



“Providing Minnesota Counties and Associated Members Cost-effective Coverage with Comprehensive and Quality Risk Management Services.”



Annual Meeting Updates Members on Activities

Each year the members of Minnesota Counties Intergovernmental Trust gather to learn more about the events of the past year. The 2016 meeting in Minneapolis Dec. 5 provided a forum for members, staff and board members to discuss the success of the program and the opportunities that lie ahead.

Following adoption of the agenda and approval of the 2015 Annual Meeting minutes, Board Chair Scott Sanders called upon MCIT Finance Manager Cheri Donovan to report on the financial health of the organization. Donovan began by advising that MCIT had again received an unmodified audit from the independent audit firm of Eide Bailly.

Finances Stay Strong

Highlights of the 2015 audit:

- Member contributions of \$35.8 million represented an \$800,000 decrease from 2014. The decrease was influenced by aggregate rate decreases in the Property/Casualty and Workers’ Compensation divisions.
- Net realized investment income of \$5.2 million was a decrease of \$1.1 million from 2014.
- Claims paid and changes in reserves totaled \$9.1 million, compared to \$17 million in 2014. Donovan noted the change was a result of

large reserve adjustments at year-end from the actuarial analysis due to positive adjustments of Driver’s Privacy Protection Act claims and closing of aged workers’ compensation claims.

- Reinsurance premiums paid equaled \$4.7 million, compared to \$4.6 million in 2014.
- 2015 revenues of \$38.5 million compared to expenses of \$21.4 million in 2014. MCIT’s 2015 year-end fund balance was \$88 million.
- A dividend of \$11.4 million was returned to members.

Donovan also provided a report on the unaudited MCIT financial statements as of Sept. 30, 2016. Significant items she highlighted:

- Member contributions of \$27.3 million are \$900,000 more than at that time in 2015. She noted that even with rate reductions, members’ exposure base increased in 2016.
- Net investment income of \$3.8 million compared to \$3.7 million on Sept. 30, 2015.

- Total paid claims of \$14.2 million compared to \$12 million at that time the previous year. The change is attributed to settlements for workers’ compensation claims and larger bodily injury claims.
- Total revenues year-to-date were \$35.4 million, and total expenses year-to-date were \$25.1 million.
- Dividends of \$12.213 million were declared earlier in the year and paid in November 2016.

MCIT Activities Serve Mission, Members

Following the board election, MCIT Executive Director Robyn Sykes provided a brief report to members on the activities of MCIT during 2016. She reminded the group that the sole purpose of the Trust is to serve members’ coverage, claims and risk management needs. As a result, coverage and risk management

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January and February 2017 Meetings

Jan. 13 MCIT, St. Paul	9 a.m., Board of Directors 12:30 p.m., Claims Committee
Feb. 10, MCIT, St. Paul	9 a.m., Board of Directors 12:30 p.m., Claims Committee

Members Re-elect Incumbents to Board

Pursuant to the MCIT bylaws, the election of board members was conducted during the Annual Membership Meeting held Dec. 5 in Minneapolis.

Board Chair Scott Sanders, Watonwan County Commissioner, announced that three seats were up for election. Dick Downham, Cass County Commissioner; Dan Kuhns, Waseca County Commissioner; and Kevin Corbid, Washington County Auditor-Treasurer, were seeking re-election.



*Dick Downham,
Cass County Commissioner*



*Dan Kuhns, Waseca County
Commissioner*



*Kevin Corbid, Washington
County Auditor-Treasurer*

Nominating Committee member Don Diedrich, Polk County Commissioner, reported that notices advising of the election were sent to eligible individuals in October. He commented that the committee received no responses. Diedrich on behalf of the committee nominated incumbents Downham, Kuhns

and Corbid. Having no other nominations from the floor, the members in attendance unanimously voted to re-elect Downham, Kuhns and Corbid to the MCIT Board for terms that expire Dec. 31, 2020.

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advice is designed to address exposures unique to public entities.

MCIT also distinguishes itself from insurance when called upon to defend a claim. While the cost to defend a claim is important, consideration is also given to how the case may affect public policy or set a precedence that will transcend the individual member and have an impact on all public entities and how they do business.

Sykes went on to explain that MCIT Board members know what is expected of them. They only collect contribution that is necessary to ensure that the Trust remains fully funded and fiscally sound, and returns a dividend when actuarially appropriate.

Recognizing the landscape continues to change, Sykes highlighted several program enhancements that are designed to serve members better by minimizing their risks and reducing losses. In 2017 MCIT will:

- premier data compromise and cyber liability coverage.
- introduce a law enforcement Training Safety Officer Program.
- partner with Sand Creek to develop and deliver a new training program designed to help individuals and organizations deal with difficult situations. This is a follow-up to the Resilience Training developed and delivered by Sand Creek in 2014 and 2015.

Behind the scenes, MCIT will gradually assume the duties performed by Mead-

owbrook Insurance Group (property/casualty claims administration and underwriting) during 2017. At the same time, MCIT will convert and consolidate MCIT and Meadowbrook data to a single integrated software system. Together, reorganization and conversion will mean increased efficiency, improved ability to access information and cost savings.

Sykes concluded her comments by reassuring the group that even in the midst of all the change, MCIT will continue to keep an eye on the future and an ear to the ground to ensure that MCIT remains relevant, that it anticipates changes and responds to emerging issues that create an exposure or risk for members.

MCIT Board of Directors Scott Sanders—Chair, *Commissioner, Watonwan County*; Felix Schmiesing—Vice Chair, *Commissioner, Sherburne County*; Kevin Corbid, *Auditor-Treasurer, Washington County*; Donald Diedrich, *Commissioner, Polk County*; Richard Downham, *Commissioner, Cass County*; Charles Enter, *Administrator, Brown County*; Dan Kuhns, *Commissioner, Waseca County*; and Randy Schreifels, *Auditor-Treasurer, Stearns County*.

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Editorial Committee Robyn Sykes, Executive Director; Steve Nelson, Deputy Director; Karen Clayton Ebert, Senior Staff Counsel for Risk Control; Kevin Balfanz, Director of Field Services; and Heather Larson-Blakestad, Communications Manager

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MCIT

**100 Empire Drive, Suite 100
St. Paul, MN 55103-1885**

Phone: 651.209.6400

Toll Free: 866.547.6516

Fax: 651.209.6496

MCIT.org

2016 MCIT Award Winners

MCIT Board Chair Scott Sanders presented the 2016 MCIT Awards at the Awards Ceremony of the Association of Minnesota Counties Conference in Minneapolis Dec. 5.

As preventing and mitigating losses is key to the overall success and stability of MCIT, the Trust annually recognizes three counties that excel at risk management and loss control.

On behalf of the entire board, Sanders congratulated the winners.

County of the Year: Kandiyohi County

MCIT honors the county that has set the standard of excellence in risk management and loss control. For 2016, Kandiyohi County earned this distinction. Its leaders proved to be aggressive in their efforts to educate and inform staff on techniques to mitigate exposures and provided superior assistance when claims arose.

Outstanding Performance in Property/Casualty Division: McLeod County

McLeod County consistently improved its loss ratio through its commitment to implementing better loss control and risk management methods and its dedication to protecting county property and citizens.

Outstanding Performance in the Workers' Compensation Division: Steele County

Steele County continually improved its experience modification factor and reduced its claims in the areas of workplace injury and illness, was committed to reducing employee injuries and had



Kandiyohi County representatives accept the award for MCIT County of the Year from Scott Sanders.



Scott Sanders presents the plaque for Outstanding Performance in Property/Casualty Division to McLeod County representatives.



Steele County representatives receive their award for Outstanding Performance in Workers' Compensation Division from Scott Sanders.

an overall focus on loss control and risk management.

Criteria used to identify recipients include performance in risk management and loss control efforts, responsiveness to program initiatives, and property/casualty claims and workers' compensation claims administration.

Carlson's Service Recognized

During the 2016 MCIT Annual Meeting, Lac qui Parle County Commissioner Graylen Carlson was recognized for



Graylen Carlson

his service on the board. Carlson served on the MCIT Board of Directors for seven years after first being appointed to complete an unexpired term of a departing board member.

He was formally elected to the board in 2009 and served as the secretary/treasurer from 2013 through 2016. During his tenure, Carlson served on the Claims Committee (three years), Personnel Committee (three years), Audit Committee (one year) and Governance Committee (two years).

When thanking him for his years of service, MCIT Board Chair Scott Sanders commented on the important role Carlson played in the development and progress of the organization, specifically Carlson's experience as a sheriff, which helped inform the board about issues related to law enforcement.

Carlson commented that he is proud to have served on the MCIT Board.

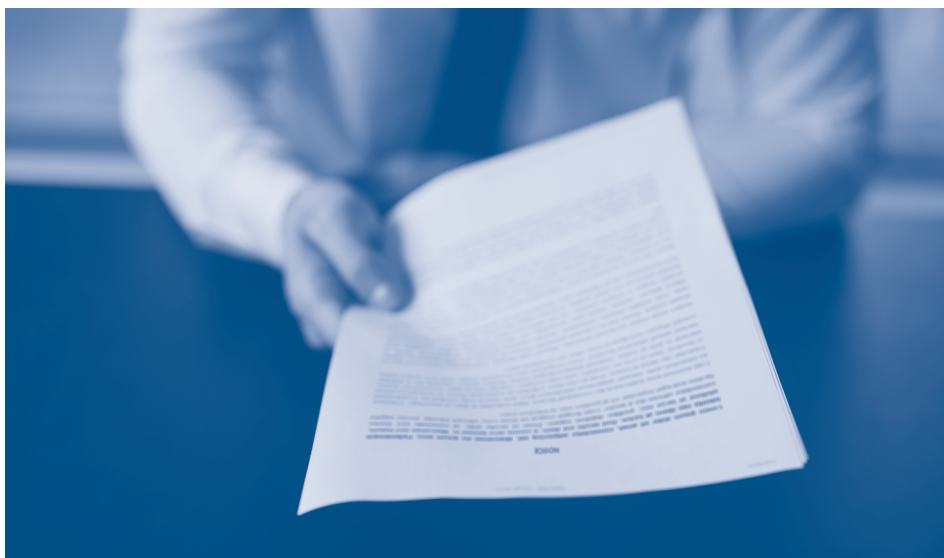
Carlson's departure creates a vacancy that will be filled pursuant to the MCIT Bylaws. The position is open to any county commissioner, auditor or auditor-treasurer of an MCIT member county.

Warnings Required When Investigating Employee Misconduct

By Jessica E. Schwie and Jordan Leitzke; Jardine, Logan & O'Brien PLLP

Oops, an employee has made a mistake. Or was it something more than a mistake? Was it repeated undesired behaviors, or was it intentional misconduct? It is time to get to the bottom of the situation by asking questions.

Several warnings might be applicable when interviewing employees for purposes of conducting an employment investigation. These warnings are not required for criminal investigations.¹ Warnings include Tennesen, Garrity, Weingarten and in the case of law enforcement a Peace Officer Discipline Procedures Act (PODPA) advisory.



Tennesen Warnings

The Minnesota Government Data Practices Act (MGDPA) requires that a governmental entity provide a special notice to persons who supply private or nonpublic information about themselves to the governmental entity.² This special notice is referred to as a Tennesen Warning.

There is case law that suggests that a Tennesen Warning is not required before conducting investigatory interviews of employees, but MCIT recommends giving such a warning regardless.³

The Tennesen Warning requires that persons who provide private or confidential data about themselves must be informed of the following:⁴

1. the purpose and intended use of the requested data within the collecting state agency, political subdivision or statewide system
2. whether the individual may refuse or is legally required to supply the requested data
3. any known consequence arising from supplying or refusing to supply private or confidential data
4. the identity of other persons or entities authorized by state or federal law to receive the data

Garrity Warnings

Garrity warnings derive from *Garrity v. New Jersey*, 385 U.S. 493 (1967), a

United States Supreme Court decision. The Supreme Court held that if a public employee is compelled or ordered to participate in a personnel investigation under threat of discipline or discharge, any information offered cannot be used against the employee in any subsequent criminal proceedings.⁵

A government employer must give a Garrity warning notice before ordering an employee to present him- or herself for an interview. A best practice is to ask employees to submit themselves for an interview (voluntarily), but sometimes employers have to order employees to do it. The employer should be prepared to terminate employment of a noncompliant witness.

When an employee is ordered to submit to an interview, the employer should inform the employee of all of the following:

1. The employee is not required by law to offer any information.
2. The employee should provide truthful answers if he or she chooses to answer.
3. The employee may face disciplinary action from the employer, possibly termination, if he or she declines to answer the employer's questions or refuses to cooperate with the interviewer.

4. Any information offered during the interview will not be used against him or her in a subsequent criminal proceeding.

Weingarten Rights

If an employer requests a union employee to participate in an interview that may result in discipline, the employee may invoke his or her Weingarten rights. Weingarten rights come from *NLRB v. J. Weingarten Inc.*, a 1975 U.S. Supreme Court case, in which the court determined that a union employee has the right to request the presence of a representative at an investigative interview if there is a threat to employment.⁶ When an employee requests such representation, the employer must permit the representative to be present at the interview, withdraw the interview or continue asking questions but cannot discipline an employee for failing to answer.⁷

Employers are not required to permit union representation in the following scenarios:

- The interaction is merely a meeting intended for instruction, training or helping the employee correct work practices.
- The employer assures the employee there are no potential disciplinary actions resulting from the interview.

When employers conduct investigatory interviews of union employees that may result in discipline, they should inform the employee that the employee's answers may form the basis for discipline against the employee, and therefore, he or she may have a union representative present, but it is his or her duty to make the request either before or during the interview.

Peace Officer Discipline Procedures Act

The Peace Officer Discipline Procedures Act, outlined in Minnesota Statutes, Section 626.89, provides procedures for taking statements of licensed peace officers. The PODPA provides certain notice requirements and has certain requirements regarding how the interview is conducted.

To be in compliance with the POPDA, the employer should notify the deputy of the following:

- the date, time and location of an interview. The interview must be at the governmental entity unless there is an agreement to another location. The meeting must be scheduled during the deputy's shift, if possible, and last only for a reasonable duration with allowance for rest breaks.
- the existence of a written complaint and a summary of the allegations.
- the recording of the interview. Note: it must be recorded.⁸
- the right to have an attorney and/or a union representative present.⁹
- any admissions may be used as evidence of misconduct.¹⁰
- the officer cannot be disciplined for invoking POPDA rights.¹¹

Voluntary Interviews

There is law that suggests that if a person voluntarily presents him- or herself, Tennesen, Garrity and Weingarten warnings are not necessary.¹² It is only in the case of law enforcement that the individual should still be given the advisories and procedures of the PODPA.

Although warnings might not be required, the conservative and recommended approach is to provide all of the warnings, except when criminal

charges are possible. As a result, where the incident at issue might result in possible criminal charges, often two investigatory tracks are undertaken.

One track is a criminal investigation by law enforcement. This track does not require any of the advisories. Instead it has other safeguards for the criminal process and results in interviews and investigation leading to a determination as to whether a crime has occurred.

The second track is an employment investigation, which primarily investigates whether an employment policy was violated. The employment investigation triggers other safeguards and warnings as outlined above and may be conducted simultaneously with or subsequently to a criminal investigation subject to all required advisories for an employment investigation.

Remember Employee Rights

An employer considering an internal investigation must take many legal principles into account before launching into interviews. Tennesen, Garrity, Weingarten and POPDA all provide employees with unique opportunities and rights.

¹ See e.g. Minn. Stat. § 13.04, subd. 2.

² Minn. Stat. §13.04, subd. 2 (2016); *Washington v. Indep. Sch. Dist. No. 625*, 590 N.W.2d 655, 660 (Minn. Ct. App. 1999), review denied (Minn. June 16, 1999).

³ *Edina Ed.Assn.v. Ind. Sch. Dist. No. 273*, 562 N.W.2d 306, 311 (Minn. Ct. App. 1997).

⁴ Minn. Stat. § 13.04, subd. 2.

⁵ See *Gardner v. Broderick*, 392 U.S. 273 (1968) (holding the employer cannot compel an employee to waive constitutional rights by threat of discharge); see also *Lefkowitz v. Cunningham*, 431 U.S. 801, 806 (1977) (holding public employers may discharge employees for failing to answer investigatory employment questions, as long as they retain protection against criminal self-incrimination).

⁶ 420 U.S. 251, 260 (1975).

⁷ *Id.*

⁸ Minn. Stat. § 626.89, subd. 8.

⁹ *Id.*, subd. 9.

¹⁰ *Id.*, subd. 10.

¹¹ *Id.*, subd. 14.

¹² See e.g. *In re Larson*, No. C6-97-2215, 1998 Minn. App. LEXIS 529, at *3-*7 (Minn. Ct. App. May 12, 1998) (holding that the district court did abuse its discretion when it allowed testimony to be used against a subject absent a Tennesen Warning because the subject provided his therapist the information during voluntary therapy sessions that had limited confidentiality).

New Year, New PBM Partner

MCIT implemented the pharmacy benefit management (PBM) program in 2007 to maintain or reduce the prescription costs to the workers' compensation program and improve health care outcomes for injured/ill workers. The initial PBM provider was Scriptnet, which was purchased by Optum. The contract with Optum expired year-end 2016, and MCIT issued a request for proposals for a PBM in late 2016.

Effective Jan. 1, myMatrixx replaced Optum as MCIT's PBM provider for the workers' compensation program.

myMatrixx offers a large network of convenient pharmacies throughout Minnesota and nationally that provide discounted rates on prescriptions. myMatrixx also offers clinical intervention services to ensure individuals receive the most appropriate medications for their work-related injury or illness.

In late December, employees receiving workers' compensation benefits were sent new pharmacy cards from myMatrixx. They also received a letter and phone call explaining the change and services offered by myMatrixx.

At the same time, MCIT provided member entities a new myMatrixx First Fill form to give employees who have work-related injuries or illnesses who may need a temporary prescription card. Members are encouraged to provide this form to employees when completing the First Report of Injury form. Members may contact MCIT for the First Fill form. Members should discard the old Optum First Fill form.

Members should contact MCIT Workers' Compensation Claims Manager Carol Frank (1.866.547.6516 or cfrank@mcit.org) or their workers'

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Governing Board's Trust-building Sessions Are Not Subject to Minnesota Open Meeting Law

By Karen Clayton Ebert, MCIT Senior Staff Counsel for Risk Control

Pursuant to the Minnesota Open Meeting Law, all meetings of a public body must be open to the public. "Meeting" is not defined in the statute, so public entities must rely on case law and opinions from the Department of Administration to interpret the meaning of the statute.

The Minnesota Supreme Court has held that "Meetings' subject to the requirements of the Open Meeting Law are those gatherings of a quorum or more members of the governing body; or a quorum of a committee, subcommit-

tee, board, department or commission thereof at which members discuss, decide or receive information as a group on issues relating to the official business of that governing body."¹

The commissioner of the Department of Administration can interpret the Open Meeting Law and does so in advisory opinions when asked specific questions. The commissioner issued a recent opinion regarding a quorum of the governing body meeting in private with a facilitator. The sessions were designed

to improve trust, relationships, communication and collaborative problem solving among members of the governing body.²

The facilitated sessions included discussions intended to clarify for the members of the governing body individual expectations of the roles and responsibilities of administrators and members of the governing body. The goal was not to exchange views on substantive decisions that may come before the governing body.

The commissioner of the Department of Administration determined that a governing body can meet in private with a facilitator in sessions designed to develop trust in relationships, communication and problem solving within the governing body without violating the Open Meeting Law. The commissioner likened the facilitated sessions to training sessions designed to develop skills and knowledge to fulfill the role of the governing body.³

less than the statutory notice time or allow for adding topics to the special meeting agenda could be problematic.

Provisions regarding board communications should also be consistent with the Open Meeting Law. Minnesota Department of Administration has opined that group e-mail discussions among board members, including providing direction to staff, may be a violation of the OML.⁶ There is no language in the OML that authorizes board members to take action or vote via e-mail.⁷

JPEs Formed as Nonprofits

Joint powers entities that have also formed as nonprofit corporations, as provided in Minnesota Statutes Section 465.707, Subdivision 2, remain subject to the OML, even though nonprofit laws may provide for alternative means for meetings, meeting notices and board actions. State law requires that the nonprofit corporation/joint powers entity comply with every law that applies to the participating political subdivisions and possess no greater authority or

The members of the governing body must avoid discussing any issues specific to its official business during the session. It is conceivable that examples or general conversations about official business could arise, but to discuss or deliberate on a matter within official duties of the governing body would constitute a meeting subject to the Open Meeting Law.

The commissioner also indicated that it did not make a difference if the members of the governing body were meeting with union groups or members of the public rather than administrators. The makeup of persons participating in this type of gathering with a quorum of the governing body did not alter the analysis.

¹ *Moberg v. Independent School District No. 281*, 336 N.W.2d 510, 518 (Minn. 1983).

² Advisory Opinion 16-006, Nov. 4, 2016.

³ See Op. Atty. Gen. 63a-5 (Feb. 5, 1975).

power than that held by the joint powers entity itself.

When drafting joint powers agreements and bylaws, members should keep in mind that joint powers entities must comply with the Open Meeting Law in the same way as other government entities. Existing joint powers entities are encouraged to review their agreements, bylaws and practices to ensure that they are consistent with the OML.

Learn More

More information about the Open Meeting Law is in "Minnesota Open Meeting Law" found in the Resource Library at MCIT.org/resource/.

¹ Minn. Stat. § 13D.021.

² Minn. Stat. § 13D.015.

³ Minn. Stat. § 13D.02.

⁴ Minn. Stat. § 13D.04, subd. 2.

⁵ Minn. Dept. of Admin. Op. 15-002.

⁶ Minn. Dept. of Admin. Op. 09-020.

⁷ Id. See generally, Minn. Dept. of Admin. Op. 06-017 (noting that OML does not authorize voting by telephone).

No-cost Safety Resources

MCIT members have access to several no-cost resources to help improve safety and reduce the frequency and severity of employee injuries/illnesses.

MCIT Loss Control Services

MCIT members have an assigned loss control consultant who can provide customized and valuable assistance with many facets of a safety program. In addition to providing guidance on individual safety programs and Occupational Safety and Health Administration (OSHA) compliance issues, the loss control consultant can help members analyze loss (claim) data and recommend strategies to help reduce employee injuries and illnesses.

MCIT loss control consultants can also:

- provide safety committee assistance.
- offer customizable safety training.
- perform ergonomic assessments and assessment training.
- conduct workplace hazard assessments and write recommendations.
- provide MCIT safety resources, such as Step Wisely slip, trip and fall prevention materials and targeted loss prevention best practices guides.

In addition to personal consultation, MCIT's website (MCIT.org) provides a variety of downloadable resources under the safety tab.

Defensive Driving Training

MCIT members can also take advantage of online or on-site defensive driving training. Online training consists of a 40-minute course intended for experienced drivers. Members may have as many or as few employees view the online course as desired.

The on-site course lasts two hours and is led by a knowledgeable and engaging instructor. On-site classes need at least 10 and no more than 30 participants.

Both the online training and up to two on-site courses a year are provided at no cost as part of MCIT membership.

Department of Labor (MNOSHA) Consultation

Often underutilized, the Minnesota Department of Labor, which administers the Minnesota Occupational Safety and Health Administration (MNOSHA), employs a public sector-specific consultation division ready to consult over the phone or on site with helpful services.

This consultation division is entirely separate from MNOSHA compliance and works to partner with employers to increase job safety. Contacting MNOSHA consultation will not lead to a compliance checkup or citation.

Consultants will come on site to discuss occupational health issues, such as air quality or noise, and are available to conduct safety surveys of property and equipment.

Safety surveys can be scheduled once per year, and the scope is determined by the requesting employer. Safety surveys can help recognize workplace hazards. MNOSHA provides a written report summarizing the findings and makes recommendations for improvement. The only obligation for members is that they correct serious safety and health hazards within an agreed upon period.

In addition to safety and industrial hygiene consultation, members can work with consultants in the areas of ergonomics, workplace violence prevention and safety program or safety committee assistance.

Minnesota Safety Council

As a part of membership, every MCIT member entity is a member of the Minnesota Safety Council. This affiliation:

- allows members free access to the Safety Council's more than 500-title video library, extensive selection of on-demand streaming videos and helpful fact sheets.
- provides access to specialized consultants.
- gives members discounted rates on some Safety Council products and services.

Open Meeting Law Supersedes JPAs, Bylaws

By Sonya Guggemos, MCIT Senior Staff Counsel for Risk Control

Joint powers entities occasionally include provisions in their formation or operational documents that conflict with the Minnesota Open Meeting Law, Minnesota Statutes Chapter 13D.

Meetings by Telephone

For example, a joint powers entity (JPE) may want to hold meetings via telephone for convenience, cost and ease of operation. Unfortunately the board's legal ability to do so is extremely limited by the Open Meeting Law (OML). Under the OML, meetings by telephone are permitted only when an in-person meeting or a meeting via interactive television is not practical or prudent because of a health pan-

dem or an emergency declared under Minnesota Statutes Chapter 12.¹

Although state agencies, boards and commissions have a statute permitting telephone meetings, that convenience is not given to local governments.² Holding a board meeting via telephone could be a violation of the OML, even if the JPE bylaws otherwise permit it. Meetings by interactive television are permitted by the OML, but only after several additional technical and notice conditions are met.³

Meeting Notices, Board Communication

Meeting notice provisions in joint powers agreements and bylaws should be consistent with the Open Meeting Law. For example, the OML requires that written notice of a special meeting, including the meeting's purpose, be posted at least three days before the meeting.⁴ Minnesota Department of Administration has opined that a public body's discussion is confined to the detailed purpose stated on the notice.⁵ Agreement or bylaw provisions that permit

2017 Coverage Reviews: Jan. 19

The 2017 Coverage Review webinars are scheduled for late January and address coverage changes for 2017, common questions about all coverage types and how to report claims.

The one-hour live "Property and Liability Coverage Review" is appropriate for all member types and will be presented Jan. 19 at 2 p.m.

Separate prerecorded webinars will be available for agricultural societies and soil and water conservation districts by Jan. 19. The sessions address the most common exposures for these member types.

All employees and officials who deal with MCIT coverage are encouraged to attend the appropriate webinar. Individual sessions detailing property and liability coverage will be provided as on-demand recordings for those who need a full review of MCIT coverage, not just changes for 2017. These coverage reviews will be posted by Jan. 19 to MCIT.org/coverage-reviews/.

The primary contact or designee for each county member must sign a form acknowledging he or she understands MCIT coverage and that MCIT has provided opportunities to learn about coverage.

Registration Details

A registration link is posted to MCIT.org/coverage-reviews/. No registration is needed for the "Agricultural Society Coverage Review" or the "SWCD Coverage Review." Members will be able to access the recorded sessions by Jan. 19 at MCIT.org/coverage-reviews/.

Members who have other questions about the webinars or want to discuss coverage concerns, should contact their MCIT risk management consultant:

- Bob Goede at 1.866.547.6516 ext. 6428 or rgoede@mcit.org
- Jane Hennagir at 1.866.547.6516 ext. 6425 or jhennagir@mcit.org
- Joel Swanson at 1.866.547.6516 ext. 6427 or jswanson@mcit.org

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compensation claims representative with questions regarding the PBM program or myMatrixx.

PBM Benefits

myMatrixx provides a number of benefits for employees with work-related injuries or illnesses:

- fast prescription authorizations
- a network of more than 64,000 pharmacies (95.5 percent of retail pharmacies nationwide)
- convenient mail service/home delivery of necessary medications
- no-risk First Fill prescription program, which allows workers who have not yet been added to the myMatrixx system to receive up to a 30-day supply of their prescriptions
- 24-hour live customer service support at 1.877.804.4900
- a mobile app, giving instantaneous access to prescription card information and pharmacy locations

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