

Subject: Preview - ICRMT Update - December Newsletter
Date: Monday, February 10, 2025 at 4:34:13 PM Central Standard Time
From: Marketing Email Preview Send
To: Katie Noeska

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Euthanizing Animals: Ethics and Precautions for Animal Control Departments

Humane euthanasia of animals, unfortunately, is an essential service provided by animal control departments, but it can come with a high price if done incorrectly or without proper rules in place.

Unfortunately, when animals are severely injured, ill, or pose a risk to public safety, they sometimes require euthanasia. The burden is to ensure that euthanasia is carried out appropriately, safely, and humanely; animal control agencies must

adhere to strict guidelines and take critical precautions.

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Revolutionize Your Absence Management with IPMG

We understand the challenges of managing employee absences and the significant impact it can have on your organization's efficiency. That's why we're excited to introduce you to a powerful solution – IPMG's Absence Management Service.

Comprehensive Absence Tracking

Say goodbye to the confusion of tracking employee absences. Our platform offers a centralized hub, providing a clear overview of who's in, who's out, and why. No more messy spreadsheets – just a simplified, organized approach to absence management.

Customizable Reporting

Gain valuable insights into absenteeism patterns with our customizable reporting tools. Identify trends, track leave balances, and make data-driven decisions to enhance workforce planning and management.

Regulatory Compliance Made Easy

Keeping up with ever-changing labor laws and compliance requirements can be daunting. Our service is designed to help you navigate these complexities, reducing the risk of non-compliance and associated penalties.

Empower Employees with Self-Service

Foster a more engaged and satisfied workforce by empowering your employees with self-service capabilities. Allow them to submit leave requests, check their leave balances, and update their profiles – all within the platform.

Seamless Integration

Integrate our Absence Management Service with your existing HR and payroll

systems for a seamless experience. Say goodbye to manual data entry and hello to a more connected and efficient workplace.

Don't let absence management be a headache any longer. Trust IPMG to streamline your processes and elevate your workforce management to new heights.

Contact your IPMG Risk Consultant or email us at rmsinfo@ipmg.com.



The Importance of “Incident Only” Claims in Workers’ Compensation

In the realm of workplace safety and workers’ compensation, the term “incident only” claims often surfaces. These are reports of workplace incidents that do not result in immediate injury or require medical treatment. While they might seem minor or inconsequential at first glance, investigating and reporting these incidents to the workers’ comp carrier/administrator is crucial for several reasons.

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ICRMT Member Profile:

The Greater Round Lake Fire Protection District

Periodically in our newsletter the ICRMT likes to profile an ICRMT member that demonstrates exemplary efforts toward shaping and influencing safety and / or liability within their organization. For this newsletter, we are featuring the Greater Round Lake Fire Protection District, located in Round Lake, Illinois. The district has been an ICRMT member since 2016.

For the Greater Round Lake Fire Protection District, safety excellence is a core value that is part of everything they do, and not just something that is only for emergency responses. It is incorporated into every activity and decision made. Chief Greg Formica says, “We do not define safety excellence, safety excellence defines us.”

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OSHA Reminder

Through the In-sight Online OSHA Reporting Tool, ICRMT members can generate their OSHA 300A Form for each of their locations. The OSHA 300A report details lost days, restricted days, and other relevant information related to workplace injuries and illnesses. The 300A summary for the prior calendar year must be posted by Feb. 1st, until April 30th, in a prominent location where it will be visible to

employees. This is required by OSHA's record-keeping standard.

Before generating the logs using the tool, ICRMT members must certify their workers' compensation claims as OSHA recordable, or not. Once claims are certified, the tool can then populate the necessary claim information on the 300A and 301 forms, and generate the logs, which can then be printed for posting as noted above.

The ICRMT risk team strongly recommends ICRMT members log into Insight Online to start the process of reviewing and certifying each claim in the OSHA Reporting Tool. With the holiday season approaching, please be aware that this process may take some time depending on the volume of your workers' compensation claims.

An OSHA recordable tree is linked here for guidance on determining whether a claim is considered OSHA recordable. Please feel free to contact Brandon Beyer via email at brandon.beyer@ipmg.com with any questions.

[Download the OSHA Tree](#)



Demystifying Mental Health and Wellness Resources: A Practical Audit for Illinois First Responder Agencies

By: Caitlyn Brennan, Chief Executive Officer, 100 Club Of Illinois

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<https://www.100clubil.org/>

Mental Health is the newest buzzword in the first responder arena, it is discussed in every conference, platform and policy meeting. Unfortunately, though, there is an overflow of information plaguing decision makers and all too often the easiest, cheapest, or most persistent option gains traction with the purchasing powers that be.

As fiduciaries to the first responder community, we must ask ourselves - are we making hasty decisions on first responder wellness and safety because we don't have time to vet all the options? Because there is too much noise around mental health to figure out where to start? Because we don't understand or trust available options?

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Reminder: How your Public Entity can meet Annual Compliance in 1 hour and 27 minutes using Neogov

Since 2019 all employees in Illinois have been required to complete annual sexual harassment training. Starting in 2024 all public entity employees in Illinois are now required to also complete cyber security training on an annual basis. ICRMT members can access this training online for no cost through the NeoGov online training system (LMS).

If your public entity is already enrolled to use NeoGov the courses that meet state compliance guidelines are:

Sexual Harassment:

- Sexual Harassment Prevention (IFMK Law) – 1 Hour
- (Add-on suggested for supervisors) - Sexual Harassment Prevention (IFMK Law) for Supervisors – 7 minutes.

For Cyber (To meet the P.A. 102-0753 Cybersecurity requirements:

- Cybersecurity: Data Privacy and Safe Computing** - 10 Minutes
- Cybersecurity: Responding to Data Breaches** - 10 Minute

These are just a few of many courses available for no additional cost as an ICRMT membership benefit. Many of these courses also meet CEU requirements for SHRM and IL. EPA (water operators).

If you want additional information on NeoGov and need to get access to the online training, you can contact your IPMG Risk Consultant or email us at rmsinfo@ipmg.com.

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

Please note the new courses added:

- *Situational Leadership*
- *Civility in the Workplace*
- *PCI Security Standards*
- *Avoiding Phishing Attempts*
- *Avoiding Ransomware & Malware Attacks*
- *Complying with the Gramm-Leach-Bliley Act*

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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