,462.96)</u>	<u>\$ 33,974.63</u>	<u>\$ 14,899.17</u>	<u>\$ 170,628.30</u>	<u>\$ 3,167,567.43</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

130 - Colusa

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 219,539.00	\$ 412,968.00	\$ 101,875.00	\$ 50,222.00	\$ 87,361.00	\$ 7,000.00	\$ 878,965.00
Interest Income	25,931.45	8,166.97	247.64	138.52	105.46	1,447.65	36,037.69
Investment Income	14,720.47	4,629.70	229.48	76.34	59.70	753.82	20,469.51
Total Revenues	<u>260,190.92</u>	<u>425,764.67</u>	<u>102,352.12</u>	<u>50,436.86</u>	<u>87,526.16</u>	<u>9,201.47</u>	<u>935,472.20</u>
Expense							
Claims Expense	156,343.66	44,201.14	36,533.11	-	-	-	237,077.91
Claims Recovery	(446.59)	-	(12,133.11)	-	-	-	(12,579.70)
Change in Claims Liability	182,042.08	138,834.03	19,729.08	-	23,641.91	-	364,247.10
Insurance Expense	80,503.00	380,744.00	96,097.00	20,804.00	63,212.00	(5,000.00)	636,360.00
State Fees	6,371.95	-	-	-	-	-	6,371.95
Risk Management	47,467.28	20,500.00	5,500.00	-	-	5,485.80	78,953.08
Total Expense	<u>472,281.38</u>	<u>584,279.17</u>	<u>145,726.08</u>	<u>20,804.00</u>	<u>86,853.91</u>	<u>485.80</u>	<u>1,310,430.34</u>
Net Income (Loss)	<u>(212,090.46)</u>	<u>(158,514.50)</u>	<u>(43,373.96)</u>	<u>29,632.86</u>	<u>672.25</u>	<u>8,715.67</u>	<u>(374,958.14)</u>
Change in Due to Members	<u>(212,090.46)</u>	<u>(158,514.50)</u>	<u>(43,373.96)</u>	<u>29,632.86</u>	<u>672.25</u>	<u>8,715.67</u>	<u>(374,958.14)</u>
Beginning Due to Members	<u>2,406,724.82</u>	<u>942,408.43</u>	<u>12,911.00</u>	<u>4,341.77</u>	<u>14,226.92</u>	<u>161,912.63</u>	<u>3,542,525.57</u>
Ending Due to Members	<u>\$ 2,194,634.36</u>	<u>\$ 783,893.93</u>	<u>\$ (30,462.96)</u>	<u>\$ 33,974.63</u>	<u>\$ 14,899.17</u>	<u>\$ 170,628.30</u>	<u>\$ 3,167,567.43</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

140 - Del Norte

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 121,178.94	\$ 191,918.92	\$ 55,847.25	\$ 40,018.45	\$ 36,200.25	\$ 128,659.98	\$ 573,823.79
LAIF	4,573.70	6,042.98	(331.21)	292.95	237.80	604.79	11,421.01
CAMP	2,266,333.67	614,930.50	80,352.89	90,390.29	100,408.11	404.41	3,152,819.87
Accounts Receivable	-	-	-	-	-	-	-
Investments	<u>3,002,605.84</u>	<u>836,897.83</u>	<u>516.26</u>	<u>(95.39)</u>	<u>688.96</u>	<u>3,924.74</u>	<u>3,844,538.24</u>
Total Assets	<u>5,394,692.15</u>	<u>1,649,790.23</u>	<u>136,385.19</u>	<u>130,606.30</u>	<u>137,535.12</u>	<u>133,593.92</u>	<u>7,582,602.91</u>
Liabilities							
Accounts Payable	630.00	-	103,453.50	-	-	1,100.00	105,183.50
Claims Liabilities	<u>2,889,842.66</u>	<u>541,131.96</u>	<u>195,920.77</u>	-	<u>3,790.17</u>	-	<u>3,630,685.56</u>
Total Liabilities	<u>2,890,472.66</u>	<u>541,131.96</u>	<u>299,374.27</u>	-	<u>3,790.17</u>	<u>1,100.00</u>	<u>3,735,869.06</u>
Net Position (Due to Members)	<u>\$ 2,504,219.49</u>	<u>\$ 1,108,658.27</u>	<u>\$ (162,989.08)</u>	<u>\$ 130,606.30</u>	<u>\$ 133,744.95</u>	<u>\$ 132,493.92</u>	<u>\$ 3,846,733.85</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

140 - Del Norte

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 889,962.00	\$ 554,334.00	\$ 369,775.00	\$ 41,233.00	\$ 83,657.00	\$ 7,000.00	\$ 1,945,961.00
Interest Income	43,865.78	12,209.72	(241.67)	973.73	884.56	1,126.87	58,818.99
Investment Income	25,813.63	7,269.97	(284.54)	653.48	621.51	566.37	34,640.42
Total Revenues	<u>959,641.41</u>	<u>573,813.69</u>	<u>369,248.79</u>	<u>42,860.21</u>	<u>85,163.07</u>	<u>8,693.24</u>	<u>2,039,420.41</u>
Expense							
Claims Expense	264,478.20	8,848.38	81,686.51	-	-	-	355,013.09
Claims Recovery	(253,693.86)	-	(55,342.37)	-	-	-	(309,036.23)
Change in Claims Liability	908,692.94	100,301.53	61,703.77	-	(12,304.83)	-	1,058,393.41
Insurance Expense	88,669.00	396,910.00	350,926.50	11,815.00	71,163.00	(5,000.00)	914,483.50
State Fees	18,259.02	-	-	-	-	-	18,259.02
Risk Management	47,093.12	20,500.00	5,500.00	-	-	6,422.14	79,515.26
General & Administrative	-	-	-	-	-	380.00	380.00
Total Expense	<u>1,073,498.42</u>	<u>526,559.91</u>	<u>444,474.41</u>	<u>11,815.00</u>	<u>58,858.17</u>	<u>1,802.14</u>	<u>2,117,008.05</u>
Net Income (Loss)	<u>(113,857.01)</u>	<u>47,253.78</u>	<u>(75,225.62)</u>	<u>31,045.21</u>	<u>26,304.90</u>	<u>6,891.10</u>	<u>(77,587.64)</u>
Change in Due to Members	<u>(113,857.01)</u>	<u>47,253.78</u>	<u>(75,225.62)</u>	<u>31,045.21</u>	<u>26,304.90</u>	<u>6,891.10</u>	<u>(77,587.64)</u>
Beginning Due to Members	<u>2,618,076.50</u>	<u>1,061,404.49</u>	<u>(87,763.46)</u>	<u>99,561.09</u>	<u>107,440.05</u>	<u>125,602.82</u>	<u>3,924,321.49</u>
Ending Due to Members	<u>\$ 2,504,219.49</u>	<u>\$ 1,108,658.27</u>	<u>\$ (162,989.08)</u>	<u>\$ 130,606.30</u>	<u>\$ 133,744.95</u>	<u>\$ 132,493.92</u>	<u>\$ 3,846,733.85</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

150 - Lassen

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 34,837.95	\$ 86,220.95	\$ 43,037.56	\$ 30,514.34	\$ 32,290.29	\$ 95,186.15	\$ 322,087.24
LAIF	7,442.74	4,948.78	360.55	308.51	1,123.33	480.38	14,664.29
CAMP	2,793,940.72	304,572.27	140,529.30	100,391.59	40,213.36	301.51	3,379,948.75
Accounts Receivable	5,316.22	-	-	-	-	-	5,316.22
Investments	<u>3,411,314.11</u>	<u>1,128,873.49</u>	<u>(2,270.81)</u>	<u>(293.63)</u>	<u>(1,567.22)</u>	<u>3,401.97</u>	<u>4,539,457.91</u>
Total Assets	<u>6,252,851.74</u>	<u>1,524,615.49</u>	<u>181,656.60</u>	<u>130,920.81</u>	<u>72,059.76</u>	<u>99,370.01</u>	<u>8,261,474.41</u>
Liabilities							
Accounts Payable	-	-	43,953.25	-	-	850.11	44,803.36
Claims Liabilities	<u>4,319,099.36</u>	<u>607,521.33</u>	<u>156,327.67</u>	-	<u>3,479.67</u>	-	<u>5,086,428.03</u>
Total Liabilities	<u>4,319,099.36</u>	<u>607,521.33</u>	<u>200,280.92</u>	-	<u>3,479.67</u>	<u>850.11</u>	<u>5,131,231.39</u>
Net Position (Due to Members)	<u>\$ 1,933,752.38</u>	<u>\$ 917,094.16</u>	<u>\$ (18,624.32)</u>	<u>\$ 130,920.81</u>	<u>\$ 68,580.09</u>	<u>\$ 98,519.90</u>	<u>\$ 3,130,243.02</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

150 - Lassen

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 1,121,756.00	\$ 668,954.00	\$ 168,035.00	\$ 41,233.00	\$ 56,790.00	\$ 7,000.00	\$ 2,063,768.00
Interest Income	52,106.41	11,348.81	1,101.80	987.16	474.30	851.57	66,870.05
Investment Income	<u>22,915.04</u>	<u>3,831.50</u>	<u>223.14</u>	<u>685.95</u>	<u>(15.25)</u>	<u>428.85</u>	<u>28,069.23</u>
Total Revenues	<u>1,196,777.45</u>	<u>684,134.31</u>	<u>169,359.94</u>	<u>42,906.11</u>	<u>57,249.05</u>	<u>8,280.42</u>	<u>2,158,707.28</u>
Expense							
Claims Expense	443,001.96	52,408.17	12,594.98	-	-	-	508,005.11
Claims Recovery	(11,819.56)	-	(2,777.83)	-	-	-	(14,597.39)
Change in Claims Liability	838,806.71	48,451.46	79,674.27	-	3,479.67	-	970,412.11
Insurance Expense	57,268.00	361,071.15	151,091.50	11,815.00	48,886.00	(5,000.00)	625,131.65
State Fees	23,753.28	-	-	-	-	-	23,753.28
Risk Management	47,511.31	20,500.00	5,500.00	-	-	10,895.95	84,407.26
General & Administrative	-	-	-	-	-	<u>6,042.46</u>	<u>6,042.46</u>
Total Expense	<u>1,398,521.70</u>	<u>482,430.78</u>	<u>246,082.92</u>	<u>11,815.00</u>	<u>52,365.67</u>	<u>11,938.41</u>	<u>2,203,154.48</u>
Net Income (Loss)	<u>(201,744.25)</u>	<u>201,703.53</u>	<u>(76,722.98)</u>	<u>31,091.11</u>	<u>4,883.38</u>	<u>(3,657.99)</u>	<u>(44,447.20)</u>
Return of Funds to Members							
	<u>983,741.00</u>	<u>257,201.00</u>	<u>68,131.00</u>	-	<u>38,564.00</u>	-	<u>1,347,637.00</u>
Change in Due to Members	<u>(1,185,485.25)</u>	<u>(55,497.47)</u>	<u>(144,853.98)</u>	<u>31,091.11</u>	<u>(33,680.62)</u>	<u>(3,657.99)</u>	<u>(1,392,084.20)</u>
Beginning Due to Members	<u>3,119,237.63</u>	<u>972,591.63</u>	<u>126,229.66</u>	<u>99,829.70</u>	<u>102,260.71</u>	<u>102,177.89</u>	<u>4,522,327.22</u>
Ending Due to Members	<u>\$ 1,933,752.38</u>	<u>\$ 917,094.16</u>	<u>\$ (18,624.32)</u>	<u>\$ 130,920.81</u>	<u>\$ 68,580.09</u>	<u>\$ 98,519.90</u>	<u>\$ 3,130,243.02</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

160 - Modoc

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 184,654.38	\$ 93,961.04	\$ 6,940.06	\$ 17,468.59	\$ (15,507.29)	\$ 124,884.02	\$ 412,400.80
LAIF	3,494.55	3,782.69	(5.59)	(47.44)	(160.44)	575.45	7,639.22
CAMP	1,360,412.37	853,927.78	40,135.91	49.88	(24.12)	390.74	2,254,892.56
Accounts Receivable	-	-	23,482.18	-	-	-	23,482.18
Prepaid Expenses	-	-	-	33,475.39	-	-	33,475.39
Investments	<u>1,911,188.11</u>	<u>350,895.95</u>	<u>(475.87)</u>	<u>(259.95)</u>	<u>898.02</u>	<u>3,956.07</u>	<u>2,266,202.33</u>
Total Assets	<u>3,459,749.41</u>	<u>1,302,567.46</u>	<u>70,076.69</u>	<u>50,686.47</u>	<u>(14,793.83)</u>	<u>129,806.28</u>	<u>4,998,092.48</u>
Liabilities							
Accounts Payable	-	-	30,853.25	-	-	-	30,853.25
Claims Liabilities	<u>1,624,205.74</u>	<u>308,181.80</u>	<u>126,792.19</u>	-	<u>28,307.25</u>	-	<u>2,087,486.98</u>
Total Liabilities	<u>1,624,205.74</u>	<u>308,181.80</u>	<u>157,645.44</u>	-	<u>28,307.25</u>	-	<u>2,118,340.23</u>
Net Position (Due to Members)	<u>\$ 1,835,543.67</u>	<u>\$ 994,385.66</u>	<u>\$ (87,568.75)</u>	<u>\$ 50,686.47</u>	<u>\$ (43,101.08)</u>	<u>\$ 129,806.28</u>	<u>\$ 2,879,752.25</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

160 - Modoc

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Revenues							
Member Contributions	\$ 572,829.00	\$ 408,640.00	\$ 138,384.00	\$ 53,690.00	\$ 63,607.00	\$ 7,000.00	\$ 1,244,150.00
Interest Income	27,987.04	9,927.44	80.16	(26.66)	(303.05)	1,084.46	38,749.39
Investment Income	<u>16,443.80</u>	<u>6,762.25</u>	<u>(96.87)</u>	<u>(39.23)</u>	<u>(211.37)</u>	<u>565.37</u>	<u>23,423.95</u>
Total Revenues	<u>617,259.84</u>	<u>425,329.69</u>	<u>138,367.29</u>	<u>53,624.11</u>	<u>63,092.58</u>	<u>8,649.83</u>	<u>1,306,323.34</u>
Expense							
Claims Expense	98,028.60	32,111.65	63,835.12	-	-	-	193,975.37
Claims Recovery	542.21	-	(37,401.65)	-	-	-	(36,859.44)
Change in Claims Liability	224,327.33	29,671.85	32,717.95	-	7,438.25	-	294,155.38
Insurance Expense	38,232.00	226,205.79	108,995.75	25,344.43	57,729.00	(5,000.00)	451,506.97
State Fees	9,168.34	-	-	-	-	-	9,168.34
Risk Management	46,292.25	20,500.00	5,500.00	-	-	2,212.49	74,504.74
General & Administrative	-	-	-	-	-	<u>1,359.00</u>	<u>1,359.00</u>
Total Expense	<u>416,590.73</u>	<u>308,489.29</u>	<u>173,647.17</u>	<u>25,344.43</u>	<u>65,167.25</u>	<u>(1,428.51)</u>	<u>987,810.36</u>
Net Income (Loss)	<u>200,669.11</u>	<u>116,840.40</u>	<u>(35,279.88)</u>	<u>28,279.68</u>	<u>(2,074.67)</u>	<u>10,078.34</u>	<u>318,512.98</u>
Change in Due to Members	<u>200,669.11</u>	<u>116,840.40</u>	<u>(35,279.88)</u>	<u>28,279.68</u>	<u>(2,074.67)</u>	<u>10,078.34</u>	<u>318,512.98</u>
Beginning Due to Members	<u>1,634,874.56</u>	<u>877,545.26</u>	<u>(52,288.87)</u>	<u>22,406.79</u>	<u>(41,026.41)</u>	<u>119,727.94</u>	<u>2,561,239.27</u>
Ending Due to Members	<u>\$ 1,835,543.67</u>	<u>\$ 994,385.66</u>	<u>\$ (87,568.75)</u>	<u>\$ 50,686.47</u>	<u>\$ (43,101.08)</u>	<u>\$ 129,806.28</u>	<u>\$ 2,879,752.25</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

170 - Mono

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 182,742.56	\$ (32,661.06)	\$ (12,548.53)	\$ (6,414.61)	\$ 18,241.18	\$ 82,434.15	\$ 231,793.69
LAIF	5,516.09	5,654.09	(287.72)	(182.24)	113.83	357.81	11,171.86
CAMP	2,016,193.27	143,378.08	(33.01)	(18.33)	20,116.28	256.17	2,179,892.46
Accounts Receivable	6.64	-	-	-	-	-	6.64
Prepaid Expenses	-	-	-	38,201.16	-	-	38,201.16
Investments	<u>3,193,952.38</u>	<u>976,879.14</u>	<u>859.43</u>	<u>(1,312.33)</u>	<u>1,107.87</u>	<u>2,221.48</u>	<u>4,173,707.97</u>
Total Assets	<u>5,398,410.94</u>	<u>1,093,250.25</u>	<u>(12,009.83)</u>	<u>30,273.65</u>	<u>39,579.16</u>	<u>85,269.61</u>	<u>6,634,773.78</u>
Liabilities							
Accounts Payable	480.00	-	35,742.00	-	-	-	36,222.00
Claims Liabilities	<u>4,612,798.21</u>	<u>413,728.34</u>	<u>84,466.02</u>	-	<u>31,993.92</u>	-	<u>5,142,986.49</u>
Total Liabilities	<u>4,613,278.21</u>	<u>413,728.34</u>	<u>120,208.02</u>	-	<u>31,993.92</u>	-	<u>5,179,208.49</u>
Net Position (Due to Members)							
	<u>\$ 785,132.73</u>	<u>\$ 679,521.91</u>	<u>\$ (132,217.85)</u>	<u>\$ 30,273.65</u>	<u>\$ 7,585.24</u>	<u>\$ 85,269.61</u>	<u>\$ 1,455,565.29</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

170 - Mono

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 938,152.00	\$ 308,510.00	\$ 131,844.00	\$ 62,536.00	\$ 26,266.00	\$ 7,000.00	\$ 1,474,308.00
Interest Income	43,449.72	9,169.24	(515.54)	(266.65)	248.88	720.93	52,806.58
Investment Income	<u>24,570.24</u>	<u>3,845.44</u>	<u>(436.20)</u>	<u>(238.16)</u>	<u>142.50</u>	<u>362.82</u>	<u>28,246.64</u>
Total Revenues	<u>1,006,171.96</u>	<u>321,524.68</u>	<u>130,892.26</u>	<u>62,031.19</u>	<u>26,657.38</u>	<u>8,083.75</u>	<u>1,555,361.22</u>
Expense							
Claims Expense	228,214.84	432,196.09	12,179.54	-	-	-	672,590.47
Claims Recovery	20,981.67	-	(875.00)	-	-	-	20,106.67
Change in Claims Liability	1,182,286.25	94,149.47	56,873.85	-	23,396.92	-	1,356,706.49
Insurance Expense	86,677.00	379,632.00	120,030.75	31,746.04	14,540.00	(5,000.00)	627,625.79
State Fees	17,370.78	-	-	-	-	-	17,370.78
Risk Management	<u>46,973.58</u>	<u>20,500.00</u>	<u>5,500.00</u>	-	-	<u>7,720.00</u>	<u>80,693.58</u>
Total Expense	<u>1,582,504.12</u>	<u>926,477.56</u>	<u>193,709.14</u>	<u>31,746.04</u>	<u>37,936.92</u>	<u>2,720.00</u>	<u>2,775,093.78</u>
Net Income (Loss)	<u>(576,332.16)</u>	<u>(604,952.88)</u>	<u>(62,816.88)</u>	<u>30,285.15</u>	<u>(11,279.54)</u>	<u>5,363.75</u>	<u>(1,219,732.56)</u>
Change in Due to Members	<u>(576,332.16)</u>	<u>(604,952.88)</u>	<u>(62,816.88)</u>	<u>30,285.15</u>	<u>(11,279.54)</u>	<u>5,363.75</u>	<u>(1,219,732.56)</u>
Beginning Due to Members	<u>1,361,464.89</u>	<u>1,284,474.79</u>	<u>(69,400.97)</u>	<u>(11.50)</u>	<u>18,864.78</u>	<u>79,905.86</u>	<u>2,675,297.85</u>
Ending Due to Members	<u>\$ 785,132.73</u>	<u>\$ 679,521.91</u>	<u>\$ (132,217.85)</u>	<u>\$ 30,273.65</u>	<u>\$ 7,585.24</u>	<u>\$ 85,269.61</u>	<u>\$ 1,455,565.29</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

180 - Plumas

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Assets							
Cash	\$ 636,795.34	\$ 471,925.75	\$ (158,552.64)	\$ 38,762.01	\$ 94,313.95	\$ 85,714.68	\$ 1,168,959.09
LAIF	8,541.48	3,087.80	(543.30)	77.00	1,058.29	380.80	12,602.07
CAMP	2,376,159.73	428,857.59	(245.16)	102.37	247.05	265.34	2,805,386.92
Accounts Receivable	18,100.98	-	166,826.77	-	-	-	184,927.75
Investments	5,751,192.80	473,351.64	82,218.80	1,109.58	(1,786.83)	2,401.51	6,308,487.50
Total Assets	<u>8,790,790.33</u>	<u>1,377,222.78</u>	<u>89,704.47</u>	<u>40,050.96</u>	<u>93,832.46</u>	<u>88,762.33</u>	<u>10,480,363.33</u>
Liabilities							
Accounts Payable	-	-	83,869.25	-	-	99.00	83,968.25
Claims Liabilities	5,964,527.59	231,564.69	240,580.35	-	2,299.77	-	6,438,972.40
Total Liabilities	<u>5,964,527.59</u>	<u>231,564.69</u>	<u>324,449.60</u>	<u>-</u>	<u>2,299.77</u>	<u>99.00</u>	<u>6,522,940.65</u>
Net Position (Due to Members)	<u>\$ 2,826,262.74</u>	<u>\$ 1,145,658.09</u>	<u>\$ (234,745.13)</u>	<u>\$ 40,050.96</u>	<u>\$ 91,532.69</u>	<u>\$ 88,663.33</u>	<u>\$ 3,957,422.68</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

180 - Plumas

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 802,059.00	\$ 671,020.00	\$ 295,586.00	\$ 41,233.00	\$ 80,854.00	\$ 7,000.00	\$ 1,897,752.00
Interest Income	72,493.87	8,847.98	(1,623.16)	176.54	478.45	729.44	81,103.12
Investment Income	41,409.59	4,754.47	(1,096.37)	86.05	248.69	370.94	45,773.37
Total Revenues	<u>915,962.46</u>	<u>684,622.45</u>	<u>292,866.47</u>	<u>41,495.59</u>	<u>81,581.14</u>	<u>8,100.38</u>	<u>2,024,628.49</u>
Expense							
Claims Expense	293,933.50	125,240.59	26,788.71	-	-	-	445,962.80
Claims Recovery	(15,786.91)	(112,160.12)	(93,861.70)	-	-	-	(221,808.73)
Change in Claims Liability	2,415,860.68	(66,236.86)	122,812.74	-	(3,472.23)	-	2,468,964.33
Insurance Expense	71,539.00	369,028.00	323,944.25	11,815.00	59,629.00	(5,000.00)	830,955.25
State Fees	26,458.24	-	-	-	-	-	26,458.24
Risk Management	26,860.00	11,500.00	4,000.00	-	-	3,151.51	45,511.51
Professional Fees	(48.39)	-	-	-	-	-	(48.39)
General & Administrative	-	-	-	-	-	263.45	263.45
Total Expense	<u>2,818,816.12</u>	<u>327,371.61</u>	<u>383,684.00</u>	<u>11,815.00</u>	<u>56,156.77</u>	<u>(1,585.04)</u>	<u>3,596,258.46</u>
Net Income (Loss)	<u>(1,902,853.66)</u>	<u>357,250.84</u>	<u>(90,817.53)</u>	<u>29,680.59</u>	<u>25,424.37</u>	<u>9,685.42</u>	<u>(1,571,629.97)</u>
Change in Due to Members	<u>(1,902,853.66)</u>	<u>357,250.84</u>	<u>(90,817.53)</u>	<u>29,680.59</u>	<u>25,424.37</u>	<u>9,685.42</u>	<u>(1,571,629.97)</u>
Beginning Due to Members	<u>4,729,116.40</u>	<u>788,407.25</u>	<u>(143,927.60)</u>	<u>10,370.37</u>	<u>66,108.32</u>	<u>78,977.91</u>	<u>5,529,052.65</u>
Ending Due to Members	<u>\$ 2,826,262.74</u>	<u>\$ 1,145,658.09</u>	<u>\$ (234,745.13)</u>	<u>\$ 40,050.96</u>	<u>\$ 91,532.69</u>	<u>\$ 88,663.33</u>	<u>\$ 3,957,422.68</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

190 - San Benito

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 805,952.76	\$ 484,252.06	\$ (177,748.60)	\$ 15,944.90	\$ 27,642.42	\$ 124,497.36	\$ 1,280,540.90
LAIF	5,089.52	1,446.63	(836.74)	(41.85)	(31.10)	566.20	6,192.66
CAMP	1,219,257.69	390,358.06	(317.57)	38.89	73.33	384.65	1,609,795.05
Accounts Receivable	10,997.91	-	-	-	-	-	10,997.91
Prepaid Expenses	-	-	-	13,219.45	-	-	13,219.45
Investments	<u>4,413,674.44</u>	<u>2,588,169.10</u>	<u>159.98</u>	<u>148.14</u>	<u>640.83</u>	<u>3,684.93</u>	<u>7,006,477.42</u>
Total Assets	<u>6,454,972.32</u>	<u>3,464,225.85</u>	<u>(178,742.93)</u>	<u>29,309.53</u>	<u>28,325.48</u>	<u>129,133.14</u>	<u>9,927,223.39</u>
Liabilities							
Accounts Payable	15.00	-	144,941.00	-	-	-	144,956.00
Claims Liabilities	<u>6,136,966.39</u>	<u>977,377.02</u>	<u>120,936.61</u>	-	<u>30,180.60</u>	-	<u>7,265,460.62</u>
Total Liabilities	<u>6,136,981.39</u>	<u>977,377.02</u>	<u>265,877.61</u>	-	<u>30,180.60</u>	-	<u>7,410,416.62</u>
Net Position (Due to Members)							
	<u>\$ 317,990.93</u>	<u>\$ 2,486,848.83</u>	<u>\$ (444,620.54)</u>	<u>\$ 29,309.53</u>	<u>\$ (1,855.12)</u>	<u>\$ 129,133.14</u>	<u>\$ 2,516,806.77</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

190 - San Benito

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 1,236,695.00	\$ 745,465.00	\$ 260,832.00	\$ 48,288.00	\$ 60,257.00	\$ 7,000.00	\$ 2,358,537.00
Interest Income	51,877.66	27,422.35	(2,124.15)	(42.69)	18.32	1,061.67	78,213.16
Investment Income	27,407.63	14,445.23	(1,712.30)	(63.77)	(28.97)	539.94	40,587.76
Total Revenues	<u>1,315,980.29</u>	<u>787,332.58</u>	<u>256,995.55</u>	<u>48,181.54</u>	<u>60,246.35</u>	<u>8,601.61</u>	<u>2,477,337.92</u>
Expense							
Claims Expense	634,052.23	122,516.31	13,213.04	-	-	-	769,781.58
Claims Recovery	(30,427.58)	-	(5,751.25)	-	-	-	(36,178.83)
Change in Claims Liability	2,672,268.21	313,850.87	59,785.72	-	19,450.60	-	3,065,355.40
Insurance Expense	118,010.00	623,225.19	487,256.00	18,712.10	45,978.00	(5,000.00)	1,288,181.29
State Fees	22,141.62	-	-	-	-	-	22,141.62
Risk Management	37,719.35	16,000.00	4,750.00	-	-	-	58,469.35
General & Administrative	-	-	-	-	-	1,130.00	1,130.00
Total Expense	<u>3,453,763.83</u>	<u>1,075,592.37</u>	<u>559,253.51</u>	<u>18,712.10</u>	<u>65,428.60</u>	<u>(3,870.00)</u>	<u>5,168,880.41</u>
Net Income (Loss)	<u>(2,137,783.54)</u>	<u>(288,259.79)</u>	<u>(302,257.96)</u>	<u>29,469.44</u>	<u>(5,182.25)</u>	<u>12,471.61</u>	<u>(2,691,542.49)</u>
Change in Due to Members	<u>(2,137,783.54)</u>	<u>(288,259.79)</u>	<u>(302,257.96)</u>	<u>29,469.44</u>	<u>(5,182.25)</u>	<u>12,471.61</u>	<u>(2,691,542.49)</u>
Beginning Due to Members	<u>2,455,774.47</u>	<u>2,775,108.62</u>	<u>(142,362.58)</u>	<u>(159.91)</u>	<u>3,327.13</u>	<u>116,661.53</u>	<u>5,208,349.26</u>
Ending Due to Members	<u>\$ 317,990.93</u>	<u>\$ 2,486,848.83</u>	<u>\$ (444,620.54)</u>	<u>\$ 29,309.53</u>	<u>\$ (1,855.12)</u>	<u>\$ 129,133.14</u>	<u>\$ 2,516,806.77</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

200 - Sierra

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 75,286.58	\$ 62,056.27	\$ 19,922.39	\$ 19,137.69	\$ 33,765.39	\$ 79,445.59	\$ 289,613.91
LAIF	3,266.26	1,468.98	109.15	(2.07)	116.13	361.60	5,320.05
CAMP	307,863.68	100,903.26	67.45	58.92	105.27	257.65	409,256.23
Accounts Receivable	-	-	-	-	-	-	-
Prepaid Expenses	-	-	-	13,400.84	-	-	13,400.84
Investments	<u>2,210,272.88</u>	<u>134,714.23</u>	<u>(75.13)</u>	<u>409.68</u>	<u>992.32</u>	<u>2,150.14</u>	<u>2,348,464.12</u>
Total Assets	<u>2,596,689.40</u>	<u>299,142.74</u>	<u>20,023.86</u>	<u>33,005.06</u>	<u>34,979.11</u>	<u>82,214.98</u>	<u>3,066,055.15</u>
Liabilities							
Accounts Payable	-	-	14,677.75	-	-	(100.92)	14,576.83
Claims Liabilities	<u>2,000,970.34</u>	<u>73,406.26</u>	<u>35,333.21</u>	-	<u>117.99</u>	-	<u>2,109,827.80</u>
Total Liabilities	<u>2,000,970.34</u>	<u>73,406.26</u>	<u>50,010.96</u>	-	<u>117.99</u>	<u>(100.92)</u>	<u>2,124,404.63</u>
Net Position (Due to Members)							
	<u>\$ 595,719.06</u>	<u>\$ 225,736.48</u>	<u>\$ (29,987.10)</u>	<u>\$ 33,005.06</u>	<u>\$ 34,861.12</u>	<u>\$ 82,315.90</u>	<u>\$ 941,650.52</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

200 - Sierra

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 612,296.00	\$ 150,076.00	\$ 50,248.00	\$ 44,476.00	\$ 18,490.00	\$ 7,000.00	\$ 882,586.00
Interest Income	21,959.20	2,411.52	137.99	110.73	276.04	720.73	25,616.21
Investment Income	<u>17,015.65</u>	<u>2,878.67</u>	<u>512.67</u>	<u>435.94</u>	<u>299.15</u>	<u>459.65</u>	<u>21,601.73</u>
Total Revenues	<u>651,270.85</u>	<u>155,366.19</u>	<u>50,898.66</u>	<u>45,022.67</u>	<u>19,065.19</u>	<u>8,180.38</u>	<u>929,803.94</u>
Expense							
Claims Expense	149,936.54	4,728.92	4,067.99	-	-	-	158,733.45
Claims Recovery	(9,275.94)	-	(14,970.19)	-	-	-	(24,246.13)
Change in Claims Liability	78,388.05	10,274.01	9,850.64	-	(5,247.01)	-	93,265.69
Insurance Expense	31,628.00	160,599.54	46,177.75	13,712.74	5,343.00	(5,000.00)	252,461.03
State Fees	8,697.58	-	-	-	-	-	8,697.58
Risk Management	44,825.16	20,500.00	5,500.00	-	-	4,764.60	75,589.76
General & Administrative	-	-	-	-	-	-	-
Total Expense	<u>304,199.39</u>	<u>196,102.47</u>	<u>50,626.19</u>	<u>13,712.74</u>	<u>95.99</u>	<u>(235.40)</u>	<u>564,501.38</u>
Net Income (Loss)	<u>347,071.46</u>	<u>(40,736.28)</u>	<u>272.47</u>	<u>31,309.93</u>	<u>18,969.20</u>	<u>8,415.78</u>	<u>365,302.56</u>
Change in Due to Members	<u>347,071.46</u>	<u>(40,736.28)</u>	<u>272.47</u>	<u>31,309.93</u>	<u>18,969.20</u>	<u>8,415.78</u>	<u>365,302.56</u>
Beginning Due to Members	<u>248,647.60</u>	<u>266,472.76</u>	<u>(30,259.57)</u>	<u>1,695.13</u>	<u>15,891.92</u>	<u>73,900.12</u>	<u>576,347.96</u>
Ending Due to Members	<u>\$ 595,719.06</u>	<u>\$ 225,736.48</u>	<u>\$ (29,987.10)</u>	<u>\$ 33,005.06</u>	<u>\$ 34,861.12</u>	<u>\$ 82,315.90</u>	<u>\$ 941,650.52</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

205 - Sutter

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 136,622.77	\$ 487,064.26	\$ (116,446.71)	\$ 17,956.06	\$ (151,447.51)	\$ 31,567.55	\$ 405,316.42
LAIF	2,062.21	3,135.05	(609.28)	(31.62)	(1,507.81)	400.27	3,448.82
CAMP	3,379,424.80	1,006,183.56	(159.17)	52.43	(257.59)	118.61	4,385,362.64
Accounts Receivable	7,008.88	-	-	-	-	-	7,008.88
Investments	<u>6,220,950.23</u>	<u>628,017.08</u>	<u>9,057.09</u>	<u>471.13</u>	<u>(3,385.47)</u>	<u>6,746.47</u>	<u>6,861,856.53</u>
Total Assets	<u>9,746,068.89</u>	<u>2,124,399.95</u>	<u>(108,158.07)</u>	<u>18,448.00</u>	<u>(156,598.38)</u>	<u>38,832.90</u>	<u>11,662,993.29</u>
Liabilities							
Accounts Payable	-	-	62,468.25	-	-	560.50	63,028.75
Claims Liabilities	<u>6,498,314.12</u>	<u>1,894,179.87</u>	<u>89,388.18</u>	-	<u>68,196.15</u>	-	<u>8,550,078.32</u>
Total Liabilities	<u>6,498,314.12</u>	<u>1,894,179.87</u>	<u>151,856.43</u>	-	<u>68,196.15</u>	<u>560.50</u>	<u>8,613,107.07</u>
Net Position (Due to Members)	<u>\$ 3,247,754.77</u>	<u>\$ 230,220.08</u>	<u>\$ (260,014.50)</u>	<u>\$ 18,448.00</u>	<u>\$ (224,794.53)</u>	<u>\$ 38,272.40</u>	<u>\$ 3,049,886.22</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

205 - Sutter

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 2,134,770.00	\$ 1,684,525.00	\$ 189,299.00	\$ 46,646.00	\$ 393,895.00	\$ 7,000.00	\$ 4,456,135.00
Interest Income	77,788.56	13,059.74	(1,225.16)	(0.94)	(2,378.88)	340.01	87,583.33
Investment Income	43,281.66	1,737.28	(1,084.85)	(21.20)	(1,840.28)	136.73	42,209.34
Total Revenues	<u>2,255,840.22</u>	<u>1,699,322.02</u>	<u>186,988.99</u>	<u>46,623.86</u>	<u>389,675.84</u>	<u>7,476.74</u>	<u>4,585,927.67</u>
Expense							
Claims Expense	705,985.26	5,734,188.43	72,180.91	-	-	-	6,512,354.60
Claims Recovery	(19,977.72)	(5,213,027.90)	(27,159.44)	-	-	-	(5,260,165.06)
Change in Claims Liability	(86,823.73)	(63,108.66)	20,682.09	-	1,492.15	-	(127,758.15)
Insurance Expense	223,510.00	957,507.00	202,718.25	15,754.00	473,711.00	(4,000.00)	1,869,200.25
State Fees	12,813.79	-	-	-	-	-	12,813.79
Risk Management	46,748.35	20,500.00	5,500.00	-	-	19,531.37	92,279.72
General & Administrative	-	-	-	-	-	1,712.32	1,712.32
Total Expense	<u>882,255.95</u>	<u>1,436,058.87</u>	<u>273,921.81</u>	<u>15,754.00</u>	<u>475,203.15</u>	<u>17,243.69</u>	<u>3,100,437.47</u>
Net Income (Loss)	<u>1,373,584.27</u>	<u>263,263.15</u>	<u>(86,932.82)</u>	<u>30,869.86</u>	<u>(85,527.31)</u>	<u>(9,766.95)</u>	<u>1,485,490.20</u>
Change in Due to Members	<u>1,373,584.27</u>	<u>263,263.15</u>	<u>(86,932.82)</u>	<u>30,869.86</u>	<u>(85,527.31)</u>	<u>(9,766.95)</u>	<u>1,485,490.20</u>
Beginning Due to Members	<u>1,874,170.50</u>	<u>(33,043.07)</u>	<u>(173,081.68)</u>	<u>(12,421.86)</u>	<u>(139,267.22)</u>	<u>48,039.35</u>	<u>1,564,396.02</u>
Ending Due to Members	<u>\$ 3,247,754.77</u>	<u>\$ 230,220.08</u>	<u>\$ (260,014.50)</u>	<u>\$ 18,448.00</u>	<u>\$ (224,794.53)</u>	<u>\$ 38,272.40</u>	<u>\$ 3,049,886.22</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

207 - Tehama

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 66,474.89	\$ 86,554.18	\$ (10,676.20)	\$ 38,228.41	\$ (20,175.40)	\$ 68,146.68	\$ 228,552.56
LAIF	1,113.28	1,189.07	(175.33)	10.02	(152.74)	66.64	2,050.94
CAMP	1,705,895.54	903,633.24	(15.97)	112.22	(38.23)	209.17	2,609,795.97
Accounts Receivable	-	-	-	-	-	-	-
Investments	<u>205,464.88</u>	<u>206,710.45</u>	<u>(1,275.63)</u>	<u>(36.96)</u>	<u>(1,132.98)</u>	<u>214.09</u>	<u>409,943.85</u>
Total Assets	<u>1,978,948.59</u>	<u>1,198,086.94</u>	<u>(12,143.13)</u>	<u>38,313.69</u>	<u>(21,499.35)</u>	<u>68,636.58</u>	<u>3,250,343.32</u>
Liabilities							
Accounts Payable	-	-	45,997.50	-	-	437.47	46,434.97
Claims Liabilities	<u>579,687.17</u>	<u>1,282,323.02</u>	<u>35,025.12</u>	-	<u>6,953.13</u>	-	<u>1,903,988.44</u>
Total Liabilities	<u>579,687.17</u>	<u>1,282,323.02</u>	<u>81,022.62</u>	-	<u>6,953.13</u>	<u>437.47</u>	<u>1,950,423.41</u>
Net Position (Due to Members)	<u>\$ 1,399,261.42</u>	<u>\$ (84,236.08)</u>	<u>\$ (93,165.75)</u>	<u>\$ 38,313.69</u>	<u>\$ (28,452.48)</u>	<u>\$ 68,199.11</u>	<u>\$ 1,299,919.91</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

207 - Tehama

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 2,222,107.00	\$ 2,467,664.00	\$ 147,314.00	\$ 50,000.00	\$ 102,000.00	\$ 7,000.00	\$ 4,996,085.00
Interest Income	9,806.93	7,359.40	(421.62)	165.65	(405.37)	430.20	16,935.19
Investment Income	5,464.88	6,710.45	(1,275.63)	(36.96)	(1,132.98)	214.09	9,943.85
Total Revenues	<u>2,237,378.81</u>	<u>2,481,733.85</u>	<u>145,616.75</u>	<u>50,128.69</u>	<u>100,461.65</u>	<u>7,644.29</u>	<u>5,022,964.04</u>
Expense							
Claims Expense	171,399.52	876,380.74	8,974.88	-	-	-	1,056,755.14
Claims Recovery	(165.00)	(550,716.83)	-	-	-	-	(550,881.83)
Change in Claims Liability	579,687.17	1,282,323.02	35,025.12	-	6,953.13	-	1,903,988.44
Insurance Expense	85,193.00	957,983.00	194,782.50	11,815.00	121,961.00	(64,215.71)	1,307,518.79
Risk Management	2,002.70	-	-	-	-	3,568.39	5,571.09
General & Administrative	-	-	-	-	-	92.50	92.50
Total Expense	<u>838,117.39</u>	<u>2,565,969.93</u>	<u>238,782.50</u>	<u>11,815.00</u>	<u>128,914.13</u>	<u>(60,554.82)</u>	<u>3,723,044.13</u>
Net Income (Loss)	<u>1,399,261.42</u>	<u>(84,236.08)</u>	<u>(93,165.75)</u>	<u>38,313.69</u>	<u>(28,452.48)</u>	<u>68,199.11</u>	<u>1,299,919.91</u>
Change in Due to Members	<u>1,399,261.42</u>	<u>(84,236.08)</u>	<u>(93,165.75)</u>	<u>38,313.69</u>	<u>(28,452.48)</u>	<u>68,199.11</u>	<u>1,299,919.91</u>
Ending Due to Members	<u>\$ 1,399,261.42</u>	<u>\$ (84,236.08)</u>	<u>\$ (93,165.75)</u>	<u>\$ 38,313.69</u>	<u>\$ (28,452.48)</u>	<u>\$ 68,199.11</u>	<u>\$ 1,299,919.91</u>

Trindel Insurance Fund
Statement of Net Position By Member
As of 6/30/2023

210 - Trinity

	<u>Workers Compensation</u>	<u>Liability</u>	<u>Property</u>	<u>Pollution</u>	<u>Medical Malpractice</u>	<u>Leadership Training Fund</u>	<u>Total</u>
Assets							
Cash	\$ 21,580.14	\$ (182,652.93)	\$ 64,787.74	\$ 27,389.20	\$ 32,776.41	\$ 61,796.13	\$ 25,676.69
LAIF	525.28	1,350.47	104.30	11.45	84.09	287.16	2,362.75
CAMP	959,962.98	41,695.05	158.39	83.95	107.67	205.11	1,002,213.15
Accounts Receivable	-	159,017.93	-	-	-	-	159,017.93
Investments	<u>2,244,517.72</u>	<u>223,200.49</u>	<u>(317.21)</u>	<u>620.35</u>	<u>1,152.26</u>	<u>1,947.13</u>	<u>2,471,120.74</u>
Total Assets	<u>3,226,586.12</u>	<u>242,611.01</u>	<u>64,733.22</u>	<u>28,104.95</u>	<u>34,120.43</u>	<u>64,235.53</u>	<u>3,660,391.26</u>
Liabilities							
Accounts Payable	400.00	-	28,133.00	-	-	301.45	28,834.45
Claims Liabilities	<u>3,172,090.69</u>	<u>941,872.22</u>	<u>88,126.60</u>	-	<u>2,504.70</u>	-	<u>4,204,594.21</u>
Total Liabilities	<u>3,172,490.69</u>	<u>941,872.22</u>	<u>116,259.60</u>	-	<u>2,504.70</u>	<u>301.45</u>	<u>4,233,428.66</u>
Net Position (Due to Members)							
	<u>\$ 54,095.43</u>	<u>\$ (699,261.21)</u>	<u>\$ (51,526.38)</u>	<u>\$ 28,104.95</u>	<u>\$ 31,615.73</u>	<u>\$ 63,934.08</u>	<u>\$ (573,037.40)</u>

Trindel Insurance Fund
Statement of Revenues and Expenditures By Program
From 7/1/2022 Through 6/30/2023

210 - Trinity

	Workers Compensation	Liability	Property	Pollution	Medical Malpractice	Leadership Training Fund	Total
Revenues							
Member Contributions	\$ 721,527.00	\$ 685,086.00	\$ 97,174.00	\$ 44,104.00	\$ 40,473.00	\$ 7,000.00	\$ 1,595,364.00
Interest Income	27,488.07	764.11	179.31	96.58	184.35	568.59	29,281.01
Investment Income	15,298.88	(3,643.19)	177.69	50.05	95.88	326.26	12,305.57
Other Income	-	254.00	-	-	-	-	254.00
Total Revenues	<u>764,313.95</u>	<u>682,460.92</u>	<u>97,531.00</u>	<u>44,250.63</u>	<u>40,753.23</u>	<u>7,894.85</u>	<u>1,637,204.58</u>
Expense							
Claims Expense	672,532.30	7,229,450.18	146,996.50	-	5,000.00	-	8,053,978.98
Claims Recovery	(1,804.01)	(7,102,938.22)	(112,182.41)	-	-	-	(7,216,924.64)
Change in Claims Liability	1,323,426.79	175,415.91	20,210.55	-	(5,998.30)	-	1,513,054.95
Insurance Expense	58,099.00	463,699.48	88,133.00	14,686.00	33,353.00	(5,000.00)	652,970.48
State Fees	10,854.47	-	-	-	-	-	10,854.47
Risk Management	50,429.20	20,500.00	5,500.00	-	-	3,884.00	80,313.20
Professional Fees	(66.62)	-	-	-	-	-	(66.62)
General & Administrative	-	-	-	-	-	5,293.00	5,293.00
Total Expense	<u>2,113,471.13</u>	<u>786,127.35</u>	<u>148,657.64</u>	<u>14,686.00</u>	<u>32,354.70</u>	<u>4,177.00</u>	<u>3,099,473.82</u>
Net Income (Loss)	<u>(1,349,157.18)</u>	<u>(103,666.43)</u>	<u>(51,126.64)</u>	<u>29,564.63</u>	<u>8,398.53</u>	<u>3,717.85</u>	<u>(1,462,269.24)</u>
Change in Due to Members	<u>(1,349,157.18)</u>	<u>(103,666.43)</u>	<u>(51,126.64)</u>	<u>29,564.63</u>	<u>8,398.53</u>	<u>3,717.85</u>	<u>(1,462,269.24)</u>
Beginning Due to Members	<u>1,403,252.61</u>	<u>(595,594.78)</u>	<u>(399.74)</u>	<u>(1,459.68)</u>	<u>23,217.20</u>	<u>60,216.23</u>	<u>889,231.84</u>
Ending Due to Members	<u>\$ 54,095.43</u>	<u>\$ (699,261.21)</u>	<u>\$ (51,526.38)</u>	<u>\$ 28,104.95</u>	<u>\$ 31,615.73</u>	<u>\$ 63,934.08</u>	<u>\$ (573,037.40)</u>



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 15.

SUBJECT: Review of 6/30/2023 CALPERS Pension Liability and Expense.

ACTION FOR CONSIDERATION: This is an informational item for review, discussion, and direction.

BACKGROUND: On August 15, 2023, we received our updated actuarial study from CALPERS. As of 6/30/2023 our pension liability is no longer super funded, and we will have the option to make additional discretionary payments towards our unfunded accrued liability, invest in a section 115 trust to fund the UAL, or funding it in a lump sum. Currently we have 3 employees on the miscellaneous classic plan, and the remaining positions are miscellaneous PEPRA.

PEPRA: Unfunded Accrued Liability 6/30/2022 - \$89,104

Classic: Unfunded Accrued Liability 6/30/2022 - \$217,624

Total: \$306,728

This is informational per the board request for us to keep them apprised of the pension liability, and this will be brought back as an action item at a later board meeting with a recommendation.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A

Funded Status – Funding Policy Basis

The table below provides information on the current funded status of the plan under the funding policy. The funded status for this purpose is based on the market value of assets relative to the funding target produced by the entry age actuarial cost method and actuarial assumptions adopted by the board. The actuarial cost method allocates the total expected cost of a member's projected benefit (**Present Value of Benefits**) to individual years of service (the **Normal Cost**). The value of the projected benefit that is not allocated to future service is referred to as the **Accrued Liability** and is the plan's funding target on the valuation date. The **Unfunded Accrued Liability (UAL)** equals the funding target minus the assets. The UAL is an absolute measure of funded status and can be viewed as employer debt. The **funded ratio** equals the assets divided by the funding target. The funded ratio is a relative measure of the funded status and allows for comparisons between plans of different sizes.

	June 30, 2021	June 30, 2022
1. Present Value of Benefits	\$2,585,251	\$2,963,902
2. Entry Age Accrued Liability	1,879,592	2,195,446
3. Market Value of Assets (MVA)	1,997,851	1,977,822
4. Unfunded Accrued Liability (UAL) [(2) – (3)]	(\$118,259)	\$217,624
5. Funded Ratio [(3) / (2)]	106.3%	90.1%

A funded ratio of 100% (UAL of \$0) implies that the funding of the plan is on target and that future contributions equal to the normal cost of the active plan members will be sufficient to fully fund all retirement benefits if future experience matches the actuarial assumptions. A funded ratio of less than 100% (positive UAL) implies that in addition to normal costs, payments toward the UAL will be required. Plans with a funded ratio greater than 100% have a negative UAL (or surplus) but are required under current law to continue contributing the normal cost in most cases, preserving the surplus for future contingencies.

Calculations for the funding target reflect the expected long-term investment return of 6.8%. If it were known on the valuation date that future investment returns will average something greater/less than the expected return, calculated normal costs and accrued liabilities provided in this report would be less/greater than the results shown. Therefore, for example, if actual average future returns are less than the expected return, calculated normal costs and UAL contributions will not be sufficient to fully fund all retirement benefits. Under this scenario, required future normal cost contributions will need to increase from those provided in this report, and the plan will develop unfunded liabilities that will also add to required future contributions. For illustrative purposes, funded statuses based on a 1% lower and higher average future investment return (discount rate) are as follows:

	1% Lower Average Return	Current Assumption	1% Higher Average Return
Discount Rate	5.8%	6.8%	7.8%
1. Entry Age Accrued Liability	\$2,537,943	\$2,195,446	\$1,916,263
2. Market Value of Assets (MVA)	1,977,822	1,977,822	1,977,822
3. Unfunded Accrued Liability (UAL) [(1) – (2)]	\$560,121	\$217,624	(\$61,559)
4. Funded Ratio [(2) / (1)]	77.9%	90.1%	103.2%

The "Risk Analysis" section of the report provides additional information regarding the sensitivity of valuation results to the expected investment return and other factors. Also provided in that section are measures of funded status that are appropriate for assessing the sufficiency of plan assets to cover estimated termination liabilities.

Projected Employer Contributions

The table below shows the required and projected employer contributions (before cost sharing) for the next six fiscal years. The projection assumes that all actuarial assumptions will be realized and that no further changes to assumptions, contributions, benefits, or funding will occur during the projection period. In particular, the investment return beginning with FY 2022-23 is assumed to be 6.80% per year, net of investment and administrative expenses. Future contribution requirements may differ significantly from those shown below. The actual long-term cost of the plan will depend on the actual benefits and expenses paid and the actual investment experience of the fund.

	Required Contribution	Projected Future Employer Contributions (Assumes 6.80% Return for Fiscal Year 2022-23 and Beyond)				
Fiscal Year	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
	Rate Plan 7163 Results					
Normal Cost %	14.13%	14.1%	14.1%	14.1%	14.1%	14.1%
UAL Payment	\$7,762	\$12,000	\$17,000	\$22,000	\$26,000	\$26,000

For ongoing plans, investment gains and losses are amortized using a 5-year ramp up. For more information, please see "Amortization of the Unfunded Actuarial Accrued Liability" under "Actuarial Methods" in Appendix A of the Section 2 Report. This method phases in the impact of the change in UAL over a 5-year period in order to reduce employer cost volatility from year to year. As a result of this methodology, dramatic changes in the required employer contributions in any one year are less likely. However, required contributions can change gradually and significantly over the next five years. In years when there is a large investment loss, the relatively small amortization payments during the ramp up period could result in contributions that are less than interest on the UAL (i.e. negative amortization) while the contribution impact of the increase in the UAL is phased in.

The required contribution for FY 2024-25 is less than interest on the UAL, a situation referred to as **negative amortization**, as explained in the "Additional Discretionary Employer Contributions" section earlier in this report. If only the minimum required contribution is made, contributions are not expected to exceed interest on the UAL until FY 2027-28, as shown in the "Amortization Schedule and Alternatives" section of the report (see columns labelled "Current Amortization Schedule").

For projected contributions under alternate investment return scenarios, please see the "Future Investment Return Scenarios" in the "Risk Analysis" section. Our online pension plan projection tool, Pension Outlook, is available in the Employers section of the CalPERS website. Pension Outlook can help plan and budget pension costs under various scenarios.

Schedule of Amortization Bases

Below is the schedule of the plan's amortization bases. Note that there is a two-year lag between the valuation date and the start of the contribution year.

- The assets, liabilities, and funded status of the plan are measured as of the valuation date: June 30, 2022.
- The required employer contributions determined by the valuation are for the fiscal year beginning two years after the valuation date: FY 2024-25.

This two-year lag is necessary due to the amount of time needed to extract and test the membership and financial data, and the need to provide public agencies with their required employer contribution well in advance of the start of the fiscal year.

The Unfunded Accrued Liability (UAL) is used to determine the employer contribution and therefore must be rolled forward two years from the valuation date to the first day of the fiscal year for which the contribution is being determined. The UAL is rolled forward each year by subtracting the expected payment on the UAL for the fiscal year and adjusting for interest. The expected payment for the first fiscal year is determined by the actuarial valuation two years ago and the contribution for the second year is from the actuarial valuation one year ago. Additional discretionary payments are reflected in the Expected Payments column in the fiscal year they were made by the agency.

Reason for Base	Date Est.	Ramp Level 2024-25	Ramp Shape	Escalation Rate	Amort. Period	Balance 6/30/22	Expected Payment 2022-23	Balance 6/30/23	Expected Payment 2023-24	Balance 6/30/24	Minimum Required Payment 2024-25
Non-Investment (Gain)/Loss	6/30/22	No Ramp		0.00%	20	30,855	0	32,953	0	35,194	3,165
Partial Fresh Start	6/30/22	20%	Up Only	0.00%	20	186,769	(754)	200,249	0	213,866	4,597
Total						217,624	(754)	233,202	0	249,060	7,762

The (gain)/loss bases are the plan's allocated share of the risk pool's (gain)/loss for the fiscal year as disclosed in "Allocation of Plan's Share of Pool's Experience/Assumption Change" earlier in this section. These (gain)/loss bases will be amortized in accordance with the CalPERS amortization policy in effect at the time the base was established.

The partial fresh start base established June 30, 2022 is the sum of the UAL balance from the June 30, 2021 valuation (projected to June 30, 2022) and the June 30, 2022 investment loss, as shown on the previous page.

Funded Status – Funding Policy Basis

The table below provides information on the current funded status of the plan under the funding policy. The funded status for this purpose is based on the market value of assets relative to the funding target produced by the entry age actuarial cost method and actuarial assumptions adopted by the board. The actuarial cost method allocates the total expected cost of a member's projected benefit (**Present Value of Benefits**) to individual years of service (the **Normal Cost**). The value of the projected benefit that is not allocated to future service is referred to as the **Accrued Liability** and is the plan's funding target on the valuation date. The **Unfunded Accrued Liability (UAL)** equals the funding target minus the assets. The UAL is an absolute measure of funded status and can be viewed as employer debt. The **funded ratio** equals the assets divided by the funding target. The funded ratio is a relative measure of the funded status and allows for comparisons between plans of different sizes.

	June 30, 2021	June 30, 2022
1. Present Value of Benefits	\$1,516,907	\$1,667,647
2. Entry Age Accrued Liability	743,303	848,348
3. Market Value of Assets (MVA)	788,255	759,244
4. Unfunded Accrued Liability (UAL) [(2) – (3)]	(\$44,952)	\$89,104
5. Funded Ratio [(3) / (2)]	106.0%	89.5%

A funded ratio of 100% (UAL of \$0) implies that the funding of the plan is on target and that future contributions equal to the normal cost of the active plan members will be sufficient to fully fund all retirement benefits if future experience matches the actuarial assumptions. A funded ratio of less than 100% (positive UAL) implies that in addition to normal costs, payments toward the UAL will be required. Plans with a funded ratio greater than 100% have a negative UAL (or surplus) but are required under current law to continue contributing the normal cost in most cases, preserving the surplus for future contingencies.

Calculations for the funding target reflect the expected long-term investment return of 6.8%. If it were known on the valuation date that future investment returns will average something greater/less than the expected return, calculated normal costs and accrued liabilities provided in this report would be less/greater than the results shown. Therefore, for example, if actual average future returns are less than the expected return, calculated normal costs and UAL contributions will not be sufficient to fully fund all retirement benefits. Under this scenario, required future normal cost contributions will need to increase from those provided in this report, and the plan will develop unfunded liabilities that will also add to required future contributions. For illustrative purposes, funded statuses based on a 1% lower and higher average future investment return (discount rate) are as follows:

	1% Lower Average Return	Current Assumption	1% Higher Average Return
Discount Rate	5.8%	6.8%	7.8%
1. Entry Age Accrued Liability	\$992,153	\$848,348	\$733,241
2. Market Value of Assets (MVA)	759,244	759,244	759,244
3. Unfunded Accrued Liability (UAL) [(1) – (2)]	\$232,909	\$89,104	(\$26,003)
4. Funded Ratio [(2) / (1)]	76.5%	89.5%	103.5%

The "Risk Analysis" section of the report provides additional information regarding the sensitivity of valuation results to the expected investment return and other factors. Also provided in that section are measures of funded status that are appropriate for assessing the sufficiency of plan assets to cover estimated termination liabilities.

Projected Employer Contributions

The table below shows the required and projected employer contributions (before cost sharing) for the next six fiscal years. The projection assumes that all actuarial assumptions will be realized and that no further changes to assumptions, contributions, benefits, or funding will occur during the projection period. In particular, the investment return beginning with FY 2022-23 is assumed to be 6.80% per year, net of investment and administrative expenses. Future contribution requirements may differ significantly from those shown below. The actual long-term cost of the plan will depend on the actual benefits and expenses paid and the actual investment experience of the fund.

	Required Contribution	Projected Future Employer Contributions (Assumes 6.80% Return for Fiscal Year 2022-23 and Beyond)				
Fiscal Year	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
	Rate Plan 26133 Results					
Normal Cost %	7.87%	7.9%	7.9%	7.9%	7.9%	7.9%
UAL Payment	\$3,241	\$5,300	\$7,300	\$9,300	\$11,000	\$11,000

For ongoing plans, investment gains and losses are amortized using a 5-year ramp up. For more information, please see "Amortization of the Unfunded Actuarial Accrued Liability" under "Actuarial Methods" in Appendix A of the Section 2 Report. This method phases in the impact of the change in UAL over a 5-year period in order to reduce employer cost volatility from year to year. As a result of this methodology, dramatic changes in the required employer contributions in any one year are less likely. However, required contributions can change gradually and significantly over the next five years. In years when there is a large investment loss, the relatively small amortization payments during the ramp up period could result in contributions that are less than interest on the UAL (i.e. negative amortization) while the contribution impact of the increase in the UAL is phased in.

The required contribution for FY 2024-25 is less than interest on the UAL, a situation referred to as **negative amortization**, as explained in the "Additional Discretionary Employer Contributions" section earlier in this report. If only the minimum required contribution is made, contributions are not expected to exceed interest on the UAL until FY 2027-28, as shown in the "Amortization Schedule and Alternatives" section of the report (see columns labelled "Current Amortization Schedule").

For projected contributions under alternate investment return scenarios, please see the "Future Investment Return Scenarios" in the "Risk Analysis" section. Our online pension plan projection tool, Pension Outlook, is available in the Employers section of the CalPERS website. Pension Outlook can help plan and budget pension costs under various scenarios.

Schedule of Amortization Bases

Below is the schedule of the plan's amortization bases. Note that there is a two-year lag between the valuation date and the start of the contribution year.

- The assets, liabilities, and funded status of the plan are measured as of the valuation date: June 30, 2022.
- The required employer contributions determined by the valuation are for the fiscal year beginning two years after the valuation date: FY 2024-25.

This two-year lag is necessary due to the amount of time needed to extract and test the membership and financial data, and the need to provide public agencies with their required employer contribution well in advance of the start of the fiscal year.

The Unfunded Accrued Liability (UAL) is used to determine the employer contribution and therefore must be rolled forward two years from the valuation date to the first day of the fiscal year for which the contribution is being determined. The UAL is rolled forward each year by subtracting the expected payment on the UAL for the fiscal year and adjusting for interest. The expected payment for the first fiscal year is determined by the actuarial valuation two years ago and the contribution for the second year is from the actuarial valuation one year ago. Additional discretionary payments are reflected in the Expected Payments column in the fiscal year they were made by the agency.

Reason for Base	Date Est.	Ramp Level 2024-25	Ramp Shape	Escalation Rate	Amort. Period	Balance 6/30/22	Expected Payment 2022-23	Balance 6/30/23	Expected Payment 2023-24	Balance 6/30/24	Minimum Required Payment 2024-25
Non-Investment (Gain)/Loss	6/30/22	No Ramp		0.00%	20	11,923	0	12,734	0	13,600	1,223
Partial Fresh Start	6/30/22	20%	Up Only	0.00%	20	77,181	(5,285)	87,891	0	93,868	2,018
Total						89,104	(5,285)	100,625	0	107,468	3,241

The (gain)/loss bases are the plan's allocated share of the risk pool's (gain)/loss for the fiscal year as disclosed in "Allocation of Plan's Share of Pool's Experience/Assumption Change" earlier in this section. These (gain)/loss bases will be amortized in accordance with the CalPERS amortization policy in effect at the time the base was established.

The partial fresh start base established June 30, 2022 is the sum of the UAL balance from the June 30, 2021 valuation (projected to June 30, 2022) and the June 30, 2022 investment loss, as shown on the previous page.



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 16.

SUBJECT: HR Policy Updates

ACTION FOR CONSIDERATION: Action item to approve, amend, deny, the proposed updates to the Trindel HR policies.

BACKGROUND: At the September 2015 Trindel Board of Directors Meeting the Board of Directors approved the creation of the following HR policies:

- Additional Time Off Policy.
- Confidentiality Policy.
- Performance Appraisal and Evaluations.
- Anti-Harassment Policy.
- Reporting EEO and Harassment Complaints Policy.
- Return to Work Policy.
- Reasonable Accommodation Policy.
- Personal Leave of Absence Policy.

These policies have not been updated since they were approved in 2015. We worked with our employment attorney to revise the policies with the necessary updates. They were also reviewed by Mono County Counsel, Stacey Simon, and County of San Benito Deputy CAO, Henie Ring. We also have a new policy that our counsel has advised that the Board adopt, the **PDI, FMLA, and CFRA policy**.

FISCAL IMPACT: N/A

RECOMMENDATION: Adopt the updated polices with changes as presented.



Trindel **Insurance Fund**

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Additional Time Off

As further stated below, as an employee of Trindel Insurance Fund (hereafter referred to as the "Fund"), you may be entitled to time off for a variety of other reasons. Unless otherwise stated below or required by law, the following conditions apply:

- You must use and exhaust accrued paid time off for any absence, before taking the remainder of the leave unpaid.
- You do not earn any additional time off during unpaid leave.
- You are not eligible for Trindel paid holidays during unpaid leave.
- You must provide your supervisor or the Executive Director reasonable advanced notice of your need to take time off.
- All time off in the policy is not compensable.

For additional questions about any of these leave policies, please see your supervisor.

Time Off for Rehabilitation

The Fund ~~We~~ will reasonably accommodate you if you wish to voluntarily participate in an alcohol or drug rehabilitation program. This accommodation may include an adjusted work schedule or time off, provided the accommodation does not impose an undue hardship on Trindel Insurance Fund. The Fund will attempt to keep your participation in a rehabilitation program private.

Time Off for Literacy Assistance

The Fund ~~We~~ will reasonably accommodate you if you wish to participate in an adult literacy assistance program, which may include an adjusted work schedule or time off, provided the accommodation does not impose an undue hardship on the Fund. The Fund will attempt to keep your participation in such a program private.

Bereavement Leave

If you lose a member of your immediate family, you will be granted up to five days off annually paid time off to attend to related obligations and commitments. "Immediate family" under this policy means your spouse, registered domestic partner, child, child of your registered domestic partner, parent, sister, brother, grandparent, mother-in-law, father-in-law, stepparent, stepchild, grandchild and other person who is part of your household. The Fund may require verification of death.

Jury and Witness Leave

You may take time off if called for jury duty and if selected to serve on a jury trial. Please present your jury summons to your supervisor as soon as you receive it. If the Fund believes your absence due to jury duty will negatively impact operations, the Fund we may request you seek a postponement of your jury service. You are expected to report for work if you are not needed on the jury during regular work hours.

You may also take time off if you are required by law to appear in court as a witness.

Military Leave

If you are called to active duty in the U.S. Armed Forces, Reserves, or California National Guard, you may take military leave. Please present your supervisor with a copy of your service papers as soon as you receive them. The time off will be unpaid unless otherwise required by law. However, you may use any accrued, unused paid time off for this purpose. During your leave, your length of service accumulates, and your benefits will continue as required by law.

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and other federal and state laws provides for certain leave of absence rights if you are called to active duty military service. In accordance with federal and state law this leave allows for five years of leave time and reinstatement rights. Under USERRA, employees returning from military service will be placed in the position they would have attained had they remained continuously employed, or a comparable position depending upon the length of military service. This leave is unpaid, but job protected and benefit protected.

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Leave may also be available under the California Military & Veterans Code, if you are ordered to military service, including temporary military duty ordered for purposes of active military training, inactive duty training, encampment, naval cruises, special exercises, or similar activities. The leave is unpaid, but job protected and benefit protected, with full reinstatement rights. In certain situations, public employees may be eligible for civilian pay, based upon specific eligibility requirements. If you are ordered to active or reserve service, consult HR about your eligibility and leave options.

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If you are required to attend yearly Reserves or National Guard duty, you may apply for a temporary military leave of absence not to exceed 17 days (including travel). This time off will be unpaid unless otherwise required by law. You may use any accrued, unused paid time off for this purpose.

Employees returning from military leave will be placed in the position they would have attained had they remained continuously employed or a comparable one depending on the length of military service in accordance with applicable law. They will be treated as though they were continuously employed for purposes of determining benefits based on length of service.

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Under the Uniformed Services Employment & Reemployment Act (USERRA), employees in military service may take a maximum of 5 years' leave for military service. Five years is the maximum cumulative length of absence for all absences with that employer, not with previous employers. There are limited exceptions to the 5-year limit, which may increase the maximum leave time allowed. The Fund will promptly reemploy the employee when he or she returns from a period of service if the employee meets the law's eligibility criteria. "Prompt reemployment" means as soon as practicable under the circumstances of each case.

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Leave for Spouses of Active Military Personnel

If you work a minimum of 20 hours per week, you may take up to 10 days of unpaid time off to spend time with your spouse or registered domestic partner who is a qualified member of the Armed Forces, National Guard, or Reserves, and who is granted leave from deployment during a period of military conflict. You must request time off under this policy within two (2) days of receiving notice your spouse or registered domestic partner will be on leave.

Time Off for Voting and Election Officials

If you do not have sufficient time outside of working hours to vote in a statewide election, the Fund will grant you up to two (2) hours of paid time off to vote. The time off must be taken at the beginning or end of the regular work schedule, whichever allows the most free time for voting and the least time off from work. Please notify your supervisor or the Executive Director of your need for time off under this policy at least two (2) working days prior to Election Day.

If you serve as an election official on Election Day, you will be granted unpaid time off for this purpose.

Time Off for School-Related Activities or Suspension

If you are a parent, guardian, or grandparent with custody of school children from kindergarten through Grade 12, or who attend licensed child daycare facilities, you may take time off (up to a maximum of eight (8) hours in one (1) calendar month and 40 hours in one (1) calendar year) to participate in school or day care activities. ~~The Fund~~ We may require proof of your participation in the activities covered by this policy.

If you are a parent or guardian of a child suspended from school, you may also take time off to attend a portion of the school day in your child's classroom at the request of the school.

Employees must provide reasonable advance notice of not less than 48 hours of the planned absence to their supervisor and must use sick time or vacation days, if available, for the visit(s). You may be asked by your supervisor to provide documentation from the school verifying the date and time of your visit(s). Employees will be limited to no more than eight (8) hours of leave time for this purpose in any one month.

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Further, parents or guardians of a child who has been suspended from school who receive a notice from the child's school requesting that they attend a portion of a school day in the child's classroom may take unpaid time

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to appear at the school. Such employee must, prior to their planned absence, give reasonable notice to their supervisor that they have been requested to appear in their child's school.

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Time off for childcare emergencies

An employee (parent, step parent, legal guardian, or person who stands in loco parentis to a child) may also use unpaid time off for a "child care emergency," which is defined as:

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- The school or child care provider has requested that the child be picked up, or has an attendance policy, excluding planned holidays, that prohibits the child from attending or requires the child to be picked up from the school or child care provider;
- Closure or unexpected unavailability of the school or child care provider, excluding planned holidays; or
- Natural disaster, including, but not limited to fire, earthquake, flood.
- Employees with ongoing childcare emergencies due to school shutdown or lack of childcare provider due to any declared public health or other public emergency, including without limitation COVID-19, power interruptions, wildfires, or other natural or public health disasters, may use this leave for that purposes, up to the maximum allowable under the Labor Code provisions.

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Time Off and Reasonable Accommodation for Victims of Domestic Violence, Sexual Assault, or Stalking

If you are a victim of domestic violence, sexual assault, or stalking, you may take time off work to obtain help from a court, seek medical attention, obtain services from an appropriate shelter, program, or crisis center, obtain psychological counseling, or participate in safety planning, such as permanent or temporary relocation. The Fund will also provide reasonable accommodations for ensuring your safety while at work, unless doing so would create an undue hardship for the Fund. Such accommodation may include a transfer, reassignment, modified schedule, changed work telephone, installed lock, implemented safety procedure, or other adjustment to a job structure, workplace facility, or work requirement. Where possible, please provide your supervisor or the Executive Director reasonable notice of your need to take time off under this policy and/or your need for an accommodation. We may require proof of your participation in the activities covered by this policy and/or certification regarding your need for the accommodation.

Leave under this policy does not extend the maximum time off available under the Fund's "Family and Medical Leave" policy.

Time Off for Crime Victims

If you or an immediate family member has been the victim of certain crimes defined by law, including serious or violent felonies or felonies relating to theft or embezzlement, you may take time off work to attend judicial proceedings related to the crime or to appear in court at any proceeding in which a right of the victim is at issue. "Immediate family" under this policy means your spouse, registered domestic partner, child, child of a registered domestic partner, parent, sister, brother, grandparent, mother-in-law, father-in-law, stepparent, stepchild, and any other person who is part of your household. You may be required to provide appropriate documentation from the court.

Time Off for Emergency Duty Personnel

If you work as a volunteer firefighter, reserve peace officer, or emergency rescue personnel, you may take time off work to perform emergency duties. You may also take up to 14 days of leave per calendar year to attend required training.

If you are a volunteer member of the California Wing of the Civil Air Patrol, you may take up to 10 days of leave per year to respond to an emergency operation or mission. Where possible, please provide your supervisor or the Executive Director appropriate notice of your need to take time off under this policy.

Time Off for Bone Marrow or Organ Donation

If you donate bone marrow, you may take up to five (5) days off for this purpose. You will be required to use any accrued paid time off available to you, up to a maximum of five (5) days. If you do not have available sufficient paid time off for the five days' (5) maximum leave, the time will be paid at your base rate of pay.

If you donate an organ, you may take up to 30 days off for this purpose. You will be required to use any accrued paid time off available to you, up to a maximum of two (2) weeks. Any additional time off will be paid at your base rate of pay.

You must provide written verification that shows that you are a bone marrow or organ donor and there is a medical necessity for the donation-

Does Not Run Concurrently with FMLA or CFRA leave: The statute expressly provides that any protected organ or bone marrow donation leave shall not run concurrently with leave under the federal Family and Medical Leave Act ("FMLA") or the California Family Rights Act ("CFRA"). As a result, employers should not count the portion of any organ and bone marrow leave protected by this new law against an employee's available FMLA or CFRA leave. Nonetheless, if an employee is unable to return at the expiration of leave for health reasons, FMLA or CFRA leave obligations might apply.

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Protection from Discrimination or Leave Interference: The fund prohibits any denial of this paid leave for organ or bone marrow donors, as well as any discrimination against any employee who exercises the right to take it. It creates a private right of action for an employee to enforce the new law, authorizing courts to issue injunctions and award "any equitable relief necessary and appropriate to redress" any violation. Such relief would include lost pay and benefits and reinstatement. The law is silent on whether a court could award attorney's fees. As an alternative to suing in court, an employee also could file a discrimination or retaliation complaint with the Labor Commissioner.

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Non-Retaliation: No employee who requests or takes a leave to serve as an organ donor or bone marrow donor will be subject to retaliation, either direct or indirect, or threats of reprisals. Complaints of retaliation will be investigated and appropriate corrective action taken for any acts or threats of retaliation. Corrective action may include discipline, up to and including termination of employment.

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Confidentiality Policy

Trindel Insurance Fund (hereafter referred to as the "Fund"), employee may learn of or be entrusted with sensitive information of a confidential nature about Fund residents or Fund business. It is the funds position that these records may only be used in performing work for the Fund and should not be divulged to other Fund employees without a business reason. During and after employment with the Fund, Employees are not to divulge the information to any non-Fund employee or other third party except with the direct written authorization of the Executive Director or any member of the Trindel Executive Committee. Any communications of a confidential nature such as, medical records, personnel actions, and legal matters are communicated only to those with a legitimate business interest to have such information or knowledge.

Leave of employment with the Fund for any reason, you shall continue to treat as private and privileged any such sensitive information. Employee should not use, divulge, or communicate to any person or entity any such sensitive information without the express written approval of the Executive Director or the Trindel Executive Committee. The Fund will pursue legal remedies for unauthorized use or disclosure of sensitive, confidential information.

Confidential information pertaining to individuals covered by The Fund policies shall at all times be handled in accordance with all legal requirements concerning the confidentiality of medical information with regards to employees of member districts as set forth in the Confidentiality of Medical Information Act (Civ. Code Section 56 et seq.) (CMIA) and Health Insurance Portability and Accountability Act of 1996 (42 U.S.C. §1320d et seq. and 45 C.F.R. §165.500 et seq.) (HIPAA), and the Fund's established policies and procedures for handling confidential information of its insured.

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The Fund policies and procedures applicable to carriers' handling of insured's' personally-identifiable confidential medical information, shall apply equally to employees of the Fund, with respect to any confidential medical information obtained as a result of their status as insured under policies administered by the Fund. The Executive Director shall not be involved in, or otherwise be provided with direct knowledge of The Fund employees' confidential medical information in the context of coverage matters. The policy set forth in part (B) below shall apply exclusively to confidential medical information obtained by the Fund in its role as employer, as distinguished from its role as administrator of medical claims.

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As required by law, all new hires whose job involves the use of PHI will be provided with HIPAA training with respect to the handling of personally-identifiable confidential information of individuals covered by policies administered by the Fund.

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Performance Appraisal and Evaluation Process

Purpose

At Trindel Insurance Fund (hereafter referred to as the "Fund"), performance appraisal provides a means for discussing, planning and reviewing the performance of each employee.

Regular performance appraisals:

- Help employees clearly define and understand their responsibilities
- Provide criteria by which employees' performance be evaluated
- Suggest ways in which employees can improve performance
- Identify employees with potential for advancement within Trindel
- Help supervisors communicate and achieve departmental goals
- Provide a fair basis for awarding compensation based on merit

Eligibility

- All employees are eligible for an annual performance review
- Employees within the initial 12-month probation period shall receive performance evaluations at 6 and 12 months, then on an annual basis per the Fund schedule.

Procedures

Performance review schedule

- Performance appraisals, with the exception of Executive Director, are conducted on an annual cycle in conjunction with the employees ~~work~~ anniversary *(determined by date of hire)*.
- Employees will receive a written performance review on an annual basis.

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Performance reviews

- Each supervisor is responsible for the timely and equitable assessment of the performance and contribution of subordinate employees based on established criteria, agreed goals and objectives and actual performance
- All performance reviews are discussed with the Executive Director prior to meeting with the employee
- Performance reviews are an interactive dialogue between supervisor and employee (not a negotiation) and reflect the supervisors' assessment of employee performance

Responsibility

- Supervisor will use the performance review forms provided by the Fund and the completed evaluation will be retained in the employee's personnel file
- Prior to the performance review, each direct report shall provide their supervisor with a list of accomplishments and achievements for the evaluation period
- The performance evaluation is reviewed and signed by both the employee and the supervisor to ensure that all strengths, goals and areas for improvement are discussed and submitted to the Executive Director for approval
- Goals and objectives for the next review period are developed and reviewed

Right to modify policy

The Executive Director reserves the right to, change, modify or rescind a performance evaluation.



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Performance Improvement Plans (PIP)

Employees who receive a rating of “Unsatisfactory” (9 or less pts) or “Sometimes Achieves Expectations” (10 to 14 pts) rating shall be placed on a 30 to 90 day performance improvement plan with the understanding that work must improve immediately and on a sustained basis to avoid further employment actions.



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No Harassment Policy

Trindel Insurance Fund (hereafter referred to as the “Fund”), does not tolerate harassment of our job applicants, contractors, or employees by another employee, vendor, customer, or any third party. Any form of harassment on the basis of race, religion or religious creed (including religious dress and grooming practices), color, age, sex, sexual orientation, gender identity, genetic information, ethnicity, national origin, Citizenship, marital status, domestic partner status, medical condition, physical, mental, or special education disability, military or veteran status, pregnancy, childbirth, breastfeeding, gender expression and related medical conditions, or any other classification protected by federal, state, or local laws, regulations, or ordinances is a violation of this policy and will be treated as a disciplinary matter. The Fund has zero tolerance for harassment and is committed to a workplace free of any harassment.

Abusive Conduct Defined*12950.1. For purposes of this section, “abusive conduct” means conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer’s legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person’s work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious.

Bullying Defined: For purposes of this section “bullying is repeated, health-harming mistreatment of another employee. Examples of prohibited bullying include, but aren't limited to: screaming; swearing; name calling; stealing; giving dangerous work assignments; using threatening, intimidating, or cruel behaviors; deliberately humiliating a person; denying advancement; and stealing work credit. Generally, bullying involves: (1) written, verbal, graphic or physical acts (including electronically transmitted content, such as using the Internet, a cell phone, a personal digital assistant (PDA), or a wireless handheld device); (2) behavior that substantially interferes with work, opportunities, and benefits of one or more employees, sometimes through actual sabotaging of work; (3) behavior that adversely affects an employee's ability to function at work by placing the employee in reasonable fear of physical harm or by causing emotional distress.

Because bystander support can encourage bullying, the Fund also prohibits both active and passive support for acts of bullying. Employees should either walk away from these acts when they see them or attempt to stop them. In either case, employees should report incidents to a manager or the

Harassment Defined. “Harassment” as used in this policy includes disrespectful or unprofessional conduct based on any of the protected characteristics listed above. Harassment can be verbal (such as slurs, jokes, insults, epithets, gestures, or teasing), graphic (such as offensive posters, symbols, cartoons, drawings, computer displays, or emails) or physical conduct (such as physically threatening another person, blocking someone’s way, mocking disabilities, mocking accents, etc.). Such conduct violates this policy, even if it is not unlawful. Because it is difficult to define unlawful harassment, employees are expected to behave at all times in a professional and respectful manner.

Sexual Harassment Defined. “Sexual harassment” as used in this policy may include all of the above actions, as well as other unwelcome sex-based conduct (even if not motivated by sexual desire), such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities, or other verbal or physical conduct of a sexual nature.

Prohibited Conduct. Examples of conduct that violates this policy include but are not limited to:

- Unwelcome sexual advances, flirtations, advances, leering, whistling, touching, pinching, assault, blocking normal movement
- Requests for sexual favors or demands for sexual favors in exchange for favorable treatment
- Actual or threatened retaliation after a negative response to unwelcome sexual advances;
- Obscene or vulgar gestures or comments based on any protected characteristic
- Derogatory cartoons, posters, or drawings based on any protected characteristic
- Uninvited touching of a sexual nature
- Leering, making sexual gestures, or displaying sexually suggestive objects, degrading pictures, cartoons, posters, memes or digital displays;
- Making or using derogatory comments, epithets, slurs, sexually explicit jokes, or comments about any employee’s body, dress, demeanor (e.g., masculinity or femininity), or other personal characteristics;
- of personal space;
- Bullying or abusive conduct directed toward an individual on account of sex, sexual orientation, gender identity or expression, gender stereotyping, physical or mental disability, pregnancy, or any other protected category;
- Conduct or comments consistently targeted at only one gender, even if the content is not sexual
- Teasing or other conduct directed toward a person because of any protected characteristic

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All such conduct is unacceptable in the workplace and in any work-related settings, such as business trips, and social functions, regardless of who is engaging in the conduct.

Reporting and Investigation Procedures. Please see the “Reporting EEO and Harassment Complaints” policy for information regarding reporting perceived violations of this policy and the Fund’s procedure for investigating complaints.

Protection Against Retaliation. The fund recognizes the seriousness of harassment and/or discrimination. It will not permit retaliation by any member of the District who makes a report of harassment, discrimination or who participates in any harassment/discrimination- related investigation or hearing. Retaliation or threat of retaliation is itself a serious violation of this policy and should be reported immediately. Retaliation or threatened retaliation is subject to the same disciplinary actions as harassment and/or discrimination.

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Reporting EEO and Harassment Complaints Policy

If you believe someone has violated Trindel Insurance Fund's (hereafter referred to as the "Fund"), "Equal Employment Opportunity" or "No Harassment" policies, please bring the matter to the attention of your supervisor, any member of management, or the Executive Director or a member of the Executive Committee. Complaints may be oral or in writing. Employees may, but are not required to report incidents to your immediate supervisor. If you make a complaint under this policy and do not receive a satisfactory response within five (5) business days, please contact your supervisor, the Executive Director or a member of the Executive Committee immediately. You may also report unlawful illegal harassment to California Civil Rights Department Department of Fair Employment and Housing at: 1.800.884.1684 or Equal Employment Opportunity Commission at: 1.800.669.4000

It is the responsibility of every Fund manager and supervisor to create an atmosphere free from discrimination and harassment, sexual or otherwise. In addition, it is the responsibility of each employee to respect the rights of supervisors, co-workers, members and visitors to our facility. Managers and supervisors are expressly required to notify the Executive Director or a member of the Executive Committee about any violations of the Fund's No harassment policy, as well as any complaints reports, observed incidents of harassment or discrimination, in any Fund work environment. Failure by any manager or supervisor to report known or suspected incidents of harassment may be subject to disciplinary action.

Any supervisor who learns of any potential violation of either of these policies must immediately report the matter to the Executive Director or a member of the Executive Committee.

Upon receipt of a complaint, the Fund will undertake a timely investigation to determine the facts and any appropriate corrective action. The investigation will be a neutral fact-finding inquiry by a qualified investigator. Should the Fund determine that the individual circumstances require an independent investigator to ensure impartiality, the Fund will take the appropriate steps to do so. All individuals who participate in the investigation, whether as the person making the complaint, the person(s) whose behavior is being investigated, or individual witnesses will be treated with respect and will be afforded due process.

The Fund will promptly investigate the facts and circumstances of any perceived violation, commensurate with the circumstances. To the extent possible, the Fund will endeavor to keep the reporting employee's concerns confidential. All employees are expected to fully cooperate with Fund-initiated investigations. This includes, but is not limited

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to, maintaining an appropriate level of discretion regarding the investigation and disclosing any and all information that may be pertinent to the investigation. Upon completion of the investigation, the Fund will take appropriate corrective and preventive action.

Supervisors, managers, and co-workers can be held personally responsible for sexual harassment, meaning their personal assets are at risk. Any employee is personally liable if he or she engages in sexual harassment. This is true regardless of whether the employer knows or should have known of the conduct and fails to take immediate and appropriate remedial/corrective action.

The Fund prohibits retaliation for reporting perceived violations of the “Equal Employment Opportunity” and “No Harassment” policies, or participating in the investigation of a complaint. If you believe someone has violated this policy against retaliation, please contact your supervisor, the Executive Director or a member of Executive Committee immediately.



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Return-to-Work Policy

Purpose

Trindel Insurance Fund, (hereafter referred to as the “Fund”), strives to assist employees to return to work at the earliest possible date following an injury or illness. However, this policy is not intended to supersede or modify the procedures applicable to employees eligible for reasonable accommodation for disability or pregnancy, or covered under the Americans with Disabilities Act (ADA), the California Fair Employment & Housing Act (FEHA), or leave benefits under the Family and Medical Leave Act (FMLA), Pregnancy Disability Leave or California Family Rights Act (CFRA).

Inquiries about the ADA, FEHA, FMLA, PDL, or CFRA should be directed to the human resource department (HR).

Eligibility

The policy applies to all eligible employees and will be followed whenever appropriate.

Transitional or Temporary Modified Duty Work

The Fund defines “transitional work” as temporary, modified work assignments within the worker’s physical abilities, knowledge and skills.

The Fund will make every effort to return the employee to work, with the approval of their medical provider, at the earliest possible time. The Fund may also return the employee to work performing duties that are different or “modified” from what their usual and customary job may be in order to help them through the “transition period” of recovery and until they regain their ability to return to their full job duties.

Qualified individuals with disabilities are entitled to equal pay and other forms of compensation (or changes in compensation) as well as in job assignments, classifications, organizational structures, position descriptions and job task analyses. Leave of all types will be available to all employees on an equal basis.

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When possible, transitional positions will be made available to injured employees to minimize or eliminate time lost from work. The Fund cannot guarantee a transitional position and is under no obligation to offer, create or encumber any specific position for purposes of offering placement to such a position.

The policy only applies to regular full and part-time employees who are on leave as a result of injury or illness and who are receiving workers' compensation benefits for an accepted industrial injury claim. The Fund separately considers temporary modified work for pregnant employees, pursuant to the federal Pregnant Workers' Fairness Act (PWFA) and the California Fair Employment & Housing Act (FEHA), following an interactive process supported by appropriate documentation.

In the event an employee refuses transitional work that is consistent with the employee's temporary restrictions (outside the employee's FMLA benefits period) and the employee satisfies the restrictions and ability to perform the transitional position, the Fund is not obligated to provide an alternative position. In such cases, the Fund will notify the insurance carrier of the employee's refusal of the transitional work. The insurance carrier will determine the employee's ability to receive temporary workers' compensation benefits after the employee's refusal to accept a reasonable transitional work assignment.

Procedures

To obtain a transitional assignment the employee must provide the Fund with Trindel's Return-to-Work Form from the attending physician and request a Position Description and/or Work Ability Form from the supervisor or Executive Director and provide this to the attending physician for completion.

If the attending physician releases the employee to return to work on modified duty and has completed the Return-to-Work Form or Work Ability Form, the form(s) must be returned to the supervisor and the Executive Director within 24 hours following the medical treatment for assessment of transitional work. The employee cannot return to work without the release of the attending physician.

The supervisor and the Executive Director will review the Return-to-Work Form and determine if a transitional position for the employee, if appropriate and transitional work falls within business needs. A transitional position job description, including physical requirements, may be prepared for review and approval by the attending physician.

Transitional positions are developed based on the physical capability of the employees, the business needs of the Fund and the availability of transitional work. The Fund will determine appropriate work hours, shifts, duration and locations of all work assignments. The Fund reserves the right to determine the availability, appropriateness and continuation of all transitional work assignments.

It is the responsibility of the employee to provide the supervisor and the Executive Director with a current telephone number and address, so the employee may be contacted. The employee must notify the supervisor and/or the Executive Director within 24 hours of any and all changes in medical conditions.

It is the responsibility of the employee to notify the supervisor and/or the Executive Director immediately of any work-related injuries, if the employee misses time from transitional work or of any changes to transitional work assignments. The supervisor and/or the Executive Director will communicate with the insurance carrier or attending physician as necessary.

Employees who are performing work in a temporary transitional assignment are required to comply with all of the Fund's policies and procedures, including absence reporting for illness, bereavement, or any other reason not associated with the work-related injury, and including all other standards of conduct required of every employee of the Fund.

Job Offer

Upon completion of the Return-to-Work Form and the attending physician's approval of the transitional position, a written temporary transitional duty job offer letter will be prepared by the employer and mailed to the employee's last known address. The letter will note the doctor's approval and the start date, hours, wage, duration and location of the transitional work assignment. The employee will be asked to sign the letter indicating his or her acceptance or refusal of the transitional work job offer and to return the letter to the supervisor and/or the Executive Director. Copies of the job description, work releases and job offer letter will be forwarded to the insurance carrier.

Any employee returning to a transitional position must not exceed the duties of the position or go beyond the doctor's restrictions. If any medical restrictions change, the employee must immediately notify his or her supervisor and provide the supervisor a copy of the new medical release.

Supervisors will monitor work performance to ensure the employee does not exceed the requirements set by the attending physician.

Temporary transitional duty assignments will be periodically evaluated to determine whether the assignment is still effective. If circumstances change with the employees ongoing work restrictions, or the Fund's business needs, alternatives will be discussed in an interactive process between the employee and the Fund

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SHRM RTW Policy-Template - 7/3/2014

NOTE to Andrew: if you want a more detailed RTW policy for injured workers with accepted WC claim, let me know. I can provide you with a policy that has more specifics on supervisor and employee responsibilities during an Early RTW program assignment.

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Reasonable Accommodation Policy

Policy

The Trindel Insurance Fund (hereafter referred to as the "Fund"), provides employment-related reasonable accommodations to qualified individuals with disabilities within the meaning of the California Fair Employment and Housing Act ("FEHA") and the Americans with Disabilities Amendment Act ("ADA").

Procedure

1 Request for Accommodation

An employee who desires a reasonable accommodation in order to perform essential job functions should make such a request in writing to the Department Supervisor and Executive Director. The initial request may be oral or in writing; however, in order for the Fund to conduct an effective evaluation of all options for reasonable accommodation, the request must identify: 1) the job-related functions at issue; and 2) the desired accommodation(s).

2. Reasonable Documentation of Disability

Following receipt of the request, the Department Supervisor and Executive Director may require additional information, such as reasonable documentation of the existence of a disability, as defined by the FEHA and/or the ADA. The Fund may request appropriate information from an applicant or employee or a medical provider in support of a request for reasonable accommodation when the disability or the need for reasonable accommodation is not obvious or otherwise already known (i.e., through information previously provided by the individual requesting accommodation). In these instances, the Fund may require reasonable documentation necessary to establish that the individual has a disability and needs for modifications, adjustments or other reasonable accommodations. The Fund will not request diagnosis, prognosis, or other specific medical information (or medical records that contain that information) that are protected by medical privacy. The Fund's focus in the reasonable accommodation process is on the applicant or employee's functional capacity, functional limitations, work restrictions or other information about the condition that is appropriate to identifying potential effective accommodations to allow the individual to perform the essential job functions.

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In no event will the Fund request genetic information, such as information about (1) an applicant's or employee's genetic tests, (2) the genetic tests of an applicant or employee's family member, or (3) an applicant's or employee's family medical history. The Fund will keep confidential all medical information obtained during the verification process, including filing it in a separate personnel file.

3. ~~Fitness for Duty Examination~~

~~The Executive Director may require an employee to undergo a fitness for duty examination to determine whether the employee can perform the essential functions of the job with or without reasonable accommodation. The Executive Director may also require that Fund-approved physician conduct the examination.~~

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34. Interactive Process Discussion

After receipt of information or appropriate the results of a reasonable documentation of functional limitations and/or work restrictions, disability and/or a fitness for duty report, the Executive Director will arrange for a discussion, in person, or via telephone conference call, with the employee, and his or her representative, if any. The purpose of the discussion is to work in good faith to fully discuss all feasible potential reasonable accommodations that may be implemented without undue burden or imminent and substantial risk of health or safety to the employee or third parties. The interactive process of for the employee's benefit, to fully explore all effective options for implementing a reasonable accommodation. In some circumstances, the Fund may initiate an interactive process when there are objective indications of a potential need for accommodation, or objectively observed barriers to performance that may be related to a functional limitation.

5. Case-by-Case Determination

The Executive Director determines, in its sole discretion, whether reasonable accommodation(s) can be made, and the type of accommodation(s) to provide. The Executive Director will not provide accommodation(s) that would pose an undue hardship upon the Fund's finances or operation, or that may endanger the health or safety of the employee or others. The Executive Director will inform the employee of the decision as to reasonable accommodations in writing.

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6. Fitness for Duty Examination

In some circumstances, when there are objectively observed incidents that suggest an imminent health or safety risk, or when the interactive process becomes an ineffective vehicle for clarifying functional limitations and/or work restrictions with the employee's healthcare provider, the Executive Director may require an employee to undergo a fitness for duty examination to determine whether the employee can perform the essential functions of the job with or without reasonable accommodation. The Executive Director may also require that Fund-approved physician conduct the examination.

7. Pre-employment Accommodations.

Hiring and placement procedures have been reviewed and provide persons with disabilities meaningful employment opportunities. Upon request, job applications are available in alternative, accessible formats, as is assistance in completing the application. Pre-employment inquiries are made only regarding an applicant's ability to perform the essential duties of the employee's position.

Post-offer medical examinations for employees holding jobs that require physical activity and/or are safety-related, including without limitation those working in the warehouse, operating equipment and/or driving on Fund business are required only for those positions in which there is a bona fide job-related physical requirement. They are given to all persons entering the position only after conditional job

offers. Medical records and certifications of health conditions submitted in connection with any applicable medical leave will be kept separate and confidential.

This policy is neither exhaustive nor exclusive. Trindel Insurance Fund is committed to taking all other actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the FEHA, the ADA Amendments Act, and all other applicable federal, state or local laws.

8. Non-Retaliation for Requesting a Reasonable Accommodation

California law, expressly protects the rights of applicants and employees to request a reasonable accommodation, “*whether or not the accommodation is granted.*” The Fund strictly prohibits any employee or manager from retaliating against anyone for seeking a workplace accommodation or for participating in an interactive under this policy. Conduct which is deemed retaliatory will be subject to disciplinary action. This policy is designed to encourage individuals who may require reasonable accommodation to participate cooperatively in an interactive dialogue that will facilitate the Fund’s evaluation of whether the accommodation is effective, reasonable, and can be implemented without undue hardship.

Pregnancy Disability (PDL) for Pregnancy-Related Conditions, Childbirth, and Recovery

Under the California Fair Employment and Housing Act (FEHA), if you are disabled by pregnancy, childbirth or any related medical conditions, you may be eligible to take a pregnancy disability leave (PDL). If you are affected by pregnancy or a related medical condition, you may also be eligible to transfer to a less strenuous or hazardous position or duties, or to receive other minor accommodation.

- The PDL is for any period(s) of actual disability caused by pregnancy, childbirth or any related medical conditions up to four months (or 88 work days or 17.13 weeks) per pregnancy.
- The PDL does not need to be taken in one continuous period of time but can be taken on an as-needed basis, including intermittently or on a reduced schedule basis. The amount of leave needed is determined by the employee's health care provider's recommendation.
- Prenatal care, morning sickness, doctor-ordered bed rest, childbirth, and recovery from childbirth would all be covered by the PDL. Leave may include, but is not limited to, additional or more frequent breaks, time for prenatal or postnatal medical appointments, doctor-ordered hypertension, preeclampsia, recovery from childbirth or loss of or end of pregnancy, and/or post partum depression. Leave may be taken consecutively or intermittently.
- Generally, the Fund is required to treat a pregnancy disability the same as it treats other disabilities of similarly situated employees. Depending on how the Fund treats other disabilities, this means:
 - The leave will be unpaid.
 - The Fund requires a certification from the health care provider of the pregnancy disability.
- At the employee's option, the employee can use any accrued vacation, sick leave or other accrued time off before taking the remainder of the leave as an unpaid leave. The employee may also be eligible for State disability insurance.
- Taking a pregnancy disability leave may impact certain benefits and seniority date. For more information regarding eligibility for a leave, the impact of the leave on seniority and benefits, and the Fund's policy for other disabilities, please contact the HR Office.

Request for Leave - No employee shall be granted a pregnancy leave unless she submits a written request for pregnancy leave and, in addition, furnishes a health care provider's ' written

certification stating the beginning date and length of such leave. Written updates may be requested from time to time thereafter. Failure to provide the above information is grounds for denial of a pregnancy leave of absence.

Length of Leave - A pregnancy leave of absence shall be for a reasonable period of time during which you are disabled, but the leave of absence shall not exceed a maximum of four months (17.3 weeks), or, if used intermittently 60 work days or minimum two-hour increments.

Compensation and Benefits - Pregnancy leave is without pay. The Fund will, however, continue to pay its share of the premium for your health insurance that the Fund would have paid but for your leave. Such Fund payment will continue for the full period of pregnancy related disability, up to four months (17.3 weeks). Should the Fund's benefit program change at any time in the future to require employee co-pays for benefits coverage, employees on unpaid leave whose co-payments are normally deducted from their regular paychecks, will be responsible for any co-pay during the period of unpaid leave.

Use of Vacation and Sick Leave - An employee who takes a pregnancy leave may, at her option, use any accrued paid time off (vacation or sick leave) as part of the PDL period, before taking the remainder of the leave on an unpaid basis. The substitution of any paid leave will not extend the duration of the pregnancy-disability leave.

We encourage you to contact the Employment Development Department regarding your eligibility for state disability insurance for the unpaid portion of your leave.

Return from Leave - An employee returning from a pregnancy leave of absence must furnish a doctor's written certification of her fitness to perform the essential functions of her job, with or without reasonable accommodation. Employees returning from PDL are guaranteed by California law to be returned to their same or similar position to the extent required by California law. Upon the advice of a health care provider, the employee may also be entitled to reasonable accommodation, to the extent required by law, for conditions related to pregnancy, childbirth or related medical conditions, including lactation or breastfeeding.

If an employee does not return to work on the originally scheduled return date nor request in advance an extension of the agreed upon leave with appropriate medical documentation, she will be deemed to have voluntarily terminated employment with the Fund. An employee's failure to notify the Fund of her ability to return to work when it occurs, or continued absence from work because your leave must extend beyond the maximum time allowed, may be deemed a voluntary termination of employment with the Fund, unless the employee is entitled to a further leave to bond with a new child under the California CFRA

Pregnancy Accommodation - In lieu of a pregnancy leave of absence, a pregnant employee may request a transfer to a less strenuous or hazardous position. If such a transfer can be reasonably accommodated, a pregnant employee will be transferred for the duration of her pregnancy, provided that she submits a written request for such transfer and, in addition, furnishes a doctor's written certification attesting that the transfer request is upon the doctor's advice. However, the Fund will not create a new job that the Fund would not otherwise have created to meet its own

business needs, nor will the Fund be required to discharge any employee, transfer any employee with more seniority than the pregnant employee, or to promote any employee who is not qualified to perform the job. Upon transfer, you will receive the salary and benefits which are regularly provided to employees in the position to which you have transferred.

Any accommodation for conditions of pregnancy, including high risk conditions that would place the employee at greater risk of serious illness from the coronavirus (“COVID 19) will be evaluated as a potential reasonable accommodation. Certification or verification of a health care provider of the high-risk status or recommendation for accommodations addressing environmental exposure restrictions will be subject to an interactive process and reasonable accommodation evaluation.

Lactation Breaks for Nursing Mothers: It is the Fund policy to support the practice of breastfeeding by providing a location and a reasonable amount of time to accommodate employees who are nursing mothers, pursuant to State law. The California Labor Code requires employers to reasonably accommodate an employee’s request to privately express breast milk, including providing a reasonable amount of time (in addition to scheduled/provided break time) and a private location that is not a toilet stall/restroom and that is adequate for this purpose.

Employees who are nursing mothers shall be allowed a reasonable amount of time (***lactation break***) to express milk for their infant children in an adequate location (***lactation location***), that is not a restroom.

- Lactation Break – The time utilized to express breast milk may run concurrently with an employee’s paid break time as long as it doesn’t seriously disrupt operations. However, time in excess of the standard 10-minute breaks and meal period will be unpaid, or the employee may elect to utilize time from her leave bank.
- Lactation Location – The company is required to provide an adequate location that is in proximity to the employee’s work area, for the employee to express milk privately. The location may be the place where the employee normally works, such as an office, if there is adequate and consistent privacy. If the employee requesting accommodation does not have a lockable, private office, a designated lactation location will be provided by the Department. An adequate lactation location may include a vacant office, conference room, or other private area that is:
 - Clean, private, and lockable, or free from intrusion and shielded from view
 - Equipped with an electrical outlet, comfortable seating and a table, desk, or other flat surface to hold a breast pump while in use
 - Located in proximity to the employee’s normal work area, with reasonable access to a sink with running water and a refrigerator suitable for storing milk (or another cooling device)
 - Not a restroom

- If a multipurpose or conference room is used, lactation activities shall have priority over all other meetings, or events.

An employee wishing to request a breastfeeding/lactation accommodation should contact her supervisor to make the request and work out a reasonable, mutually-agreed schedule for lactation breaks. Supervisors who receive a lactation accommodation request shall then contact the HR Office to communicate the request, and work to locate and schedule an adequate lactation location.

The requested break time should, if possible, be taken concurrently with other scheduled break periods. Nonexempt employees must clock out for any lactation breaks that do not run concurrently with normally scheduled rest periods. Any such breaks will be unpaid.

The company reserves the right to deny, in writing, an employee's request for a lactation break if the additional break time will seriously disrupt operations.

Non-Retaliation: Employees who are nursing mothers, or who request and/or engage in lactation accommodations are protected from all forms of retaliation, whether direct or indirect. This includes all forms of adverse action, reprisal, demeaning or insulting verbal commentary, or threats of reprisal. Employees who believe that they have been subjected to any form of retaliation may submit a complaint to the Human Resources Department, and it will be promptly investigated. Any substantiated retaliatory actions or threats will be subject to disciplinary action, up to and including termination from employment.

Enforcement Remedies: Employees have the right to file a complaint with the labor commissioner in the Department of Industrial Relations (DIR) for any violation of rights provided under Chapter 3.8 of the California Labor Code regarding lactation accommodations.

B. Parental Leave for New Parents to Bond with New Child by Birth, Adoption or foster care placement.

Purpose/Objective: The California New Parent Leave Act (S.B. 63) provides eligible employees the opportunity to take up to 12 weeks of unpaid leave to bond with a new child within one year of the child's birth, adoption or foster care placement. The maximum amount of leave an employee may use under this policy is 12 weeks within a 12-month period.

Eligibility: To be eligible for parental leave under this policy, an employee must:

- Have worked at least 12 months for the Fund in the preceding seven (7) years.
- Have worked at least 1,250 hours for the Fund over the 12 months preceding the date the leave would commence.
- Currently work at a location where there are at least 20 employees within 75 miles.

Parental leave may be taken for any the following reasons:

- To bond with a newly born child.
- To bond with a child placed with the employee for adoption or foster care.

In the case where both parents are employed by the Fund and are otherwise eligible for leave, the combined total leave amount for both employees may not exceed 12 weeks.

Parental leave will be provided in addition to any entitlement of pregnancy disability leave (PDL) due to an employee's own pregnancy-related disability.

Parental leave must be concluded within 12 months of the child's birth, adoption or foster care placement.

Intermittent Leave: Eligible employees may take parental leave in at least two-week increments, with shorter increments allowed on two occasions. Employees who require intermittent or reduced-schedule leave must try to schedule their leave so that it will not unduly disrupt the Fund's operations. Intermittent leave is permitted in intervals of at least one hour, or at the same intervals as provided in the Fund's [sick leave, vacation or PTO] policy, whichever increments are smaller.

Concurrent Use of Accrued Paid Leave: Employees may choose to use accrued paid leave (such as sick leave or vacation) concurrently with some or all of their parental leave, up to a maximum of 12 weeks. To use paid leave concurrently with parental leave, eligible employees must comply with the Fund's normal procedures for the applicable paid-leave policy (e.g., call-in procedures, advance notice).

Employees may also apply for California's Paid Family Leave insurance benefits through the California Employment Development Department (EDD).

Benefit Protections: Maintenance of Health Benefits: If employees and/or their families participate in the Fund's group health plan, the Fund will maintain coverage during parental leave on the same terms as if an employee had continued to work. If applicable, an employee must make arrangements to pay his or her share of health plan premiums while on leave. In some instances, the Fund may recover premiums it paid to maintain health coverage or other benefits for the employee and/or his or her family. Use of parental leave will not result in the loss of any employment benefit that accrued prior to the start of leave under this policy. Employees should consult the applicable plan document for information regarding eligibility, coverage and benefits.

The Fund may recover the premium amount that it paid as required by this section for maintaining coverage for the employee under the group health plan, if both of the following conditions occur: (1) The employee fails to return from leave after the period of leave to which the employee is entitled has expired. (2) The failure of the employee to return from leave is for a reason other than the continuation, recurrence or onset of a serious health condition or other circumstances beyond the control of the employee.

Procedures: When seeking leave under this policy, employees must provide to the HR Office the following:

1. Reasonable advance notice of the need to take parental leave, if the need for leave is foreseeable, or notice as soon as practicable in the case of unforeseeable leave and in compliance with the Fund's normal call-in procedures, absent unusual circumstances.
2. Periodic reports as deemed appropriate during the leave regarding the employee's status and intent to return to work.

Failure to comply with the foregoing requirements may result in delay or denial of leave or disciplinary action, up to and including termination.

Fund Responsibilities: To the extent required by law, the Fund will inform employees whether they are eligible for leave under the New Parent Leave Act. Should employees be eligible for parental leave, the Fund will provide eligible employees with a notice that specifies any additional information required as well as the employee's rights and responsibilities. The Fund will also inform employees if leave will be designated as New Parent Leave Act-protected and, to the extent possible, note the amount of leave counted against the employee's leave entitlement. A notice of guarantee of employment and reinstatement to the same or a comparable position will be provided. If an employee is not eligible for parental leave, the Fund will provide a reason for the ineligibility.

Job Restoration: Upon returning from parental leave, an employee will typically be restored to his or her original position or to a comparable position with equivalent pay, benefits and other employment terms and conditions. An employee on authorized job and benefit protected leave has no greater rights than he or she would have had, if the employee would have worked during the leave, such as a financial layoff or job elimination.

Failure to Return After Parental Leave: If an employee fails to return to work as scheduled after parental leave or if an employee exceeds the 12-week parental leave entitlement, the employee will be subject to the Fund's other applicable leave of absence, accommodation and attendance policies. This may result in termination if the employee has no other the Fund-provided leave available to her or him that applies to the continued absence. Likewise, following the conclusion of parental leave, the Fund's obligation to maintain the employee's group health plan benefits ends (subject to any applicable COBRA and CAL-COBRA rights).

C. Family and Medical Leave Act and California Family rights Act Leaves

The Fund will grant a leave of absence to regular full-time employees and part-time employees (who meet the requirements described below) for the care of a child after birth or adoption or placement for foster care, the care of a covered family member (spouse or registered domestic partner, child or child of a registered domestic partner, or parent) with a serious health condition or in the event of your own serious health condition. Leaves will be granted for a period of up to

12 weeks in any 12-month period. **The Fund officially uses the twelve-month calendar year as the applicable benefit year.**

You must have completed at least one full year of service with the Fund and have worked a minimum of 1,250 hours in the 12-month period preceding the leave to be eligible for such leave. In addition, to be eligible for leave, you must work at a Fund facility that employs at least 50 employees at that facility or within 75 miles of that facility.

1. Child Bonding Leave/Family Care Leave:

If you request a leave of absence to care for a child after birth, adoption or placement in your home for foster care or to care for a covered family member with a serious health condition, you will be granted unpaid leave under the following conditions:

- a) If the leave is planned in advance, you must provide the Fund with at least 30 days' notice prior to the anticipated leave date, using the Fund's Leave-of-Absence Request Form.
- b) If the leave is unexpected, you should notify your immediate supervisor by filing the Leave-of-Absence Request Form as far in advance of the anticipated leave date as is practicable. (Normally, this should be within two business days of when you become aware of your need for the leave.)

You will be required to use all accrued and unused vacation during the leave period. Under CFRA, if you are receiving partial wage replacement from a third-party source (such as state disability or paid family leave), you may agree with the Fund to apply your available paid leave accruals to your absence, up to 100% of your daily wage. Once such benefits are exhausted, the balance of the leave will be without pay.

All group health benefits will continue during the leave provided you continue regular employee contributions to these plans for your portion of your own coverage and 100% of dependent coverage.

The following family members will be covered by CFRA as “close family members:” spouse, registered domestic partner, minor child, adult child incapable of self-care, parent, parent-in-law, grandparent, grandchild, sibling of the employee, and “designated person.” A designated person is “a blood relative of the employee, or an individual whose relationship with the employee is the equivalent of a familial relationship.”

An employee who must care for a close family member under CFRA, including a close family member with a certified serious health condition that requires participation of the employee in the health care, preventative care, activities of daily living, transportation, psychological comfort and assistance, if otherwise eligible by length of service and hours worked, may take up to 12 weeks of leave for such family care.

Employees requesting a leave to care for a covered family member with a serious health condition may be required to provide medical certification from the family member's physician attesting to the nature of the serious health condition, probable length of time treatment will be required, and the reasons that you are required to care for this family member.

2. Leave For Employee's Serious Health Condition:

If you request a leave of absence for your own serious health condition, you will be granted leave under the following conditions:

- a) If the leave is planned in advance, you must provide the Fund with at least 30 days' notice prior to the anticipated leave date, using the Fund's Leave-of-Absence Request Form.
- b) If the leave is unexpected, you should notify your immediate supervisor by filing the Leave-of-Absence Request Form as far in advance of the anticipated leave date as is practicable. (Normally, this should be within two business days of when you become aware of your need for the leave.)
- c) Any time that you expect to be or are absent for more than three consecutive work days as a result of your own serious health condition (including pregnancy), you will be required to submit appropriate medical certification from your physician. Such certification must include at a minimum, the date the disability began, a diagnosis, and the probable date of your return to work.
- d) ***The Fund will apply available sick leave and/or vacation to your absence.*** Under CFRA, if you are receiving partial wage replacement from a third-party source (such as state disability or paid family leave), you may agree with the Fund to apply your available paid leave accruals to your absence, up to 100% of your daily wage. Once your available leave accruals are exhausted, the remainder of the leave will be unpaid.

All group health benefits will continue during the leave provided you continue regular contributions to these plans for your portion of your own coverage and 100% of dependent coverage.

During your leave, you may also be required to provide the Fund with additional physician's statements on request from the Fund or the Fund's insurance carriers, attesting to your continued disability and inability to work. You may also be required to submit to medical examinations by physicians designated by the Fund at its discretion and at the Fund's expense, at the beginning of, during or at the end of your leave period, and to provide the Fund with access to your medical records as required.

Before you will be permitted to return from medical leave, you will be required to present the Fund with a note from your physician indicating that you are capable of returning to work and performing the essential functions of your position, with or without reasonable accommodation.

Where required, the Fund will consider making reasonable accommodation for any disability you may have in accordance with applicable laws.

3. Leave Entitlement:

Eligible employees are entitled to a leave for up to 12 weeks in any 12-month period (or longer if required by applicable state or local law or, in the case of a leave for your own serious health condition, where a leave extension is requested and approved).

Leave taken to care for a child after birth, adoption or placement in your home for foster care must be taken in consecutive work weeks. Leave taken for your own or a covered family member's serious health condition may be taken consecutively, intermittently or on a reduced work/leave schedule based on certified medical necessity. In such instances, the Fund will follow applicable federal and state laws in reviewing and approving such leave requests.

4. Reinstatement Rights:

Eligible employees are entitled on return from leave to be reinstated to their former position or an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment. Exceptions to this provision may apply if business circumstances have changed (e.g., if your position is no longer available due to a job elimination). Exceptions may also apply for certain highly compensated employees under certain conditions. In addition, employees on a leave extension are not guaranteed reinstatement.



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 17.

SUBJECT: Investment Policy Revision.

ACTION FOR CONSIDERATION: Action item to approve, amend, deny, the proposed updates to the Trindel Investment Policy.

BACKGROUND: The Executive Committee, and myself, have been going through Kevin Webb's investment boot camp the last two months. After our meeting on September 1, 2023, I received direction from the committee to revise the investment policy to allow us to begin managing a pool of our own investments with Kevin with the hopes that we will be able to take advantage of the current market by investing in municipal bonds with an extended duration in anticipation of a future decrease in interest rates. The goal with this strategy, as it is for any type of investment vehicle, is to take advantage of returns with the hope of being able to use the income derived from the investment to increase our pool retentions and rely less on the excess/reinsurance markets.

Prior to this amendment, the investment policy was last amended on September 25, 2020 to allow us to invest in US Treasuries with a duration in excess of five years. This proposed amendment will allow us to invest in securities allowed under CA Gov. Code Section 53601 with a duration beyond five years. If adopted by the Board, we will have to wait 90 days before making an investment.

FISCAL IMPACT: N/A

RECOMMENDATION: Adopt the updated policy with changes as presented.



A JOINT POWERS AUTHORITY ESTABLISHED IN 1980

TREASURY FUNDS

**INVESTMENT POLICY
AND
GUIDELINES**

ADOPTED ~~SEPTEMBER 25, 2020~~ OCTOBER 4, 2023

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I. INTRODUCTION

Trindel Insurance Fund (“Trindel” or the “Fund”) is a Joint Powers Authority established pursuant to California Government Code Section 6500 *et. seq.* Membership is limited to California counties. Trindel is dedicated to assisting with the insurance needs of its members by providing the most stable, cost-effective, risk-financing mechanisms; insurance program monitoring; and loss prevention services available. Trindel’s daily operations are managed by an Executive Director under the general direction of the Board of Directors, consisting of one voting member from each county. There is also an Executive Committee that includes the Board President, Board Vice-President and two at large members.

The purpose of this investment policy is to identify various policies and procedures that will foster a prudent and systematic investment program designed to seek Trindel’s objectives of safety, liquidity and yield through a diversified investment portfolio. This policy also serves to organize and formalize Trindel’s investment-related activities, while complying with all applicable statutes governing the investment of public funds.

This investment policy was endorsed and adopted by the Trindel’s Board of Directors and is effective as of the 25th day of September, 2020, and replaces any previous versions.

II. SCOPE

This policy covers all funds and investment activities under the direct authority of Trindel, as set forth in the State Government Code, Sections 53600 *et seq.*, with the following exceptions:

- Proceeds of debt issuance shall be invested in accordance with Trindel’s general investment philosophy as set forth in this policy; however, such proceeds are to be invested pursuant to the permitted investment provisions of their specific bond indentures.
- Any other funds specifically exempted by the Board of Directors.

POOLING OF FUNDS

Except for cash in certain restricted and special funds, Trindel will consolidate cash and reserve balances from all funds to maximize investment earnings and to increase efficiencies with regard to investment pricing, safekeeping and administration.

Interest or investment earnings will be distributed each quarter of the fiscal year. Earnings will be distributed to each member based on their cash balance in the Workers' Compensation fund and the Property/ Liability funds. Members will be allocated a portion of the earnings based on their percentage of cash balance of the fund's total cash balance at the end of each quarter.

III. OBJECTIVES

Trindel's overall investment program shall be designed and managed with a degree of professionalism worthy of the public trust. The overriding objectives of the program are to preserve principal, provide sufficient liquidity, and manage investment risks, while seeking a market-rate of return.

- **SAFETY.** Safety of principal is the foremost objective of the investment program. Investments will be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio by investing in securities in accordance with the Government Code while maintaining an appropriate level of risk.
- **LIQUIDITY.** The investment portfolio will remain sufficiently liquid to meet all operating requirements that may be reasonably anticipated.
- **RETURN.** The investment portfolio will be designed with the objective of attaining an optimum rate of return on invested funds measured as yield (accrued income) and as a total rate of return (accrued income plus changes in market values), taking into account the investment risk constraints for safety and liquidity needs.

IV. DELEGATION OF AUTHORITY

Authority to manage Trindel's investment program is derived from California Government Code, Sections 53600 *et seq.*

The Board of Directors is responsible for the management of Trindel's funds, including the administration of this investment policy. By adoption of this investment policy, the Board of Directors delegates investment authority to the Executive Director for a one-year period in accordance with Government Code Section 53607. Such investment authority shall include authority to invest or to reinvest funds of the Fund, or to sell or exchange securities so purchased.

The Executive Director will be responsible for all transactions undertaken and will establish a system of procedures and controls to regulate the activities of subordinate employees. Such procedures will include explicit delegation of authority to persons responsible for investment transactions. No person may engage in an investment transaction except as provided under the terms of this policy and the procedures established by the Executive Director.

Trindel may engage the services of one or more external investment advisers, who are registered under the Investment Advisers Act of 1940, to assist in the management of Trindel's investment portfolio in a manner consistent with Trindel's objectives. External investment advisers may be granted discretion to purchase and sell investment securities in accordance with this investment policy.

Trindel's overall investment program shall be designed and managed with a degree of professionalism that is worthy of the public trust. Trindel recognizes that in a diversified portfolio, occasional measured losses may be inevitable and must be considered within the context of the overall portfolio's return and the cash flow requirements of Trindel. The Executive Director and other authorized persons responsible for managing Trindel's funds acting in accordance with written procedures and the investment policy and exercising due diligence shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

V. PRUDENCE

Pursuant to California Government Code, Section 53600.3, all persons authorized to make investment decisions on behalf of Trindel are trustees and therefore fiduciaries subject to the *Prudent Investor Standard*:

“...all governing bodies of local agencies or persons authorized to make investment decisions on behalf of those local agencies investing public funds pursuant to this chapter are trustees and therefore fiduciaries subject to the prudent investor standard. When investing, reinvesting, purchasing, acquiring, exchanging, selling, or managing public funds, a trustee shall act with care, skill, prudence, and diligence under the circumstances then prevailing, including, but not limited to, the general economic conditions and the anticipated needs of the Agency, that a prudent person acting in a like capacity and familiarity with those matters would use in the conduct of funds of a like character and with like aims, to safeguard the principal and maintain the liquidity needs of the Agency. Within the limitations of this section and considering individual investments as part of an overall strategy, investments may be acquired as authorized by law.”

VI. ETHICS AND CONFLICTS OF INTEREST

All participants in the investment process shall act as custodians of the public trust. Investment officials shall recognize that the investment portfolio is subject to public review and evaluation. Thus employees and officials involved in the investment process shall refrain from personal business activity that create a conflict of interest or the appearance of a conflict with proper execution of the investment program, or impairs their ability to make impartial investment decisions.

VII. INTERNAL CONTROLS

The Executive Director is responsible for establishing and maintaining an internal control structure designed to ensure that the assets of the entity are protected from loss, theft or misuse. The internal control structure shall be designed to provide reasonable assurance that these objectives are met. The concept of reasonable assurance recognizes that (1) the

cost of a control should not exceed the benefits likely to be derived; and (2) the valuation of costs and benefits requires estimates and judgments by management.

Periodically, as deemed appropriate by Trindel and/or the Board of Directors, an independent analysis by an external auditor shall be conducted to review internal controls, account activity and compliance with policies and procedures.

VIII. AUTHORIZED FINANCIAL INSTITUTIONS, DEPOSITORIES, AND BROKER/DEALERS

To the extent practical, the Executive Director shall endeavor to complete investment transactions using a competitive bid process whenever possible. Trindel's Executive Director will determine which financial institutions are authorized to provide investment services to Trindel. It shall be Trindel's policy to purchase securities only from authorized institutions and firms.

The Executive Director shall maintain procedures for the establishing a list of authorized broker/dealers and financial institutions which are approved for investment purposes that are selected through a process of due diligence determined by Trindel. These institutions may include "primary" dealers or regional dealers that qualify under Securities and Exchange Commission (SEC) Rule 15c3-1 (uniform net capital rule).

In accordance with Section 53601.5, institutions eligible to transact investment business with Trindel include:

- Primary government dealers as designated by the Federal Reserve Bank and non-primary government dealers.
- Nationally or state-chartered banks.
- The Federal Reserve Bank.
- Direct issuers of securities eligible for purchase.
- Institutions licensed by the state as a broker-dealer.
- Institutions that are members of a federally regulated securities exchange.

Selection of financial institutions and broker/dealers authorized to engage in transactions will be at the sole discretion of Trindel, except where Trindel utilizes an external investment adviser in which case Trindel may rely on the adviser for selection.

All financial institutions which desire to become qualified bidders for investment transactions (and which are not dealing only with the investment adviser) must supply the Executive Director with a statement certifying that the institution has reviewed the California Government Code, Section 53600 *et seq.* and Trindel's investment policy.

Public deposits will be made only in qualified public depositories as established by State law. Deposits will be insured by the Federal Deposit Insurance Corporation, or, to the extent the amount exceeds the insured maximum, will be collateralized in accordance with State law.

EXTERNAL INVESTMENT ADVISERS

Selection of broker/dealers used by an external investment adviser retained by Trindel will be at the sole discretion of the adviser. Where possible, transactions with broker/dealers shall be selected on a competitive basis and their bid or offering prices shall be recorded. If there is no other readily available competitive offering, the investment adviser shall make their best efforts to document quotations for comparable or alternative securities. If qualitative characteristics of a transaction, including, but not limited to, complexity of the transaction, or sector expertise of the broker, prevent a competitive selection process, investment advisers shall use brokerage selection practices as described above.

IX. COLLATERALIZATION

CERTIFICATES OF DEPOSIT (CDs). Trindel shall require any commercial bank or savings and loan association to deposit eligible securities with an agency of a depository approved by the State Banking Department to secure any uninsured portion of a Non-Negotiable Certificate of Deposit. The value of eligible securities as defined pursuant to California Government Code, Section 53651, pledged against a Certificate of Deposit shall be equal to 150% of the face value of the CD if the securities are classified as mortgages and 110% of the face value of the CD for all other classes of security.

COLLATERALIZATION OF BANK DEPOSITS. This is the process by which a bank or financial institution pledges securities, or other deposits for the purpose of securing repayment of deposited funds. Trindel shall require any bank or financial institution to comply with the collateralization criteria defined in California Government Code, Section 53651.

REPURCHASE AGREEMENTS. Trindel requires that Repurchase Agreements be collateralized only by securities authorized in accordance with California Government Code:

- The securities which collateralize the repurchase agreement shall be priced at Market Value, including any Accrued Interest plus a margin. The Market Value of the securities that underlie a repurchase agreement shall be valued at 102% or greater of the funds borrowed against those securities.
- Financial institutions shall mark the value of the collateral to market at least monthly and increase or decrease the collateral to satisfy the ratio requirement described above.
- Trindel shall receive monthly statements of collateral.

X. DELIVERY, SAFEKEEPING AND CUSTODY

DELIVERY-VERSUS-PAYMENT (DVP). Settlement of all investment transactions will be completed using standard delivery-vs.-payment procedures.

SAFEKEEPING AND CUSTODY. To protect against potential losses due to failure of individual securities dealers, and to enhance access to securities, interest payments and maturity proceeds, all cash and securities in Trindel's portfolio shall be held in safekeeping in Trindel's name by a third party custodian, acting as agent for Trindel under the terms of a custody agreement executed by the bank and Trindel. All investment transactions will require a safekeeping receipt or acknowledgment generated from the trade. A monthly report will be received by Trindel from the custodian listing all securities held in safekeeping with current market data and other information.

The only exceptions to the foregoing shall be depository accounts and securities purchases made with: (i) local government investment pools; (ii) time certificates of deposit, and, (iii) money mutual funds, since the purchased securities are not deliverable.

XI. AUTHORIZED INVESTMENTS

Trindel's investments are governed by California Government Code, Sections 53600 *et seq.* Within the investments permitted by the Code, Trindel seeks to further restrict eligible investments to the guidelines listed below. In the event a discrepancy is found between this policy and the Code, the more restrictive parameters will take precedence. Percentage holding limits and minimum credit quality listed in this section apply at the time the security is purchased.

Any investment currently held at the time the policy is adopted which does not meet the new policy guidelines can be held until maturity, and shall be exempt from the current policy. At the time of the investment's maturity or liquidation, such funds shall be reinvested only as provided in the current policy.

An appropriate risk level shall be maintained by primarily purchasing securities that are of high quality, liquid, and marketable. The portfolio shall be diversified by security type and institution to avoid incurring unreasonable and avoidable risks regarding specific security types or individual financial institutions.

1. MUNICIPAL SECURITIES include obligations of the State of California, any of the other 49 states, and any local agency within the State of California, provided that:

- The securities are rated in a rating category of "A" or its equivalent or better by at least one nationally recognized statistical rating organization (NRSRO).
- No more than 5% of the portfolio may be invested in any issuer.
- No more than 30% of the portfolio be in Municipal Securities.
- The maximum maturity does not exceed five (5) years.

2. **MUNICIPAL SECURITIES (REGISTERED TREASURY NOTES OR BONDS)** of any of the other 49 states in addition to California, including bonds payable solely out of the revenues from a revenue-producing property owned, controlled, or operated by a state or by a department, board, agency, or authority of any of the other 49 states, in addition to California.
 - The securities are rated in a rating category of “A” or its equivalent or better by at least one NRSRO.
 - No more than 5% of the portfolio may be invested in any single issuer.
 - No more than 30% of the portfolio may be in Municipal Securities.
 - The maximum maturity does not exceed five (5) years.
3. **U.S. TREASURIES** and other government obligations for which the full faith and credit of the United States are pledged for the payment of principal and interest. There are no limits on the dollar amount or percentage that Trindel may invest in U.S. Treasuries, provided that:
4. **FEDERAL AGENCIES** or United States Government-Sponsored Enterprise obligations, participations, or other instruments, including those issued by or fully guaranteed as to principal and interest by federal agencies or United States government-sponsored enterprises. There are no California Government Code limits mandated on the dollar amount or percentage that may be invested in Federal Agency or Government-Sponsored Enterprises (GSEs). Trindel limits this investment category as follows:
 - No more than 30% of the portfolio may be invested in any Agency/GSE issuer.
 - The maximum percent of agency callable securities in the portfolio will be 20%.
5. **BANKER’S ACCEPTANCES**, provided that:
 - They are issued by institutions which have short-term debt obligations rated “A-1” or its equivalent or better by at least one NRSRO; or long-term debt obligations which are rated in a rating category of “A” or its equivalent or better by at least one NRSRO.
 - No more than 40% of the portfolio may be invested in Banker’s Acceptances.
 - No more than 5% of the portfolio may be invested in any issuer.
 - The maximum maturity does not exceed 180 days.
6. **FEDERALLY INSURED TIME DEPOSITS (Non-Negotiable Certificates of Deposit)** in state or federally chartered banks, savings and loans, or credit unions, provided that:
 - The amount per institution is limited to the maximum covered under federal insurance.
 - No more than 20% of the portfolio will be invested in a combination of federally insured and collateralized time deposits.

- The maximum maturity does not exceed five years.
- 7. COLLATERALIZED TIME DEPOSITS** (Non-Negotiable Certificates of Deposit) in state or federally chartered banks, savings and loans, or credit unions in excess of insured amounts which are fully collateralized with securities in accordance with California law, provided that:
- No more than 20% of the portfolio will be invested in a combination of federally insured and collateralized time deposits.
 - The maximum maturity does not exceed five years.
- 8. COLLATERALIZED BANK DEPOSITS.** Trindel's deposits with financial institutions will be collateralized with pledged securities per California Government Code, Section 53651. There are no limits on the dollar amount or percentage that Trindel may invest in collateralized bank deposits.
- 9. CERTIFICATE OF DEPOSIT PLACEMENT SERVICE (CDARS)**
- No more than 30% of the total portfolio may be invested in a combination of Certificates of Deposit, including CDARS.
 - The maximum maturity does not exceed five years.
- 10. NEGOTIABLE CERTIFICATES OF DEPOSIT (NCDs)**, issued by a nationally or state-chartered bank, a savings association or a federal association, a state or federal credit union, or by a federally licensed or state-licensed branch of a foreign bank, provided that:
- The amount of the NCD insured up to the FDIC limit does not require any credit ratings.
 - For any amount above the FDIC insured limit they must be issued by institutions which have short-term debt obligations are rated "A-1" or its equivalent or better by at least one NRSRO; or long-term obligations are rated in a rating category of "A" or its equivalent or better by at least one NRSRO.
 - No more than 30% of the total portfolio may be invested in NCDs (combined with CDARS).
 - No more than 5% of the portfolio may be invested in any issuer.
 - The maximum maturity does not exceed five years.
- 11. REPURCHASE AGREEMENTS** collateralized with securities authorized under by California Government Code, maintained at a level of at least 102% of the market value of the Repurchase Agreement. There are no limits on the dollar amount or percentage that Trindel may invest, provided that:
- Securities used as collateral for Repurchase Agreements will be delivered to Trindel's custodian.

- Repurchase Agreements are subject to a Master Repurchase Agreement between Trindel and the provider of the repurchase agreement. The Master Repurchase Agreement will be substantially in the form developed by the Securities Industry and Financial Markets Association (SIFMA).
- The maximum maturity does not exceed one year.

12. COMMERCIAL PAPER, provided that the securities are issued by an entity that meets all of the following conditions in either paragraph (a) or (b) and other requirements specified below:

a. **SECURITIES** issued by corporations:

- (i) The issuer is a corporation organized and operating in the United States with assets in excess of \$500 million.
- (ii) The securities are rated “A-1” or its equivalent or better by at least one NRSRO.
- (iii) If the issuer has other debt obligations, they must be rated in a rating category of “A” or its equivalent or better by at least one NRSRO.

b. **SECURITIES** issued by other entities:

- (i) The issuer is organized within the United States as a special purpose corporation, trust, or limited liability company.
- (ii) The securities must have program-wide credit enhancements including, but not limited to, overcollateralization, letters of credit, or a surety bond.
- (iii) The securities are rated “A-1” or its equivalent or better by at least one NRSRO.

- No more than 10% of the outstanding commercial paper of any single issuer.
- No more than 25% of the portfolio may be invested in Commercial Paper.
- No more than 5% of the portfolio may be invested in any issuer.
- The maximum maturity does not exceed 270 days.

13. STATE OF CALIFORNIA LOCAL AGENCY INVESTMENT FUND (LAIF), provided that:

- Trindel may invest up to the maximum permitted amount in LAIF.
- LAIF’s investments in instruments prohibited by or not specified in Trindel’s policy do not exclude it from Trindel’s list of allowable investments, provided that the fund’s reports allow the Executive Director to adequately judge the risk inherent in LAIF’s portfolio.

14. LOCAL GOVERNMENT INVESTMENT POOLS

- Other LGIPs permitted by Fund.
- There is no issuer limitation for Local Government Investment Pools

15. CORPORATE MEDIUM TERM NOTES (MTNs), provided that:

- The issuer is a corporation organized and operating within the United States or by depository institutions licensed by the United States or any state and operating within the United States.
- The securities are rated in a rating category of “A” or its equivalent or better by at least one NRSRO.
- No more than 30% of the total portfolio may be invested in MTNs.
- No more than 5% of the portfolio may be invested in any issuer.
- The maximum maturity does not exceed five years.

16. ASSET-BACKED, MORTGAGE-BACKED, MORTGAGE PASS-THROUGH SECURITIES, AND COLLATERALIZED MORTGAGE OBLIGATIONS FROM ISSUERS NOT DEFINED IN SECTIONS 3 AND 4 OF THE AUTHORIZED INVESTMENTS SECTION OF THIS POLICY, provided that:

- The securities are rated in a rating category of “AA” or its equivalent or better by one NRSRO.
- No more than 20% of the total portfolio may be invested in these securities.
- No more than 5% of the portfolio may be invested in any Asset-Backed or Commercial Mortgage security issuer.
- The legal final maturity does not exceed 5 years.

17. MONEY MARKET MUTUAL FUNDS that are registered with the Securities and Exchange Commission under the Investment Company Act of 1940, provided that:

- Such Funds meet either of the following criteria:
 1. Have attained the highest ranking or the highest letter and numerical rating provided by not less than two NRSROs; or
 2. Have retained an investment adviser registered or exempt from registration with the Securities and Exchange Commission with not less than five years’ experience managing money market mutual funds with assets under management in excess of \$500 million.
- No more than 20% of the total portfolio may be invested in Money Market Mutual Funds.

18. SUPRANATIONALS provided that:

- Issues are unsubordinated obligations issued by the International Bank for Reconstruction and Development, International Finance Corporation, or Inter-American Development Bank.
- The securities are rated in a rating category of “AA” or its equivalent or better by a nationally recognized statistical rating organization.
- No more than 30% of the total portfolio may be invested in these securities.
- No more than 10% of the portfolio per issuer

- The maximum maturity does not exceed 5 years.

XII. MAXIMUM MATURITY

To the extent possible, investments shall be matched with anticipated cash flow requirements and known future liabilities.

Trindel will not invest in securities maturing more than five years from the date of trade settlement, unless the Board of Directors has by resolution granted authority to make such an investment. Effective September 25, 2020, The Board of Directors of Trindel have approved investments in U.S. Treasury obligations and Federal Agency bonds longer than five (5) years. Effective October 4, 2023 the Trindel Insurance Fund Board of Directors hereby grants express authority for the purchase of securities in excess of five years as derived from California Government Code Section 53601. The maximum stated final maturity of Bonds issued by a local agency, negotiable certificates of deposit, United States Treasury obligations and Federal Agency or United States Government-sponsored enterprises should be thirty years.

XIII. INVESTMENT POOLS/MUTUAL FUNDS

A thorough investigation of the pool/mutual fund is required prior to investing, and on a continual basis. The Authority shall develop a due diligence process which will answer the following general questions:

1. A description of eligible investment securities, and a written statement of investment policy and objectives.
2. A description of interest calculations and how it is distributed, and how gains and losses are treated.
3. A description of how the securities are safeguarded (including the settlement processes), and how often the securities are priced and the program audited.
4. A description of who may invest in the program, how often, what size deposit and withdrawal are allowed.
5. A schedule for receiving statements and portfolio listings.
6. Are reserves, retained earnings, etc. utilized by the pool/fund?
7. A fee schedule, and when and how is it assessed.
8. Is the pool/fund eligible for bond proceeds and/or will it accept such proceeds?

XIV. PROHIBITED INVESTMENT VEHICLES AND PRACTICES

- State law notwithstanding, any investments not specifically described herein are prohibited, including, but not limited to futures and options.
- In accordance with Government Code, Section 53601.6, investment in inverse floaters, range notes, or mortgage derived interest-only strips is prohibited.

- Investment in any security that could result in a zero interest accrual if held to maturity is prohibited.
- Trading securities for the sole purpose of speculating on the future direction of interest rates is prohibited.
- Purchasing or selling securities on margin is prohibited.
- The use of reverse repurchase agreements, securities lending or any other form of borrowing or leverage is prohibited.
- The purchase of foreign currency denominated securities is prohibited.

XV. RISK MANAGEMENT AND DIVERSIFICATION

MITIGATING CREDIT RISK IN THE PORTFOLIO

Credit risk is the risk that a security or a portfolio will lose some or all of its value due to a real or perceived change in the ability of the issuer to repay its debt. Trindel will mitigate credit risk by adopting the following strategies:

- The diversification requirements included in the “Authorized Investments” section of this policy are designed to mitigate credit risk in the portfolio.
- No more than 5% of the total portfolio may be invested in securities of any single issuer unless otherwise specified in this policy.
- Trindel may elect to sell a security prior to its maturity and record a capital gain or loss in order to improve the quality, liquidity or yield of the portfolio in response to market conditions or the Fund’s risk preferences.
- If securities owned by Trindel are downgraded to a level below the quality required by this investment policy, it will be Trindel’s policy to review the credit situation and make a determination as to whether to sell or retain such securities in the portfolio.
 - If Trindel uses an investment adviser, any actions taken related to the downgrade by the investment adviser will be communicated to the **Executive Director** in a timely manner.
 - If a decision is made to retain a downgraded security in the portfolio, its presence in the portfolio will be monitored and reported monthly to the Board of Directors.

MITIGATING MARKET RISK IN THE PORTFOLIO

Market risk is the risk that the portfolio value will fluctuate due to changes in the general level of interest rates. Trindel recognizes that, over time, longer-term portfolios have the

potential to achieve higher returns. On the other hand, longer-term portfolios have higher volatility of return. Trindel will mitigate market risk by providing adequate liquidity for short-term cash needs, and by making longer-term investments only with funds that are not needed for current cashflow purposes.

Trindel further recognizes that certain types of securities, including variable rate securities, securities with principal paydowns prior to maturity, and securities with embedded options, will affect the market risk profile of the portfolio differently in different interest rate environments. Trindel, therefore, adopts the following strategies to control and mitigate its exposure to market risk:

- Trindel will maintain a minimum of six months of budgeted operating expenditures in short term investments to provide sufficient liquidity for expected disbursements.
- The maximum stated final maturity of individual securities in the portfolio will be five years, except as otherwise stated in this policy.
- The duration of the portfolio will at all times be approximately equal to the duration (typically, plus or minus 20%) of a Market Benchmark, an index selected by Trindel based on Trindel's investment objectives, constraints and risk tolerances.

XVI. REVIEW OF INVESTMENT PORTFOLIO

The Executive Director shall periodically, but no less than quarterly, review the portfolio to identify investments that do not comply with this investment policy and establish protocols for reporting major and critical incidences of noncompliance to the Board of Directors.

XVII. PERFORMANCE EVALUATION

The investment portfolio shall be designed to attain a market-average rate of return throughout budgetary and economic cycles, taking into account Trindel's risk constraints, the cash flow characteristics of the portfolio, and state and local laws, ordinances or resolutions that restrict investments.

The Executive Director shall monitor and evaluate the portfolio's performance relative to market benchmark, which will be included in the Executive Director's quarterly report. The Executive Director shall select an appropriate, readily available index to use as a market benchmark.

XVIII. REPORTING

MONTHLY REPORTS

Monthly investment reports will be submitted by the Executive Director to the Board of Directors. These reports will disclose, at a minimum, the following information about the characteristics of Trindel's portfolio:

1. An asset listing showing par value, cost and accurate and complete market value of each security, type of investment, issuer, and interest rate.
2. Monthly transactions for the period.
3. A one-page summary report that shows:
 - a. Average maturity of the portfolio and modified duration of the portfolio;
 - b. Maturity distribution of the portfolio;
 - c. Average portfolio credit quality; and,
 - d. Time-weighted total rate of return for the portfolio for the prior one month, three months, twelve months, year to date, and since inception compared to Trindel's market benchmark returns for the same periods;
4. A statement of compliance with investment policy, including a schedule of any transactions or holdings which do not comply with this policy or with the California Government Code, including a justification for their presence in the portfolio and a timetable for resolution.
5. A statement that Trindel has adequate funds to meet its cash flow requirements for the next six months.

ANNUAL REPORTS

A comprehensive annual report will be presented to the Governing Board. This report will include comparisons of Trindel's return to the market benchmark return, suggest policies and improvements that might enhance the investment program, and will include an investment plan for the coming year.

XIX. REVIEW OF INVESTMENT POLICY

The Investment Policy and Guidelines shall be reviewed and approved annually by the Board of Directors in accordance with Government Code Section 53646 within 120 days of the end of the fiscal year to ensure its consistency with the overall objectives of preservation of principal, liquidity and return, and its relevance to current law and financial and economic trends.

Any recommended modifications or amendments shall be presented by Staff to the Board of Directors for their consideration and adoption.

Prepared by:

Executive Director

Approved:

<Name>, Attorney at Law
Attorney for Trindel Insurance Fund

Approved:

<Name>, <Title>
Board of Directors

Date:

GLOSSARY OF INVESTMENT TERMS

AGENCIES. Shorthand market terminology for any obligation issued by a *government-sponsored entity (GSE)*, or a *federally related institution*. Most obligations of GSEs are not guaranteed by the full faith and credit of the US government. Examples are:

FFCB. The Federal Farm Credit Bank System provides credit and liquidity in the agricultural industry. FFCB issues discount notes and bonds.

FHLB. The Federal Home Loan Bank provides credit and liquidity in the housing market. FHLB issues discount notes and bonds.

FHLMC. Like FHLB, the Federal Home Loan Mortgage Corporation provides credit and liquidity in the housing market. FHLMC, also called “FreddieMac” issues discount notes, bonds and mortgage pass-through securities.

FNMA. Like FHLB and FreddieMac, the Federal National Mortgage Association was established to provide credit and liquidity in the housing market. FNMA, also known as “FannieMae,” issues discount notes, bonds and mortgage pass-through securities.

GNMA. The Government National Mortgage Association, known as “GinnieMae,” issues mortgage pass-through securities, which are guaranteed by the full faith and credit of the US Government.

PEFCO. The Private Export Funding Corporation assists exporters. Obligations of PEFCO are not guaranteed by the full faith and credit of the US government.

TVA. The Tennessee Valley Authority provides flood control and power and promotes development in portions of the Tennessee, Ohio, and Mississippi River valleys. TVA currently issues discount notes and bonds.

ASKED. The price at which a seller offers to sell a security.

ASSET BACKED SECURITIES. Securities supported by pools of installment loans or leases or by pools of revolving lines of credit.

AVERAGE LIFE. In mortgage-related investments, including CMOs, the average time to expected receipt of principal payments, weighted by the amount of principal expected.

BANKER’S ACCEPTANCE. A money market instrument created to facilitate international trade transactions. It is highly liquid and safe because the risk of the trade transaction is transferred to the bank which “accepts” the obligation to pay the investor.

BENCHMARK. A comparison security or portfolio. A performance benchmark is a partial market index, which reflects the mix of securities allowed under a specific investment policy.

BID. The price at which a buyer offers to buy a security.

BROKER. A broker brings buyers and sellers together for a transaction for which the broker receives a commission. A broker does not sell securities from his own position.

CALLABLE. A callable security gives the issuer the option to call it from the investor prior to its maturity. The main cause of a call is a decline in interest rates. If interest rates decline since an issuer issues securities, it will likely call its current securities and reissue them at a lower rate of interest. Callable securities have reinvestment risk as the investor may receive its principal back when interest rates are lower than when the investment was initially made.

CERTIFICATE OF DEPOSIT (CD). A time deposit with a specific maturity evidenced by a certificate. Large denomination CDs may be marketable.

CERTIFICATE OF DEPOSIT ACCOUNT REGISTRY SYSTEM (CDARS). A private placement service that allows local agencies to purchase more than \$250,000 in CDs from a single

financial institution (must be a participating institution of CDARS) while still maintaining FDIC insurance coverage. CDARS is currently the only entity providing this service. CDARS facilitates the trading of deposits between the California institution and other participating institutions in amounts that are less than \$250,000 each, so that FDIC coverage is maintained.

COLLATERAL. Securities or cash pledged by a borrower to secure repayment of a loan or repurchase agreement. Also, securities pledged by a financial institution to secure deposits of public monies.

COLLATERALIZED MORTGAGE OBLIGATIONS (CMO). Classes of bonds that redistribute the cash flows of mortgage securities (and whole loans) to create securities that have different levels of prepayment risk, as compared to the underlying mortgage securities.

COMMERCIAL PAPER. The short-term unsecured debt of corporations.

COST YIELD. The annual income from an investment divided by the purchase cost. Because it does not give effect to premiums and discounts which may have been included in the purchase cost, it is an incomplete measure of return.

COUPON. The rate of return at which interest is paid on a bond.

CREDIT RISK. The risk that principal and/or interest on an investment will not be paid in a timely manner due to changes in the condition of the issuer.

CURRENT YIELD. The annual income from an investment divided by the current market value. Since the mathematical calculation relies on the current market value rather than the investor's cost, current yield is unrelated to the actual return the investor will earn if the security is held to maturity.

DEALER. A dealer acts as a principal in security transactions, selling securities from and buying securities for his own position.

DEBENTURE. A bond secured only by the general credit of the issuer.

DELIVERY VS. PAYMENT (DVP). A securities industry procedure whereby payment for a security must be made at the time the security is delivered to the purchaser's agent.

DERIVATIVE. Any security that has principal and/or interest payments which are subject to uncertainty (but not for reasons of default or credit risk) as to timing and/or amount, or any security which represents a component of another security which has been separated from other components ("Stripped" coupons and principal). A derivative is also defined as a financial instrument the value of which is totally or partially derived from the value of another instrument, interest rate, or index.

DISCOUNT. The difference between the par value of a bond and the cost of the bond, when the cost is below par. Some short-term securities, such as T-bills and banker's acceptances, are known as discount securities. They sell at a discount from par, and return the par value to the investor at maturity without additional interest. Other securities, which have fixed coupons, trade at a discount when the coupon rate is lower than the current market rate for securities of that maturity and/or quality.

DIVERSIFICATION. Dividing investment funds among a variety of investments to avoid excessive exposure to any one source of risk.

DURATION. The weighted average time to maturity of a bond where the weights are the present values of the future cash flows. Duration measures the price sensitivity of a bond to changes in interest rates. (See modified duration).

FEDERAL FUNDS RATE. The rate of interest charged by banks for short-term loans to other banks. The Federal Reserve Bank through open-market operations establishes it.

FEDERAL OPEN MARKET COMMITTEE. A committee of the Federal Reserve Board that establishes monetary policy and executes it through temporary and permanent changes to the supply of bank reserves.

LEVERAGE. Borrowing funds in order to invest in securities that have the potential to pay earnings at a rate higher than the cost of borrowing.

LIQUIDITY. The speed and ease with which an asset can be converted to cash.

LOCAL AGENCY INVESTMENT FUND (LAIF). A voluntary investment fund open to government entities and certain non-profit organizations in California that is managed by the State Treasurer's Office.

LOCAL GOVERNMENT INVESTMENT POOL. Investment pools that range from the State Treasurer's Office Local Agency Investment Fund (LAIF) to county pools, to Joint Powers Authorities (JPAs). These funds are not subject to the same SEC rules applicable to money market mutual funds.

MAKE WHOLE CALL. A type of call provision on a bond that allows the issuer to pay off the remaining debt early. Unlike a call option, with a make whole call provision, the issuer makes a lump sum payment that equals the net present value (NPV) of future coupon payments that will not be paid because of the call. With this type of call, an investor is compensated, or "made whole."

MARGIN. The difference between the market value of a security and the loan a broker makes using that security as collateral.

MARKET RISK. The risk that the value of securities will fluctuate with changes in overall market conditions or interest rates.

MARKET VALUE. The price at which a security can be traded.

MARKING TO MARKET. The process of posting current market values for securities in a portfolio.

MATURITY. The final date upon which the principal of a security becomes due and payable.

MEDIUM TERM NOTES. Unsecured, investment-grade senior debt securities of major corporations which are sold in relatively small amounts on either a continuous or an intermittent basis. MTNs are highly flexible debt instruments that can be structured to respond to market opportunities or to investor preferences.

MODIFIED DURATION. The percent change in price for a 100 basis point change in yields. Modified duration is the best single measure of a portfolio's or security's exposure to market risk.

MONEY MARKET. The market in which short-term debt instruments (T-bills, discount notes, commercial paper, and banker's acceptances) are issued and traded.

MORTGAGE PASS-THROUGH SECURITIES. A securitized participation in the interest and principal cash flows from a specified pool of mortgages. Principal and interest payments made on the mortgages are passed through to the holder of the security.

MUNICIPAL SECURITIES. Securities issued by state and local agencies to finance capital and operating expenses.

MUTUAL FUND. An entity which pools the funds of investors and invests those funds in a set of securities which is specifically defined in the fund's prospectus. Mutual funds can be invested in various types of domestic and/or international stocks, bonds, and money market instruments, as set forth in the individual fund's prospectus. For most large, institutional investors, the costs associated with investing in mutual funds are higher than the investor can obtain through an individually managed portfolio.

NEGOTIABLE CD. A short-term debt instrument that pays interest and is issued by a bank, savings or federal association, state or federal credit union, or state-licensed branch of a foreign bank. Negotiable CDs are traded in a secondary market and are payable upon order to the bearer or initial depositor (investor).

PREMIUM. The difference between the par value of a bond and the cost of the bond, when the cost is above par.

PREPAYMENT SPEED. A measure of how quickly principal is repaid to investors in mortgage securities.

PREPAYMENT WINDOW. The time period over which principal repayments will be received on mortgage securities at a specified prepayment speed.

PRIMARY DEALER. A financial institution (1) that is a trading counterparty with the Federal Reserve in its execution of market operations to carry out U.S. monetary policy, and (2) that participates for statistical reporting purposes in compiling data on activity in the U.S. Government securities market.

PRUDENT PERSON (PRUDENT INVESTOR) RULE. A standard of responsibility which applies to fiduciaries. In California, the rule is stated as “Investments shall be managed with the care, skill, prudence and diligence, under the circumstances then prevailing, that a prudent person, acting in a like capacity and familiar with such matters, would use in the conduct of an enterprise of like character and with like aims to accomplish similar purposes.”

REALIZED YIELD. The change in value of the portfolio due to interest received and interest earned and realized gains and losses. It does not give effect to changes in market value on securities, which have not been sold from the portfolio.

REGIONAL DEALER. A financial intermediary that buys and sells securities for the benefit of its customers without maintaining substantial inventories of securities and that is not a primary dealer.

REPURCHASE AGREEMENT. Short-term purchases of securities with a simultaneous agreement to sell the securities back at a higher price. From the seller’s point of view, the same transaction is a reverse repurchase agreement.

SAFEKEEPING. A service to bank customers whereby securities are held by the bank in the customer’s name.

STRUCTURED NOTE. A complex, fixed income instrument, which pays interest, based on a formula tied to other interest rates, commodities or indices. Examples include inverse floating rate notes which have coupons that increase when other interest rates are falling, and which fall when other interest rates are rising, and "dual index floaters," which pay interest based on the relationship between two other interest rates - for example, the yield on the ten-year Treasury note minus the Libor rate. Issuers of such notes lock in a reduced cost of borrowing by purchasing interest rate swap agreements.

SUPRANATIONAL. A Supranational is a multi-national organization whereby member states transcend national boundaries or interests to share in the decision making to promote economic development in the member countries.

TOTAL RATE OF RETURN. A measure of a portfolio’s performance over time. It is the internal rate of return, which equates the beginning value of the portfolio with the ending value; it includes interest earnings, realized and unrealized gains, and losses in the portfolio.

U.S. TREASURY OBLIGATIONS. Securities issued by the U.S. Treasury and backed by the full faith and credit of the United States. Treasuries are considered to have no credit risk, and are the

benchmark for interest rates on all other securities in the US and overseas. The Treasury issues both discounted securities and fixed coupon notes and bonds.

TREASURY BILLS. All securities issued with initial maturities of one year or less are issued as discounted instruments, and are called Treasury bills. The Treasury currently issues three- and six-month T-bills at regular weekly auctions. It also issues “cash management” bills as needed to smooth out cash flows.

TREASURY NOTES. All securities issued with initial maturities of two to ten years are called Treasury notes, and pay interest semi-annually.

TREASURY BONDS. All securities issued with initial maturities greater than ten years are called Treasury bonds. Like Treasury notes, they pay interest semi-annually.

VOLATILITY. The rate at which security prices change with changes in general economic conditions or the general level of interest rates.

YIELD TO MATURITY. The annualized internal rate of return on an investment which equates the expected cash flows from the investment to its cost.



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 18.

SUBJECT: Position Allocations for 2023-2024

ACTION FOR CONSIDERATION: Action item to review and approve position allocations for 2023-2024.

BACKGROUND: Currently we have allocations for the Executive Director, Financial Analyst, and Administrative Technician in the Administration Departments. Director of Risk Control, and 2 Risk Control Analysts in the Risk Control Department. Director of Workers' Compensation, 3 Claims Examiners, and 2 Claims Technicians in the Workers' Compensation Department. A Director of Property and Liability Claims, and an allocation for a Property and Liability Claims Adjuster in the Property and Liability Claims Department.

We are proposing that we change the allocation with the addition of one Senior Risk Control Analyst, and one Risk Control Analyst in the Risk Control Department. We are also proposing an allocation for one Property and Liability Claims Technician.

FISCAL IMPACT: N/A

RECOMMENDATION: Approve the position allocations as presented.

Trindel Salary Schedule

		2023/2024 Annual Salary Range	
		Low	High
10	<u>Admin</u>		
	1 Executive Director	160,000	200,000
	0 Senior Financial Analyst	85,000	115,000
	1 Financial Analyst	65,000	97,000
	1 Administrative Technician	45,000	65,000
20	<u>Risk Control Services</u>		
	1 Dir of Risk Control	95,000	135,000
	1 Senior Risk Control Analyst	85,000	115,000
	1 Risk Control Analyst	65,000	97,000
	0 Risk Control Coordinator & IT	45,000	65,000
25	<u>P/L Claims Handling</u>		
	1 Dir of Property and Liability	95,000	135,000
	0 Senior P/L Adjuster	85,000	115,000
	1 P/L Claims Adjuster	65,000	97,000
	1 P/L Claims Technician	45,000	65,000
30	<u>WC Claims Handling</u>		
	1 Dir of Workers' Comp Program	95,000	135,000
	0 Senior Claims Examiner	85,000	115,000
	3 Claims Examiner	65,000	97,000
	2 Claims Technician	45,000	65,000

Revised and adopted by the Board as of 6/23/23

California Code of Regulation CCR570.5



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 19.

SUBJECT: New Website Demonstration.

ACTION FOR CONSIDERATION: Informational.

BACKGROUND: We have enlisted the services of a local company to create a new Trindel website. All Trindel departments were involved in the creation of the content on the website but the Risk Control team lead the entire effort including finding the vendor, negotiating the contract, and design while providing oversight of the process.

Trindel staff will give a demonstration and explanation to the Board.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 20.

SUBJECT: Future Meetings.

ACTION FOR CONSIDERATION: Action item to decide on meeting dates and location.

BACKGROUND: Unfortunately Granzellas in Williams is totally booked the week of February 8-9, 2024 for the Colusa County fair. We have tentatively set aside rooms and the conference room for the following Thursday and Friday, February 15-16, 2024.

We also need to decide on a location and date for the spring Board Meeting.

FISCAL IMPACT: N/A

RECOMMENDATION: N/A



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 21.

SUBJECT: Closed Session.

ACTION FOR CONSIDERATION: Executive Directors Evaluation CA Gov. Code Section 54957.6

FISCAL IMPACT: N/A

RECOMMENDATION: N/A



Trindel Board of Directors Meeting: October, 2023

GENERAL BUSINESS

Agenda Item # 22.

SUBJECT: Adjournment.

Time:

FISCAL IMPACT: N/A

RECOMMENDATION: N/A