

2015 COMPACT Winds Down With Much Success

By Robin Aronson

As the 2015 COMPACT year winds down and draws to a close, a thank you goes out to all of the members for their work in meeting or exceeding the COMPACT compliance elements.

2015 brought changes to the COMPACT. The single audit topic of years past was transformed into three audit topics designed to focus on member practices, be informational in nature, and to generate good discussions between WCIA Risk Services staff and members. Members participated in one to three audits covering the topics of police, personnel, and public works, depending on applicability. The Risk Management Representatives appreciate the hard work by members to coordinate the member staff needed to assist in responding to the audit questionnaires, and to participate in the meetings and discussions.

Overall the results of the audits were positive. And now for a few highlights from each of the three audits:

The police audit revealed that nearly 99% of members with Police departments have a use of force policy, and also a pursuit policy. Seventy nine percent of members have a written policy which addresses methods of dealing with the emotionally disturbed and mentally ill, with nearly 85% of members providing training for officers in this area. Seventy eight percent reported that their officers receive CIT training. Sixty seven percent of members have a policy regarding civil disobedience/crowd control, and nearly 50% of members use K-9 units. The Risk Management Reps were pleased to discover during their meetings that many members were combining resources and partnering with neighboring agencies on training.

The personnel audit revealed that 70% percent of members have a centralized HR department. Nearly all members reported having written job descriptions for all positions, with a slightly smaller percentage reporting that they have a procedure in place to regularly review job descriptions. Practices were a bit more varied when it came to the procedures for conducting reference checks, background checks, and credit checks. The Risk Management Reps provided members with best practices information in areas where improvements could be made, including guidelines and samples from the Liability Resource Manual. Surprisingly, less than fifty percent of members reported posting and distributing a policy against harassment annually. Nearly all members have an employee handbook with over 70 percent having had the handbook reviewed and updated in the last three years. Many members used the WCIA Risk Consultation program to pay for a review of the member's draft changes by an employment attorney; contact your Risk Management Representative for more information on this program.

The public works audit showed that nearly 98% percent of members' contracts contain an indemnification clause and require an additional insured endorsement. When it came to Right of Way permits however, many members either had no ROW permit form/process or their permit application didn't have insurance requirements or indemnification and hold harmless language. The Risk Management Reps shared with members best practice advice, including a recently updated ROW guideline, sample permit, and sample ordinance located in the Liability Resource Manual (See, [PWK.01](#) ROW guideline, [PWK.01.01](#) sample permit, and [PWK.01.02](#) sample ordinance) On a more wintry note, over 90% of members reported prioritizing locations for checking water over roadways or flooding concerns and prioritizing locations for snow and ice removal. Seventy four percent have a process for identifying sidewalk repair needs with slightly fewer having a process to prioritize repairs to sidewalks.

The COMPACT also required Members who had not conducted Anti-Harassment training for their employees in the last three years to complete training in 2015. Over 80 Members were identified as in need of training. Members completed the training in several different ways including on-site training provided by WCIA Risk Management Reps, on-line training, and DVD's featuring WCIA outside employment law attorneys.

While on site for the audits Risk Management Reps also conducted an Annual Review, sharing and discussing the re-designed Risk Profile, reviewing auto and property schedules, and reviewing the annual Stewardship report which details the services provided to the individual member over the past five years including pre defense, risk consultations, and training reimbursements.

Watch for the January newsletter which will detail the 2016 COMPACT Audit. As a sneak peek, members in 2016 will work closely with their Risk Management Representative to formulate a tailored review based upon individual need and applicability, selecting from a traditional audit (Parks and Recreation Programs, Volunteers, or Fleet), a Targeted Risk Management Review, or a Loss and Exposure Reduction Plan. Also watch for information in the New Year on the 2016 Grant program.

As we get ready to turn the calendar over to 2016 WCIA looks forward to another great year and the opportunity to continue supporting the membership.