

Subject: Preview - ICRMT Update - July Newsletter
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Download the Latest Memo from Jane May of IFMK Law: "Can the Public Be Silenced? Emerging Law on the First Amendment and Social Media"

Stay informed with an in-depth analysis on the evolving intersection of the First Amendment and social media. The latest memo delves into critical questions about free speech in the digital age. Discover how emerging laws are shaping public discourse online and what it means for your rights.

[Download Now](#)

[Additional First Amendment Liability Resources for Download](#)

- [First Amendment Audit Preparedness Presentation from UCCI](#)
 - [Helpful Handouts](#)
 - [HHS Guidance Sheet](#)
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Don't Forget to Download Our May Memos from IFMK Law!

If you missed our insightful memos from May, now is the time to catch up. Stay up-to-date with the latest legal analyses and updates from IFMK Law.

- [Memo: DOL ISSUES FINAL RULE ON EXEMPT EMPLOYEE SALARY THRESHOLD](#)
 - [Memo: EEOC ISSUES GUIDANCE ON HARASSMENT IN THE WORKPLACE](#)
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Modified Return To Work Part 2: The Financial Benefits of Modified Duty Work Programs

Public entities typically seek strategies to control costs related to workers' compensation. One extremely effective approach is the implementation of modified return-to-work programs, traditionally known as light duty or transitional duty work.

Understanding Modified Duty Work

In an earlier newsletter, modified duty work was discussed in general. As a brief refresher, modified duty work refers to temporary assignments or modifications to an employee's usual tasks, accommodating any physical restrictions due to injury or illness. This concept is not only a compassionate response to workforce needs but also a savvy financial strategy. In this article, the discussion will focus on the cost savings associated with modified duty work programs.

[Keep Reading](#)

Enhancing Workplace Safety: A Guide to Preventing Slips, Trips, and Falls

The ICRMT is dedicated to fostering a safe and healthy work environment for ICRMT members. To support this commitment, we've developed some tips to help you identify and mitigate slip, trip, and fall risks.

Navigating Slip Hazards

Slips often occur due to wet floors, accidental spills, or icy conditions. These incidents are more prevalent when we're in a rush, wearing improper footwear, or not fully attentive to our surroundings. Here's how you can contribute to a safer workspace:

- **Adopt safe walking practices:** On slick surfaces, take measured, short steps. Position your feet outward to maintain balance.
- **Immediate spill response:** Address and clean spills promptly. Even small spills pose significant risks.
- **Grease management:** Prevent grease build-up in work areas, such as foodservice operations.
- **Surface awareness:** Exercise caution while walking on polished floors, or other slippery surfaces, indoors and out.
- **Slip resistant shoes and traction devices:** Those exposed to slippery surfaces may benefit from a requirement to wear slip resistant footwear. Numerous options are available commercially. Those that work outdoors in winter may benefit by donning cleat like devices that can go onto an existing

shoe or boot and be removed as needed.

[Read More](#)



Identifying and Preventing Workers' Compensation Fraud: A Guide for Employers

Workers' compensation is a crucial safety net for employees who suffer work-related injuries or illnesses, ensuring they receive the medical care and financial support they need to recover. However, like any system, it can be susceptible to fraud. As a Third-Party Administrator (TPA), we understand the importance of safeguarding your business from fraudulent claims while supporting genuine cases. Here's how you can identify and prevent workers' compensation fraud.

[View the full blog on ipmg.com](#)

UNEMPLOYMENT INSURANCE

ICRMT is continually enhancing cost-saving opportunities for their valued members. Governmental entities are unique in that they do not have to participate in the state unemployment tax.

Since the ICRMT Unemployment Insurance is exclusive to public entities and they have traditionally lower turn over, we are able to offer a lower rate as well as additional services to assist our members. This helps reduce the high cost of traditional state unemployment tax and has no disruption to employees whom file a claim. Not only does ICRMT program provide savings to its members, but also helps members with this process by offering:

- Review of tax rate for potential savings
- Handling of claims and auditing benefit charge statements
- Assisting with appeals as well as hearing preparations and representations
- Pre-separation assistance and legal Counsel

To Get a Quote:

- Most Recent Annual Contribution Rate Determination form is needed
- Must be an ICRMT member

Eligible Entities:

- Counties
- School Districts
- Townships
- Specialty Districts
- Park Districts
- Community Colleges

Questions?

Bob Spring

630-301-9492

Bob.Spring@ipmg.com

Kyle Shell

314-704-9976

Kyle.shell@ipmg.com

2023 ICRMT Jail Administrator of the Year

“On May 30th, 2024, the ICRMT recognized Marion County Sheriff’s Office Jail Administrator Troy Reed as the 2023 ICRMT Jail Administrator of the Year. As part of this award, Jail Administrator Reed was given a scholarship to attend Legal Liability Risk Management Institute’s (LLRMI) National Law Enforcement Conference in Franklin, TN, as well as a plaque detailing his accomplishments. The plaque was inscribed with the following:

In recognition of your hard work and dedication to the Marion County Sheriff’s Office, the Illinois Counties Risk Management Trust (ICRMT) recognizes Troy Reed as the 2023 ICRMT Jail Administrator of the Year. Troy has led an aggressive effort to reduce agency liability by updating policy, implementing online training, attending advanced in-person training, and seeking outside guidance from specialists in areas of complex liability.

On behalf of the ICRMT, we applaud you for your efforts and thank you for your continued dedication to your agency and the profession in which you serve.

Pictured in the photo are Marion County Sheriff Kevin Cripps, IPMG Law Enforcement Practice Co-Director Josh Blackwell, and Jail Administrator Troy Reed.”



EEOC Final Rule on Pregnant Workers Fairness Act

Jane May of OKGC Law has prepared a memo providing an important update on the EEOC's final rule on the federal Pregnant Workers Fairness Act. The rule, effective June 18th, imposes expansive obligations on employers to accommodate pregnancy, childbirth, and related medical conditions reasonably.

The link below will direct you to the ICRMT website where you can download the full detailed memo that provides further information on the new rule. We encourage you to review it thoroughly to ensure compliance with these new regulations.

If you have any questions or need assistance, please do not hesitate to reach out to your risk management consultant.

[View the memo on icrmt.com](#)

NeoGov Updated Courses

The following courses have been added to the NeoGov Learn environment. The NeoGov Learn online learning portal contains over 350 courses, and is available at no cost to ICRMT member employees for safety and other types of training. Please contact your Risk Management Consultant for more information, or to get started.

[Download the new course list](#)

[Download the full NeoGov Learn course catalog](#)

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Have questions? Contact our Risk Management Team.

rmsinfo@ipmg.com

Insurance Program Managers Group, 225 Smith Road, St. Charles, IL 60174

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