



November 2, 2016



Next Board Meeting
December 14, 2016

Upcoming Meetings

**Public Works & Parks
& Rec Steering
Committees**
- November 8, 2016

**Membership Relations
Committee -**
November 16, 2016

**Administration &
Finance Committee -**
November 17, 2016

**Fire Chiefs Steering
Committee - November**
17, 2016

Executive Board -
November 30, 2016



IRMA Police Forum

November 15, 2016
Village of Oak Brook Board Room
8:00 a.m. - 4:00 p.m.



Verbal & Tactical
De-escalation:
The Response Plan

[Click here](#) to view Flyer.

[Click here](#) to register.

Contact Us

irma@irmarisk.org

Website

www.irmarisk.org

[Suggestion Box](#)

LATEST
NEWS

An Edge in Managing



IRMA's 3rd Education Summit - NIU Naperville Recap

One hundred and thirty people representing 40 IRMA Members attended the 3rd Annual Education Summit at NIU in Naperville on October 11th. Following a welcome by Executive Director Margo Ely, keynote speaker Doug Dvorak presented his keynote address, "Lighten Up." The day continued with 3 concurrent morning sessions, a lunch presentation on IRMA Member police shootings with 3 more concurrent sessions rounding out the afternoon. [Read more....](#)



[From left, Dr. Kami Juzwin, Bartlett Police Commander, Chuck Snider, and Janelle Terrence, H.R. Manager.]

During lunch, the IRMA CIA Award was presented to Bartlett Police Department for their program, ***Embedded Psychologist for Officer Well Being***. The Department has contracted with Licensed Psychologist Dr. Kami Juzwin, to provide training, support and referrals to make sure officer wellness is a priority.

"Very well done, again. Information that sticks with you."

"Session on workplace investigation was very good."

"Loved the police shooting sharing during lunch."

[Click here](#) to view the PowerPoint Presentations from the Summit.

Board Actions from October 19, 2016 Meeting

The 10/19/16 BOD meeting was productive with several [agenda items](#), including our 2017 preliminary budget, which provides for another year of no increase in the IRMA contribution rate. 2017 will be the 8th year where IRMA's contribution rate has had no increase. Of additional interest, the BOD approved a new Members Optional Deductible Credit Reserve Fund, which is intended to further encourage members to move to higher deductibles. With this new fund, those members who opt for a deductible above \$2,500 can deposit the credit they receive into this claim reserve fund for the specific member. This money will grow with IRMA's investment returns and is available for withdrawal quarterly. The purpose of the fund is to assist members with higher deductibles to have funds available in the event they experience unexpected high losses. [See more information.](#)

NEW IRMA Coverage Featured in Renewal

The IRMA Board of Directors approved three new coverage programs as part of the 2017 Excess/Reinsurance Coverage Renewal at the October 19, 2016 meeting. The 2017 coverage renewal added all of these programs at a cost lower than the 2016 program costs. All IRMA members will now have Cyber Risk and Drone/UAS coverage effective November 1st, 2016. Members will also have access to a new optional excess liability coverage program, which would allow them to increase their \$10 million liability limit to either \$12 million or \$15 million per occurrence. [Read more...](#)

Village of Homewood Revenue Base Appeal

Homewood's 2017 revenue base worksheet included a \$1,827,237.62 grant they received from the Department of Homeland Security. Homewood was the lead agency for the purchase of radios for the 20 members of the MABAS 24 group. As Homewood did not keep all the radios, their argument was that Homewood should only have to record the grant revenue related to the radios kept by the Village. Under the IRMA Bylaws, only specific items are allowed to be deducted from the revenue base and grant revenue is not an allowable deduction.

The Committee agreed with staff's recommendation to allow Homewood to deduct that portion of the grant that applied to the radios purchased for the other municipalities. In order to promote fire department safety, Homewood should be applauded for taking the initiative to obtain this grant and should not be penalized through the revenue base for being the lead agency and receiving the entire grant. Please contact Rita Boserup at ritab@irmarisk.org if you would like the full Appeals Committee report.



OSHA Requirements Regarding Safety Incentive Programs

If your organization or department is considering a safety incentive program or has a current program in place, you need to be aware of the OSHA guidelines for such programs.

According to this linked [2012 OSHA memorandum](#), "Some employers establish programs that unintentionally or intentionally provide employees an incentive to not report injuries. For example, an employer might enter all employees who have not been injured in the previous

year in a drawing to win a prize, or a team of employees might be awarded a bonus if no one from the team is injured over some period of time. Such programs might be well-intentioned efforts by employers to encourage their workers to use safe practices. However, there are better ways to encourage safe work practices, such as incentives that promote worker participation in safety-related activities, such as identifying hazards or participating in investigations of injuries, incidents or 'near misses'." [Read more...](#)



Safety Toolbox

[BLR – Employee Newsletter – October 2016](#)

[BLR - Employee Safety Newsletter - October 2016](#)

[BLR - Employee Newsletter - November 2016](#)

[BLR - Employee Safety Newsletter - November 2016](#)



The IRMA office will be closed on November 24 & 25 in observance of Thanksgiving.