



Excellence

IN RISK MANAGEMENT

2017 Recipient

New and Innovative Risk Management Initiatives

Town of Westport Police Department

Background

Police officers face many challenges during their careers. Over time, these stresses take their toll, leading to more frequent and severe Workers' Compensation claims and a higher Total Cost of Risk.

In 2011-12, the Town of Westport Police Department's Total Cost of Risk had reached \$1.5 Million per year, fueled by increasing Workers' Compensation claims, which in turn led to higher overtime costs.

In response, the Westport Police Chief developed an overall wellness and readiness program to help better prepare his officers for dangers they face on the job. The program uses different workouts, led by a professional trainer, to promote wellness and build physical fitness. Officers have access to cross-fit equipment and training seven days a week at no cost through the program at a local gym.

Being a formal structured program with strong backing from the Chief, the program achieved better results than officers previously had trying on their own.

Lessons Learned & Results

Since implementing this health and wellness program, the department has seen a reduction in sick time, reduced overtime pay, and an earlier return-to-work following work-related injuries. Medical-Only claims have decreased by over 50%, and the frequency and severity of claims are the lowest among their peer departments. The Town of Westport Police Department's Total Cost of Risk has gone from \$1.5 Million per year in 2011-12, to an average below \$130,000 per year.

Beyond the costs savings, the department has seen increased camaraderie among its officers and improved morale.

For more information about CIRMA's Excellence in Risk Management Awards program or to download an application, please visit our website at www.CIRMA.org

