



# Chief Executive Office.

## COUNTY OF LOS ANGELES

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### ACTING CHIEF EXECUTIVE OFFICER

Joseph M. Nicchitta

January 23, 2026

To: Supervisor Hilda L. Solis, Chair  
Supervisor Holly J. Mitchell, Chair Pro Tem  
Supervisor Lindsey P. Horvath  
Supervisor Janice Hahn  
Supervisor Kathryn Barger

From: Joseph M. Nicchitta   
Acting Chief Executive Officer

### **CHIEF EXECUTIVE OFFICE RISK MANAGEMENT ANNUAL REPORT, FISCAL YEAR 2024-25 (ITEM NO. 30-A, AGENDA OF FEBRUARY 6, 2018)**

Attached is the Chief Executive Office Risk Management Annual Report, Fiscal Year (FY) 2024-25. The purpose of the report is to inform the Board of Supervisors (Board) of a summarized Cost of Risk in Liability and Workers' Compensation exposures, assist departments in recognizing the nature and extent of their exposures and losses, and provide direction on risk management strategies to be taken in the current and subsequent FYs.

In the past two FY's, the Chief Executive Office (CEO) Risk Management Branch (CEO Risk Management) focused on the core risk management principles of risk assessment and control, risk transfer, and finance. The overall goal was to efficiently manage and finance risk, maximizing the County's overall mission and performance while remaining effective, efficient, impactful, and transparent.

Practicing proactive risk management is the fundamentally correct way of managing risk to reduce and prevent cost of risk drivers before incidents occur. This approach resulted in a FY 2024-25 cost of risk of 1.98%, the lowest in almost 20 years.

In FY 2024-25, CEO Risk Management completed the second and final phase of the Loss Portfolio Transfer (LPT). The LPT was a comprehensive risk financing plan that removed nearly 300,000 Workers' Compensation claims to lower long-term liabilities, including future payment obligations and administrative burdens. The



"To Enrich Lives Through Effective and Caring Service"

final phase LPT cost was \$25 million in FY 24-25. Removing this amount results in a 1.93% cost of risk for the fiscal year, which is the lowest recorded cost of risk since risk management annual reports have been developed for the County.

These positive outcomes are due to the continued support from the Board in all facets of risk management, including approving new positions in CEO Risk Management to focus on more robust prevention efforts as well as supporting the various initiatives undertaken by CEO Risk Management in the last few years.

The following is a summary of the risk categories. Although our overall cost of risk decreased, the County should continue to focus on proactive risk management efforts in all categories below.

### **Total Cost of Risk**

The County's total cost of risk decreased from 2.01% to 1.98% (1.93% excluding the LPT), which is the lowest recorded value for the County in almost 20 years.

The total cost of risk is measured as a percentage of the County's operating budget. The details on the number, type, and cost of claims are included in the attached report and are more fully described in the County Counsel Annual Litigation Cost Report.

### **Workers' Compensation**

Workers' Compensation claim frequency increased by 132 to 11,296 claims. Claim costs increased by approximately \$13 million to \$599 million, a 2.2% increase from the previous FY 2023-24. This cost increase is attributable to statutory changes in physician charges and payments to injured workers.

### **Vehicle Liability<sup>1</sup>**

Vehicle accident claim frequency increased by 188 to 1,406 claims in FY 2024-25, with 173 of these claims being non-jurisdictional and not related to County department functions. The cost of vehicle liability claims and lawsuits decreased by \$1.93 million to \$15.9 million, which is a 10.8% decrease from FY 2023-24.

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<sup>1</sup> In FY 2020-21, County Counsel implemented a new system to manage litigation activities and CEO implemented a new system to manage claim activities with data exchange between the two systems. These systems allow the County to generate more accurate reporting and classification studies based on our specific needs. Therefore, these reports will have different costs associated with the departments. CEO reports on tort liability and Worker's Compensation claims, while County Counsel reports on both non-tort and tort liability cases and does not report on Workers' Compensation matters. County Counsel's Annual Litigation Cost Report should be utilized to evaluate trends related to litigation expenses, and the CEO Risk Management Annual Report should be used to analyze Workers' Compensation and Liability claims trends.

### **Employment Practices Liability (Non-Workers' Compensation)<sup>1</sup>**

Employment Practices Liability claim frequency increased by 40 to 224 claims, which is partially attributed to 12 claims filed against the Department of Public Health alleging discrimination and nine claims filed against the Office of the District Attorney for alleged retaliation and/or discrimination. The cost of Employment Practices Liability claims and lawsuits increased by \$9.3 million to \$47.6 million, which represents a 24.3% increase over FY 2023-24. A total of three claims were responsible for approximately \$14 million of these payouts and included a District Attorney claim for retaliation (\$2.5 million), a Department of Public Social Services claim regarding a wage dispute (\$7.3 million), and a Sheriff's Department claim for discrimination (\$4 million).

### **Law Enforcement Liability<sup>1</sup>**

Law Enforcement Liability claim frequency remained stable and increased by only three to 749 claims. Law Enforcement claims and lawsuit costs also decreased by \$24.9 million to \$54.4 million, which represents a 31.5% decrease from FY 2023-24 and a 49.8% decrease from FY 2022-23 (decrease of \$54 million).

### **Other General Liability<sup>1</sup>**

Other General Liability claim frequency increased by 583 to 4,248 claims, representing a 15.9% increase from FY 2023-24. The increase was due to 526 claims filed against the Department of Health Services for contract dispute/billing issues and 304 claims filed against the Department of Public Works for property damage resulting from the January 2025 Wildfires. The cost of these claims and lawsuits also increased by \$19.4 million to \$62.8 million, which represents a 44.6% increase from FY 2023-24. The increase in cost is attributed to three claims which accounted for over 53%, or \$33.5 million, of the costs. These costs are attributed to a claim involving eminent domain related to the Vermont Corridor (\$17.9 million), a Sheriff's Department claim involving a dangerous condition resulting in the death of a pedestrian (\$8.2 million), and a Fire Department claim involving allegations of wrongful death (\$7.4 million).

### **Medical Malpractice Liability<sup>1</sup>**

Medical Malpractice Liability claim frequency increased by 12 to 155 claims. The cost of these claims and lawsuits increased by \$1.7 million to \$8.5 million and is attributed to a Fire Department claim for \$1.6 million related to medical care complications and a Department of Health Services claim for \$1.3 million for post-surgical complications.

CEO Risk Management continues to work with departments to prevent injuries and lower costs through guided assistance, and training and education initiatives, including:

- Collaboration with departments in addressing cost drivers associated with issues driving Workers' Compensation and tort liability costs, including vehicle, general, employment practices, and medical malpractice liability.
- Measurement of departments' risk performance and focused loss prevention efforts to improve departments experiencing higher loss trends.
- Collaboration with departments in increasing the quality of Corrective Action Plans to include more robust descriptions, supporting documentation, exhibits, and contain in-depth discussions as to the violations and/or system issues that occurred and how suggested corrective actions will address the problems in the present and into the future.

Furthermore, as directed by the Board on March 9, 2021, CEO Risk Management and the Department of Human Resources developed metrics to rank departmental risk management performance by clusters and provided consultative services to the lower performing departments (bottom 10%) in each cluster. The results of the performance metrics and prevention activities are included in this report.

Should you have any questions concerning this matter, please contact me or Destiny Castro, Assistant Chief Executive Officer, at (213) 738-2194 or [DCastro@ceo.lacounty.gov](mailto:DCastro@ceo.lacounty.gov).

JMN:JG:DC  
RUC:er

c: All Department Heads



County of Los Angeles

# Risk Management

## Inside County Risk FY 2024-25 Annual Report

Destiny Castro  
County Risk Manager  
February 2026





**Hilda L. Solis**  
**First District**



**Holly J. Mitchell**  
**Second District**



**Lindsey P. Horvath**  
**Third District**



**Janice Hahn**  
**Fourth District**



**Kathryn Barger**  
**Fifth District**

**COUNTY OF LOS ANGELES  
BOARD OF SUPERVISORS**



**CHIEF EXECUTIVE OFFICE  
RISK MANAGEMENT BRANCH**

**2024-25**

**Inside LA County's  
Risk Management  
Annual Report**



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## RISK MANAGER'S MESSAGE

The County of Los Angeles (County), Chief Executive Office – Risk Management Branch (CEO Risk Management) is pleased to provide its Risk Management Annual Report for Fiscal Year (FY) 2024-25.

The role of CEO Risk Management is to manage the County's cost of risk and to protect the safety and well-being of the employees, members of the public, places, and resources of the County. CEO Risk Management focuses on core risk management functions and principles of risk assessment, control, risk transfer, and finance. The overall goal is to efficiently and appropriately manage and finance risk, maximizing the County's overall mission and performance while remaining cost-effective, efficient, impactful, and transparent. Practicing proactive versus reactive risk management is fundamentally a different way of looking at risk to reduce and prevent cost of risk drivers before an incident occurs. Building a solid foundation to guide departments along with ongoing staff development ensures departments are supported and understand their vital role in sustaining a strong risk management program in the County.

Over the years, our programs have matured, and we are now seeing significant results including the ability to attract multiple insurers to finance our larger loss exposures, the elimination of hundreds of Workers' Compensation claims, predictable loss development, and increased third-party recoveries.

The comprehensive Countywide Risk Management Information Platform (RMIP), which retired over nine legacy systems, is now providing departments with key information that is being used to effectively manage the County's overall risks.

In FY 2024-25, we implemented the following strategies to control costs and reduce liabilities:

1. Strategic purchasing of commercial insurance to protect against the risk of catastrophic loss events.
2. The development and implementation of a comprehensive risk financing plan to lower long-term Workers' Compensation liabilities. This year, the second and final phase of a Loss Portfolio Transfer (LPT) was completed which removed nearly 300,000 open and closed claims which accounted for 44% of the County's total workers' compensation claim count.
3. Worked with the District Attorney on suspected cases of workers' compensation fraud.
4. Created a risk management audit and compliance section to ensure implementation and efficacy of departmental Corrective Action Plans (CAPs).

Overall, the County's cost of risk remains below the industry standard of 2.0%. The next page displays a brief trend indicator for the categories of loss we typically observe and how it contributes to the overall cost of risk.

## RISK MANAGER'S MESSAGE (CONTINUED)

Upward trends in claims (marked in red) we typically see increased costs associated with increased claims. Conversely, downward trends in claims (marked in green) usually see lower costs in the future.

This annual report is organized to allow for the identification of claim trends specific to general liability and sub-categorized areas, including law enforcement, employment, medical malpractice, auto, and general liability. These categories represent different exposures and prevention requirements that will allow County departments the ability to focus efforts according to specific losses.

Claim Type	% Change in Frequency	% Change in Expense
Workers' Compensation	1.2%	2.2%
Automobile Liability	15.4%	-10.8%
General Liability - Other	15.9%	44.6%
Law Enforcement Liability	0.4%	-31.4%
Employment Practices Liability	21.7%	24.3%
Medical Malpractice Liability	8.4%	24.7%
Liability Administrative Expenses	N/A	-5.7%
<b>Total</b>	<b>5.6%</b>	<b>3.0%</b>
<b>Cost of Risk (excluding non-County agencies)</b>		<b>1.98%</b>

**Note:** Many opportunities to lower the County's overall costs remain. The remainder of this report outlines our key objectives for the upcoming FY and the specific cost drivers impacting our overall Cost of Risk.

## LOSS CONTROL

## RESOLUTION



## FUTURE RISKS

The number and type of losses we experience are generally predictable. However, there are events and risks that we have identified that may increase the frequency and severity of losses. Below, you will find a synopsis of exposures related to future risks:

- Climate change, as seen with the growing number of heat related events and devastating wildfires, will continue to impact the frequency and severity of catastrophic events.
- Workers' compensation legislation and regulations have increased workers' compensation costs over 45 million in the last two FYs.
- California's Child Victims Act (AB 218) allowed claims/lawsuits to be filed against the County with no statute of limitations. The County is managing thousands of claims that will significantly increase costs for the entire County over the next several years. This, along with other similar legislation, will have long lasting impacts that need to be analyzed to determine the best path forward.

## PREDICT



## STRATEGY

*The County's objective  
is to minimize the  
Cost of Risk*

## KEY OBJECTIVES—FISCAL YEAR 2025-26

CEO Risk Management provides leadership and direction for the County's departmental risk management programs. Key objectives for FY 2025-26 include:

### Countywide

- Continue to evaluate the process of the evaluation of threat assessment as part of the Workplace Violence Prevention Program.
- AB 218 created various changes to sexual abuse laws including a three year revival window for adult survivors who were sexually abused as minors to file civil lawsuits that were previously barred by the statute of limitations. Risk Management will continue to be closely involved in the evaluation of policies and procedures to ensure cases like those subject to AB 218 do not occur again.
- Support of the County's newest Department of Homeless Services and Housing by weighing the magnitude of the priority against the benefits of existing policies/procedures that are designed to reduce risk and cost to the County as well as looking at options outside of the box.



### Finance and Audit Unit

- Complete the Workers' Compensation Direct Deposit Pilot Program for the Department of Public Social Services and Sheriff's Department claimants.
- Improve procedures in the Insurance Budget including the consolidation, reformatting, and streamlining of the accounting schedules, reconciliation, and billing processes.

### Loss Control And Prevention Unit

- Enhance training opportunities at the Health and Safety Coordinator meetings through a combination of training topics presented by subject matter experts from both inside and outside the County as well as providing discussions on current and upcoming risk management issues and roundtable opportunities.
- Conduct an evaluation of the County's Behavioral Threat Assessment and Management (Workplace Violence Prevention) Program and practices, utilizing client resources available through County insurance programs.

PREVENTION

IDENTIFY

SOLUTION

COST

RECOVERY

## KEY OBJECTIVES—FISCAL YEAR 2025-26 (CONTINUED)

### Risk Transfer Unit

- Maintain an annual focused effort to mitigate County risk by insuring as much liability as is deemed financially responsible to protect County assets, while maximizing scarce taxpayer dollars. Continuing with this goal, Risk Transfer is working with a foremost insurance broker to conduct a feasibility study to examine multiple methodologies of securing and maintaining various lines of insurance, and specifically for Foster Family Agencies (FFAs)/foster care homes.
- Continue working with departments to evaluate properties and determine high risk and essential County buildings. Decisions to add County buildings to the property insurance program will be made from a risk management perspective and will consider various factors such as location, population, and essential function of the buildings to ensure that the most critical properties have the necessary coverage.
- Release the revised County Insurance Manual during the first quarter of calendar year 2026. We will initiate live webinars and online training covering the new manual, certificates of insurance (COIs) and frequently asked questions. We will also establish a recorded training that can be used for new hires, scheduled trainings, or for general reference. This will be the foundation of an enduring training program and the objective is to provide risk management and risk transfer perspectives to the departments' contract administrator functions with the goal of mitigating the contractual risks for the County.

### Audit Compliance Unit

- Work closely with departments reflecting higher volumes of CAPs and otherwise reviewing the CAPs of all departments for implementation of their corrective action steps.
- Create a standardized audit form for departments identified for audit to fill out concerning their respective CAPs completed corrective action steps. The CAP audit team will review these forms and use them as the foundation to initiate a triage process for audits. This process will now become a permanent feature with a final account appearing in the CEO Risk Management Annual Report moving forward.
- Establish performance metrics to be used to evaluate CAP efficacy for departments with higher CAP volume.

### Risk Management Inspector General Unit

- Explore and evaluate alternative processes in an effort to expedite the process of reviewing CAPs and Summary Corrective Action Plans (SCAPs). Increased caseloads and past delays have created a backlog of pending CAPs and SCAPs which has impacted the timely completion of CAPs. Risk Management Inspector General (RMIG) intends to focus on ensuring CAPs are completed timely.
- Continue to conduct annual reviews of departments' Risk Management Plans (RMP) to determine each departments' risk position from a liability claims perspective. RMIG will score departments based on multiple factors

## KEY OBJECTIVES—FISCAL YEAR 2025-26 (CONTINUED)

### Risk Analytics Unit

- Work with the Department of Human Resources (DHR), Riskonnect, CEO Information Technology Services (ITS), and Sedgwick Claims Management Services, Inc. (Sedgwick), to transfer Probation Department protected leave management operations to Sedgwick; oversee the transfer of protected leaves, correspondence, notepads, and sticky notes to Sedgwick on existing leaves; and work with DHR, Riskonnect, and Sedgwick on the transfer of new protected leaves opened by Sedgwick back to Claims Enterprise to ensure data completeness.
- Per request from the Office of County Counsel Workers' Compensation Division, enhance Claims Enterprise to track workers' compensation claims activity instead of their internal CRM system, allowing for a single source system for workers' compensation related activities and provide County Counsel Workers' Compensation Division with a system to streamline their daily activities.
- Per request from the Auditor-Controller, enhance current manual procedures by automating direct deposit for employees with workers' compensation claims moving forward.

### SOLUTION

### PREVENTION

### Workers' Compensation Unit

- Work with the Sheriff and Fire Departments to develop a panel of culturally competent medical providers who specialize in the treatment of public safety officers suffering from post-traumatic stress disorder.
- Assist the Sheriff's Department in the exploration of solutions to address the increasing number of open claims and total benefit payouts including alternative dispute resolution and accelerated claim closure projects.
- Continue to address resolution of workers' compensation claims through Compromise and Release to reduce unfunded liabilities for County departments.

### Liability Claims and Recovery Unit

- Create and implement an audit process for the purpose of evaluating Third Party Administrators (TPA) to ensure compliance with contract performance standards.
- Develop a General Liability Insurance Claim Manual to improve communications with departments and to improve efficiencies while maximizing insurance recoveries.



## KEY ACCOMPLISHMENTS—FISCAL YEAR 2024-25

### Finance and Audit Unit

- Improved the Projected FY Payout Report to assist departments with their Budget Status Reports by identifying relevant lawsuits over \$100,000 that are expected to be paid within the current FY from the Insurance Budget.
- Processed the following:
  - 253 Direct Deposit requests (488% increase over FY 2023-24)
  - 2,023 vendor requests to add or modify information in the claims system and eCAPS (8% increase over FY 2023-24)
  - Processed 295 retroactive Total Disability (TD)/Long Term Disability (LTD) reimbursements (24% increase over FY 2023-24)
  - Processed 32 Labor Code (LC) 4856 claims (56% increase over FY 2023-24)

### Loss Control and Prevention Unit

- Expanded educational opportunities and capabilities for LA County Risk Management personnel through Health and Safety Coordinator meetings, participation in departmental safety and risk management committees, and Countywide education and training efforts. Loss Control and Prevention staff disseminated several new and timely safety bulletins, provided training/guest speaking at a state conference, facilitated the “Training on How to Conduct Ergonomic Evaluations” through several cohorts and developed the ergonomics program audit resource checklist.

- Acquired and disseminated Office Ergonomics Training & Self-Assessment software to all County departments and worked with DHR to integrate the offering into the County’s Learning Management System and implement into Countywide best practices.

### Risk Transfer Unit

- Focused on the cyber and property insurance program which carry significant risk and the potential for high-cost claims and widespread impact. Worked closely with our insurance brokers and were successful at decreasing cost or at least maintaining costs on various insurance coverages while procuring more robust insurance policies and, in some cases, lower costs and expanded coverage or reduce self insured retention (deductibles) to better protect the County and minimize the County’s budget strains.
- Continued to assess County properties and update building values.
- Participated in three Countywide trainings including one at the Executive Risk Management Forum and two Countywide trainings hosted by the Internal Services Department, with presentations dedicated to insurance and indemnification requirements for County contracts to County departments.
- Drafted a revised comprehensive Insurance Manual for our County Commercial Insurance program. The manual includes the incorporation of frequently asked questions from the departments, relevant State codes that impact public entity indemnification sections and an updated cyber liability section among other modernized changes.

## KEY ACCOMPLISHMENTS—FISCAL YEAR 2024-25 (CONTINUED)

### Risk Management Inspector General Unit

- Created and continued to monitor the progress of implementing corrective actions in response to the AB 218 settlement in collaboration with other CEO branches, County Counsel, and DHR.
- Completed the Bridge Project within Claims Enterprise, which enhanced the CAP workflow within the system and allowed for the progression to develop the requirements for the CAP auditing, tracking, and compliance elements.

### Risk Analytics Unit

- Worked with Fire Department, Riskonnect, and CEO ITS to convert Fire Department Disability Management and Compliance operations to track workers' compensation claim activity in Claims Enterprise.
- Oversaw the enhancement of Claims Enterprise by Riskonnect, which included data conversion and reconciliation, data analysis and mapping, and loading reference tables from Fire Department's Access Database into Claims Enterprise.
- Converted Fire Department Disability Management and Compliance operations to Claims Enterprise in June 2025.
- Worked with the Riskonnect Analytics team and CEO Risk Management Workers' Compensation Unit to test and verify that the dashboards accurately presented data that matched the figures in the CEO Risk Management Annual Report.
- Launched the 4850/Salary Continuation Dashboard for County departmental user access in October 2024.

### Workers' Compensation Unit

- Executed a second Loss Portfolio Transfer transferring of select workers' compensation liabilities to an approved and qualified excess insurance carrier on November 15, 2024, for workers compensation claims opened between October 1, 1988, through April 15, 1993.
- Settled over 700 workers' compensation claims via Compromise and Release agreements to reduce the County's unfunded liabilities, eliminate associated administrative expenses, and limit exposure to future Medicare liens. The total settlement value of these claims of \$17.7 million resolved an estimated \$35.4 million in potential future exposure.

### Liability Claims and Recovery Unit

- Developed reporting processes to assist with accurate reporting of Section 111 reporting per Medicare requirements.
- Expedited commercial insurance recovery for the Eaton and Palisades Fire claims resulting from the January 2025 windstorms and fires.

### Audit Compliance Unit

- Initiated the audit of CAPs for calendar year 2025 in January. The implementation status of the corrective action steps for 46 CAPs were evaluated across several County departments and all CAPs were successfully completed. Moving forward, CAP implementation status will be reported in FYs.
- Evaluated 16 CAPs with a total of 63 corrective action steps related to in-custody deaths (Board Motion—Item No. 21, Agenda of May 13, 2025). All 63 corrective action steps were implemented.

## COST OF RISK

The cost of risk is the ratio of expenditures for the County's various cost of claims paid, divided by the County's operating budget in a specific FY. The effectiveness of the County's risk management programs, policy decisions, and effects of State and Federal regulations are reflected in the cost of risk since it includes paid workers' compensation claims, general liability claims, and the cost to defend a myriad of tort and non-tort-related claims. The cost of risk also includes costs associated with loss control and prevention programs, insurance premiums, and operational and administrative expenses.

During FY 2024-25, the County experienced a decrease in the Cost of Risk of – 1.49%.

## THE COUNTY'S OBJECTIVE IS TO MINIMIZE ITS TOTAL COST OF RISK

Detailed information is listed in the "Statistics" section of this report regarding the number of claims and expenses for each of the last three FYs by department for workers' compensation, State of California LC 4850 and salary continuation, automobile liability, general liability, employment practices liability, law enforcement liability, and medical malpractice.

The table on the next page illustrates the totality of all categories of risk as related to the County's operating budget.

REGULATE



REDUCE

IDENTIFY  
CONTROL

PREVENT

CORRECT

## COST OF RISK<sub>1</sub> (CONTINUED)

Category	FY 2022-23	FY 2023-24	FY 2024-25
<b>Workers' Compensation</b>			
Workers' Compensation Expense	\$516,434,811	\$586,590,317	\$599,595,738
Labor Code 4850/Salary Continuation	\$169,637,324	\$163,209,727	\$174,910,988
Workers' Compensation Expense Total	\$686,072,135	\$749,800,044	\$774,506,727
<b>Liability</b>			
Liability Expense Total	\$321,049,517	\$207,796,597	\$210,059,651
Purchased Insurance (premium and fees)	\$32,312,000	\$42,201,681	\$57,727,079
<b>Cost of Risk</b>	\$1,007,121,652	\$957,596,640	\$984,566,378
<b>Cost of Risk (excluding non-County agencies)</b>	\$997,710,154	\$957,596,640	\$974,687,962
<b>Total County Operating Budget (000)</b>	\$44,642,000	\$47,102,288	\$49,200,000
<b>Cost of Risk (Excluding non-County agencies as a percentage of the County's Operating Budget)</b>	2.23%	2.01%	1.98%

1. Detailed Cost of Risk Information can be found in Exhibit G of this report.
2. Labor Code 4850 benefits are provided to defined safety officers. The benefit pays full salary tax free for one year while they are disabled due to an industrial injury and cannot work. The County provides certain employees salary continuation benefits that restore 70% of their wages tax free while they are unable to work due to an industrial injury. The benefit is available for one year from the date of the industrial injury.
3. Workers' Compensation Expenses includes Administrative Expenses and Purchased Insurance.

## RISK FINANCING

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The County finances nearly all losses on a cash basis; therefore, any liability or workers' compensation claim that arises is subject to cash payment by the County, regardless of size. Based on the nature and scope of County operations, natural disasters, and external influences, County departments will be susceptible to large claims that significantly impact expenses. The results of FY 2024-25 illustrate this susceptibility as the top-10 claims of each expense category accounted for significant portions of expense, as follows: law enforcement top-10 claims accounted for 59.6% of expenses; general liability top-10 claims accounted for 74.6% of expenses; automobile liability top-10 claims accounted for 39.9% of expenses; medical malpractice top-10 claims accounted for 76.2% of expenses; and employment liability top-10 claims accounted for 53.9% of expenses. The County has instituted several risk management techniques to manage the cost of large loss claims outside of litigation management.

Minimizing claim frequency minimizes the potential of one of those claims becoming a large loss. The County currently utilizes loss control and prevention best practices specific to departments that are coordinated through the CEO, as follows:

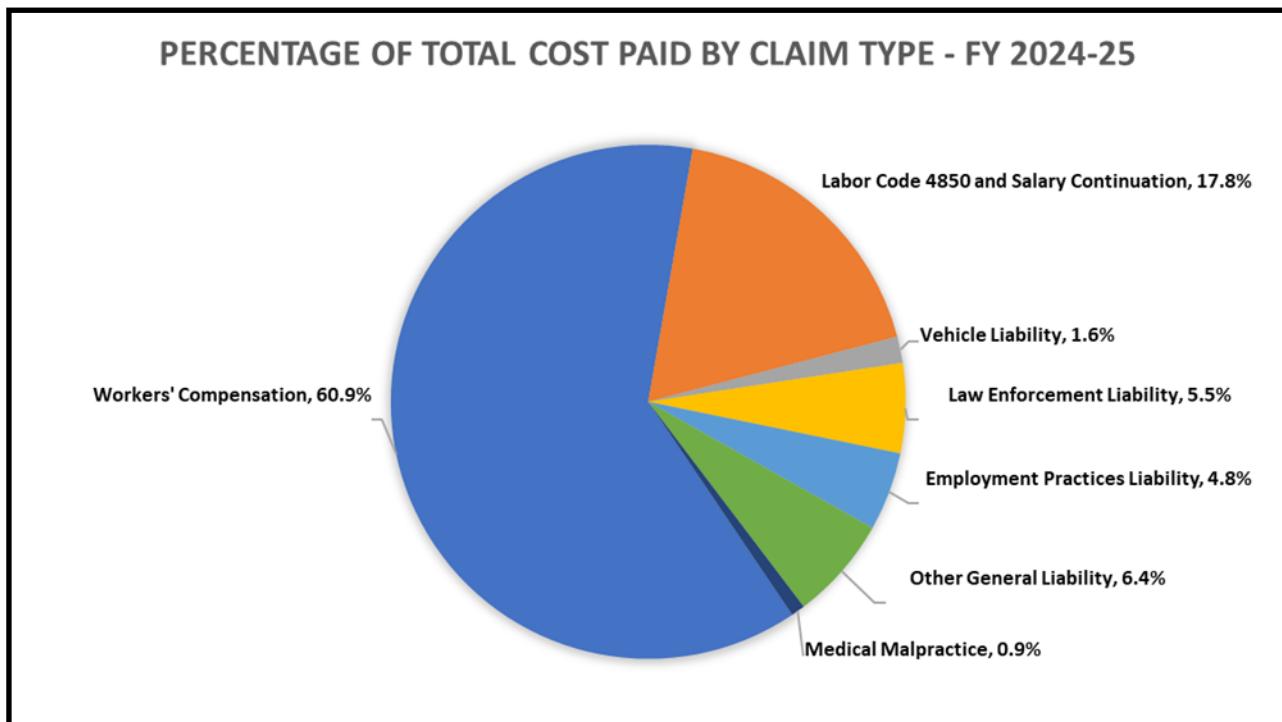
- CAPs and/or SCAPs are required for all settlements with an indemnity amount in excess of \$100,000 and as requested by RMIG. These plans summarize the nature of the claim and identify the root cause of the problem and corrective action steps to

be taken by the department, or the County as a whole, to minimize the potential for similar events to occur.

- Loss Control and Prevention updated several online training modules to address risk factors that contribute to vehicle accidents, and issued notices to departments that were experiencing increased claims.
- RMPs are developed annually by each department. These plans provide an overview of each department's risk management program, significant risk issues for that department, and mitigation measures or goals designed to prevent or minimize the given exposure.
- CEO Risk Management provides reporting and early trend analysis capabilities through department-specific dashboards. This includes a drill-down capacity to identify the "Top-5 Causes of Concern" for each type of loss.
- Contractual risk transfer of large loss potential involves reviewing, recommending, and constructing departmental insurance contract language, including indemnification language and proper endorsement usage that is consistent throughout the County and formulated to provide protection to the various contractors and the County, should an adverse event occur. County Counsel and CEO Risk Management collaborate with departments in this endeavor.

## OVERALL COSTS

The overall cost of the risk graph below illustrates that workers' compensation accounts for 62.2% of the cost of risk. For FY 2024-25, this represents approximately \$599 million.



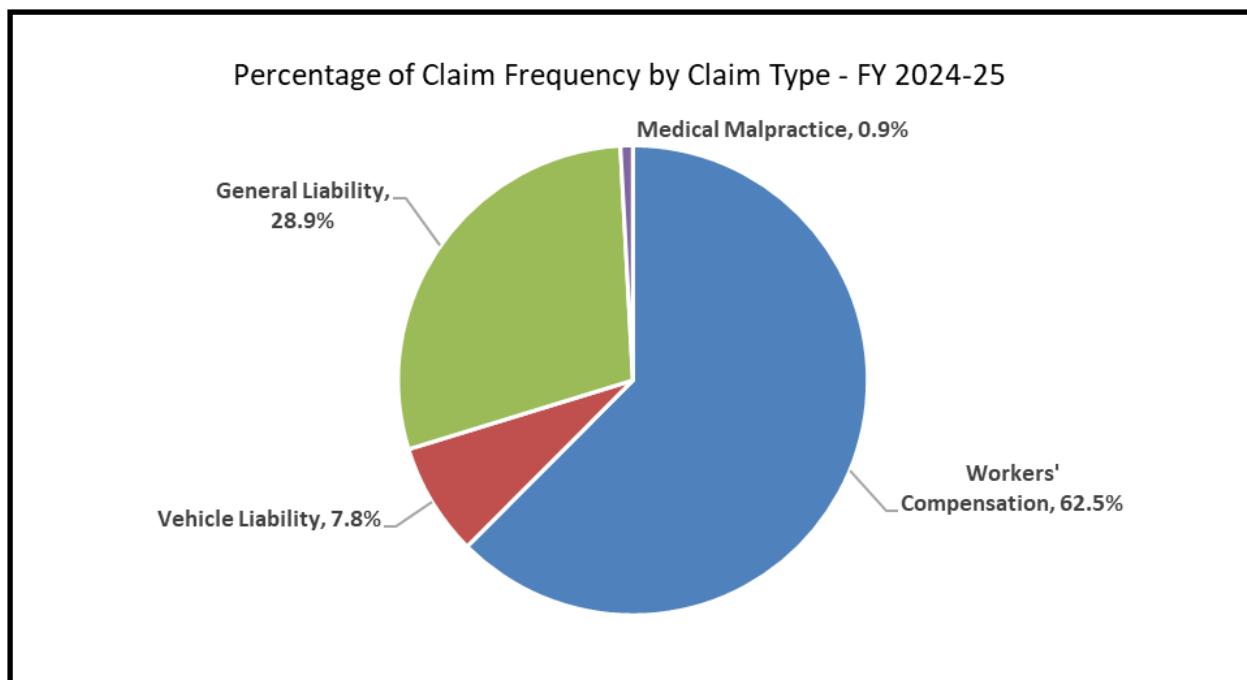
### CLAIM SEVERITY (TOTAL COST PAID) - ALL CLAIMS 1,2,3 - FY 2022-23 THROUGH FY 2024-25

Claim Type	FY 2022-23	FY 2023-24	FY 2024-25
Workers' Compensation	\$516,434,811	\$586,590,317	\$599,595,738
Labor Code 4850 and Salary Continuation	\$169,637,324	\$163,209,727	\$174,910,988
Vehicle Liability	\$15,487,137	\$17,893,153	\$15,963,381
Law Enforcement Liability	\$108,436,291	\$79,318,797	\$54,432,889
Employment Practices Liability	\$37,378,021	\$38,279,983	\$47,586,490
Other General Liability	\$125,737,213	\$43,398,896	\$62,750,314
Medical Malpractice	\$9,125,855	\$6,786,661	\$8,466,061
Liability Administrative Expenses	\$24,885,000	\$22,119,107	\$20,860,516
<b>TOTAL</b>	<b>\$1,007,121,652</b>	<b>\$957,596,641</b>	<b>\$984,566,378</b>

1. Data does not include unemployment costs.
2. Data includes pending and non-jurisdictional departments, but does not include associated agencies that are not County departments (i.e., MTA, Foothill Transit). This information includes County Counsel tort claims.
3. Amount Paid is the total of the transactions paid by coverage code in the FY; amount includes indemnity and legal fees and expenses, regardless of occurrence date; does not include Reported But Not Paid (RBNP) or Incurred But Not Reported (IBNR) reserves.
4. Workers' Compensation paid does not reflect State of California Labor Code 4850 and Salary Continuation payments, which are shown separately.
5. Liability Administrative Expense includes third-party administrator fees, consulting and management fees, and CEO expenses.

## CLAIM FREQUENCY BY CLAIM TYPE – FY 2024-25

In further demonstrating the impact of workers' compensation on the risk management program, the graph below illustrates that workers' compensation accounts for over half of all claims.



### CLAIM FREQUENCY (TOTAL NUMBER OF CLAIMS FILED) BY CLAIM TYPE FY 2022-23 THROUGH FY 2024-25

Claim Type <sup>1,2</sup>	FY 2022-23	FY 2023-24	FY 2024-25
Workers' Compensation	11,611	11,164	11,296
Vehicle Liability	1,069	1,218	1,406
Law Enforcement Liability	764	746	749
Employment Practices Liability	206	184	224
Other General Liability	15,292	3,665	4,248
Medical Malpractice	165	143	155
<b>TOTAL</b>	<b>29,107</b>	<b>17,120</b>	<b>18,078</b>

1. Total number of claims filed by FY regardless of date of occurrence; count includes all suffixes.
2. Includes County Counsel tort claims, but not agencies that are not County departments (i.e., MTA, Foothill Transit).
3. Does not include Unassigned Claims.

Note: FY 2022-23 Increase in Other General Liability claims is due to the Dominguez Hills/Carson odor complaints.

The methods and activities of managing the overall Cost of Risk are outlined in the remainder of this FY 2024-25 Annual Report.

## WORKERS' COMPENSATION UNIT

The County's self-insured Workers' Compensation Claim Administration Program (Program) is the largest local governmental program in the State of California. As a mandated employer funded social benefit program, it is responsible for administering approximately 33,000 open workers' compensation claims with 11,296 new workers' compensation claims reported in FY 2024-25. Statutorily mandated benefits are delivered through processes established under four TPAs, three Medical Management and Cost Containment contracts (MMCCs), and a Pharmacy Benefit Management company (PBM). CEO Risk Management's Workers' Compensation On-Site County Representatives (OSCRs) aid TPA staff, County departments, and injured workers. In addition, OSCRs authorize high value settlements and payment transactions, perform fiscal reconciliation services, and act as liaisons between departments, defense counsel, and TPAs. County Counsel staff and contracted defense attorneys provide legal support.

Workers' compensation expenses are generally separated into three categories: 1) Allocated Benefit Expenses (ABE); 2) Allocated Loss Adjustment Expenses (ALAE); and 3) Unallocated Loss Adjustment Expenses (ULAE). ABE include medical benefits, salary continuation and temporary disability benefits, permanent disability benefits, and death benefits. Such expenses are charged to the workers' compensation claim file.

ALAE include non-benefit payments to contract law firms, investigation firms, and other ancillary service providers. These expenses are also charged to the workers' compensation claim file. ULAE include the cost of TPAs, MMCCs, County Counsel Workers' Compensation Division staff, CEO Risk Management staff, State User Assessments, claims administration system, excess insurance, and other overhead charges required to administer or provide risk protection for the workers' compensation program. Such expenses are not charged or allocated to individual workers' compensation claims.

Total workers' compensation expenses paid in FY 2024-25, excluding LC Section 4850 and Salary Continuation benefits were \$574.3 million (this does not include the second and final \$25 million Loss Portfolio Transfer payment. This represents a 2.3% increase in workers' compensation expenses from FY 2024-25, which totaled \$561.3 million. ~~This is far less than the 8.7% increase~~

## DISABILITY



MANAGEMENT

BENEFITS

## WORKERS' COMPENSATION UNIT (CONTINUED)

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### WC Outstanding Liabilities

As reflected in the Workers' Compensation Actuarial Study, the Program's outstanding liabilities as of June 30, 2025, were approximately \$3.93 billion (at a 50% confidence level). This represents an increase of 5.9% over the estimated outstanding liabilities of \$3.71 billion as of June 30, 2024.

As of June 30, 2004, the actuarial study established future outstanding liabilities were \$2.63 billion (including the Courts) and as June 30, 2025, the outstanding liabilities were \$3.98 billion (including the Courts). This equates to an increase of under 2% annually over a 21-year period. CEO Risk Management continues to evaluate various alternate risk techniques to stabilize exposures and expenses, including lump-sum settlements for high exposure workers' compensation claims. During the last eight FYs, the County workers' compensation program processed approximately \$168 million in such settlements, which impacted approximately 5,400 claims, and resolved an estimated \$357 million in ultimate potential exposure (that includes the settlement amount).

Actuarial analysis of the County workers' compensation program's last twenty-years of loss distribution reflects approximately 17.6% of workers' compensation claims account for 83.3% of the total incurred (paid to date and remaining reserves). Additionally, 17% of payments (excluding salary continuation/LC 4850) in FY 2023-24 were issued from claims older than 10 years. Overall, the actuarial

study underscores the long-tail nature of workers' compensation exposures and expenses.

### Workers' Compensation Cost Trends and Influencing Factors

Future cost escalation will be driven by several factors. Those factors include the following:

- Regulatory increase to the medical-legal fee schedule;
- Significant increase to certain indemnity payments effective January 1, 2022. Such increases will continue to have an inflationary impact on workers' compensation program costs. LC requires the maximum and minimum weekly earnings upon which certain indemnity payments are based to increase by an amount equal to percentage increase in the State Average Weekly Wage (SAWW) compared to the prior year. In FYs 2022 and 2023, the SAWW increase was calculated at an unprecedent 13.5% and 5.2%, respectively (usual increases are 2%-4%). On January 1, 2025, an additional increase of approximately 3.8% will apply to such indemnity payments. These increases influence future costs related to some temporary disability, life pension, permanent total disability, and death benefits.;
- Aging public safety workforce.

## LIABILITY CLAIMS AND RECOVERY UNIT

### Liability Claims and Recovery Unit (LCRU)

LCRU assists in overseeing administration services for incidents, claims, and lawsuits, for automobile, employment, general liability, medical malpractice, and hospital liability matters. These services are performed under contract by TPAs. In addition, CEO Risk Management staff represents the County in cases that are filed in the Superior Court Small Claims Division. Recovery is also a critical component of the LCRU. The recoveries can result from asserting subrogation rights, protections afforded under contractual indemnification provisions, insurance contracts, contribution obligations, or identifying and pursuing responsible parties for damages and costs.

During FY 2024-25, George Hills provided administration services for incidents, claims, and lawsuits, for automobile, employment, and general liability matters. Sedgwick provided administration services for medical malpractice, hospital liability, and limited general liability incident reporting. Both groups provided County Counsel with litigation management and support services for their respective subject matters. These responsibilities included tracking litigation costs and expenses, participating in roundtable meetings, and attending and/or monitoring legal proceedings.

### Liability Claims Unit

Overall, the County experienced an increase in claim frequency in all areas. However, the County saw reductions in claim expense costs in Vehicle Liability and Law Enforcement Liability. Vehicle liability claim costs decreased by \$1.9 million to \$15.9 million, which represents a 10.8% decrease from FY 2023-24. Law Enforcement Liability claim costs decreased by \$24.9 million to \$54.4 million, which represents a 31.5 percent decrease from FY 2023-24 and a 49.8 percent decrease from FY 2022-23 (decrease of \$54.0 million).

### ACTIONS



## LIABILITY CLAIMS AND RECOVERY UNIT (CONTINUED)

### Small Court and Recovery Unit Claims (SCRU)

SCRU represents the County in cases filed in the Superior Court Small Claims Division and administers lost or stolen property claims filed against the Department of Health Services and the Sheriff's Department. In FY 2024-25, SCRU represented the County in 50 small claims court actions and prevailed in 46 of those claims.

Additional fundamental functions of SCRU is to identify opportunities to recover funds from various sources. The sources include parties that are totally or partially responsible for the loss, insurance, and contractual indemnification obligation. To maximize outcomes, SCRU partners with TPAs, insurance claims experts, and County Counsel staff to ensure the County's recovery rights are protected.

Workers' compensation subrogation rights are outlined in the California LC. In FY 2024-25, there was \$2,398,835 in workers' compensation recovery. Additionally, in FY 2024-25, there were combined recoveries of \$20,844,128 on the Liability and Property Claims Program. This was driven, in part, by property insurance recoveries totaling \$19,336,996, specifically by the recoveries on the Department of Public Social Services building fire that happened at 2615 South Grand Avenue on March 8, 2023, and the Eaton Fire in January 2025.

## RESOLUTION



ACTION

## LOSS CONTROL AND PREVENTION UNIT

Loss Control and Prevention provides consultative services and risk analysis to find effective solutions for root causes of loss, and training for all departments to ensure a safe and healthful environment for County employees and the public. Loss Control and Prevention efforts focus on departments with high-risk activities; however, regular assistance/support is also provided to all departments. Loss Control and Prevention's activities include the following:

- Enhancing loss control and prevention knowledge and capabilities within County departments through Health and Safety Coordinator meetings, participation in departmental safety and risk management committees, and Countywide education and training efforts, which include:
  - Creating model guidance documents, policies, best practices, and safety bulletins on pertinent loss control issues, including new or amended regulations, or current issues affecting the County.
  - Development and acquisition of training videos, courses, and related content for placement and distribution through the Learning Link and the online Risk Management University.
- Serving as subject matter experts for departments in responding to California Occupational Safety and Health (Cal/OSHA) complaint letters, citations, and informal conferences.

- Establishing County loss control and prevention standards and assisting departments with their risk management related needs.
- Evaluating proposed legislation involving liability and safety for applicability to County department operations including workplace violence and heat illness prevention.
- Addressing cost drivers associated with issues driving workers' compensation and tort liability costs, including vehicle, general, employment practices, and medical malpractice liability.
- Coordinating Countywide risk management training efforts through quarterly risk management, health and safety meetings where forthcoming legislation and other issues are presented and discussed with affected County departments.
- Providing statistical risk management information to departments and assisting with the interpretation of the statistics.
- Enhancing and maintaining the CEO Risk Management Internet site and the Joint Labor-Management Committee on Office Ergonomics Intranet site with new and updated material.

## RISK MANAGEMENT INSPECTOR GENERAL UNIT

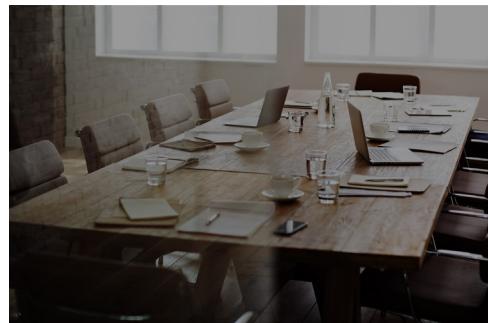
RMIG's role is multi-faceted; first, it is responsible for assisting County departments in the development and approval of CAPs and SCAPs; second, it uses the information from the CAPs and SCAPs to foster liability loss control measures. Finally, RMIG collaborates with departments, CEO Liability Claims Unit, and County Counsel to meet the mandates established by the Board of Supervisors (Board). This includes the requirement of all County departments to include a SCAP approved by RMIG as part of any tort-related claim settlement over \$100,000.

Accordingly, RMIG manages CAPs and SCAPs through the following processes that incorporate all the elements of loss control, claims management and Board mandates, as follows:

- Weekly review of all liability claims entered in the claims management system to determine early intervention, prevention, and containment efforts.
- Conduct detailed analysis of liability incident reports, claims, significant incidents, and adverse events, including monitoring adverse verdicts and items reported through various sources.
- Consult with departments and assist with their development of remedial corrections, CAPs and SCAPs.
- Pre-approve all CAPs and SCAPs prior to submission to the County Claims Board or Contract Cities Liability Trust Fund Claims Board, and/or the Board to expedite settlement payments.

- Escalate requests for CAP and SCAP information through department management and the Board, as necessary.
- Facilitate in obtaining and providing the CEO, Board, and Board staff with additional information as requested.
- Conducts audits and investigations of liability issues at the direction of the Board, and/or those issues which RMIG deems appropriate.

RMIG participates in all cluster meetings which involve in-depth discussions of CAPs, SCAPs and case facts. These cluster meetings are attended by Board Deputies, departments, County Counsel, and CEO. The purpose of the meetings is to brief the Board Deputies on all relevant information, so they can brief the Board before final Board approval is sought for a case.



ACTIONS

CORRECTIVE

## RISK MANAGEMENT INSPECTOR GENERAL UNIT (CONTINUED)

The number of CAPs approved by the Board during the FY 2024-25 is as follows:

### CAPs Approved During FY 2024-25

<b>Department</b>	<b>Number of CAPs Approved</b>	<b>Percentage of Total CAPs Approved</b>
Child Support Services	1	1.56%
Children and Family Services	5	7.81%
Fire	3	4.69%
Health Services	8	12.50%
Mental Health	3	4.69%
Parks and Recreation	3	4.69%
Probation	3	4.69%
Public Defender	2	3.13%
Public Works	4	6.25%
Sheriff	32	50.00%
<b>Total</b>	<b>64</b>	<b>100.00%</b>



IDENTIFY

AVOIDANCE

## RISK TRANSFER UNIT

The Risk Transfer Unit is responsible for purchasing commercial insurance Countywide, handling/issuing certificates of self-insurance, conducting insurance compliance reviews Countywide, and providing indemnification and insurance expertise to all County departments.

The County strives to obtain commercial insurance for multiple risks that could negatively affect the County. Examples of the types of commercial insurance procured are: automobile, aviation, cyber, crime, fiduciary, earthquake, general and property. The County is constantly analyzing the risks and benefits by which obtaining insurance provides additional financial stability to the County and its constituents. The purchasing of insurance allows the County better protection when conducting day-to-day activities, as well as allowing the County to better serve its constituents by taking more proactive roles in public safety and health initiatives that may be of a higher risk but of a greater public value.

The Risk Transfer Unit continued to provide Countywide insurance compliance reviews, indemnification and insurance trainings, and advice to all County departments on acceptable risk transfer techniques to protect the County from indemnity and legal costs associated with claims which may arise from the activities of County contractors.

The Risk Transfer Unit conducted 895 indemnification and insurance reviews for departments during FY 2024-25. Departments were advised on possible risks associated with

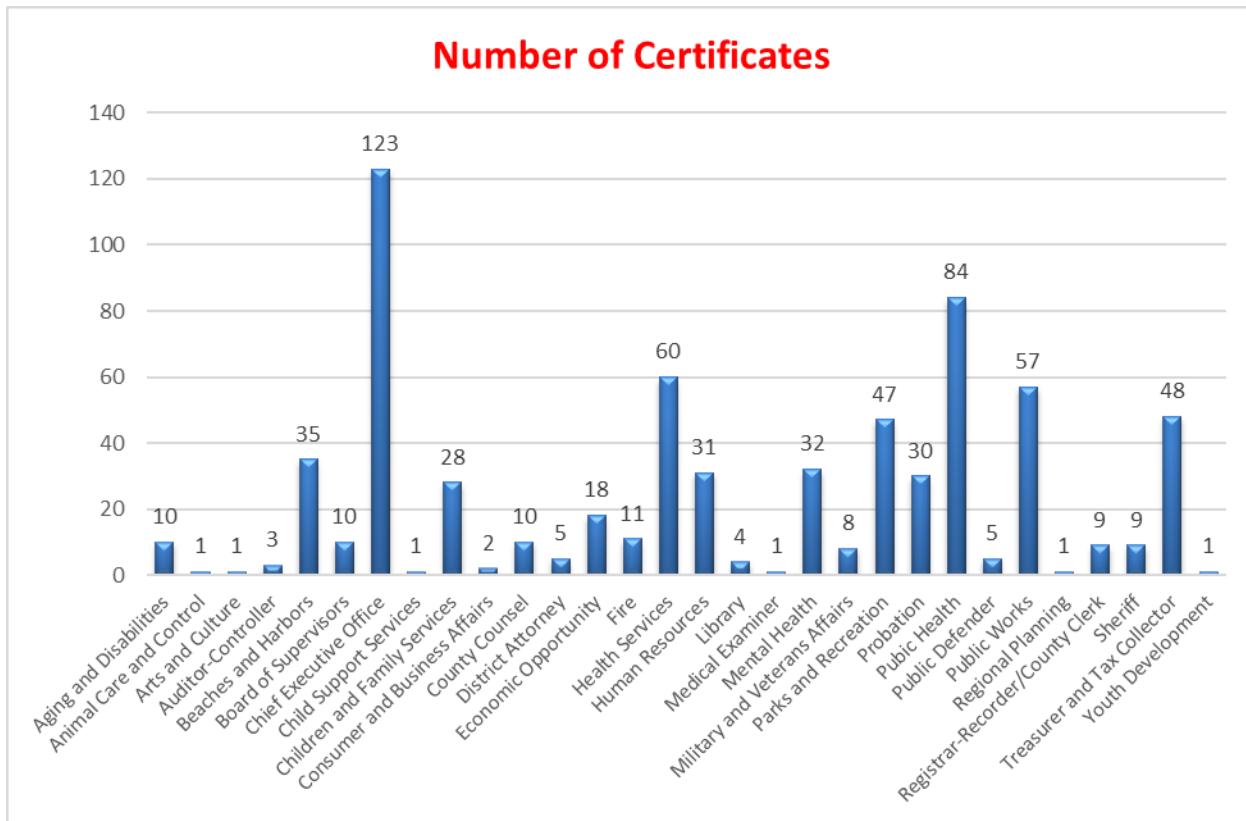
various projects and were provided recommendations on how to decrease such risks. The graph on the following page illustrates the number of reviews completed per department.

The Risk Transfer Unit implemented an online Certificate of Self-Insurance system in January 2017. As a result, the operating costs associated with the County Self-Insurance Certificate program decreased. All County departments can now efficiently produce Certificates of Self-Insurance to meet their respective departmental needs. Departments are often required to provide these certificates to various public and private entities for the County to conduct business on their property and/or for the public's benefit. Currently, all departments have access to the automated system and can produce their own Certificates of Self-Insurance within the requirements established by the County Risk Manager. This allows certificates to be expedited as needed and creates a more efficient way of conducting business. Tracking of the certificates is fully automated and certificates can be created and sent via e-mail within minutes.

The Risk Transfer Unit continues to train departments on the Certificate of Self-Insurance system and provides ongoing technical and administrative support.

## RISK TRANSFER UNIT — FY 2024-25 (CONTINUED)

The chart below illustrates the number of County Certificates of Self-Insurance completed during FY 2024-25. A total of 895 certificates were completed by the departments within this timeframe.



## RISK MANAGEMENT FINANCE UNIT

The Risk Management Finance and Audit Unit provides general accounting and internal audit services for various programs within CEO Risk Management. General accounting services include managing the Workers' Compensation Budget and Insurance Budget; monitoring contract expenses; billing all County departments; performing reconciliations; processing vendor requests, warrant service requests, invoice payments, County fund transfers; and providing direct deposit assistance to claimants and vendors.

Internal audit services include evaluating financial internal controls, providing recommendations, and performing various fiscal reviews to ensure financial accuracy and safeguarding against financial loss. Additionally, Finance provides accounting services for the County's Disability Management Program, which is overseen by DHR.



## RISK ANALYTICS UNIT

The Risk Analytics Unit is responsible for overseeing the County of Los Angeles RMIP, a comprehensive claims management system for workers' compensation claims, liability claims, and protected leaves. The Risk Analytics Unit works closely with Riskonnect, Inc., the contractor that hosts and maintains RMIP for the County, and with CEO-ITS on implementing new customizations and enhancements to RMIP, also referred to as Claims Enterprise. Other responsibilities include:

- Developing reports in Claims Enterprise or running Structured Query Language (SQL) queries in Microsoft SQL Server to obtain data to address the needs of CEO Risk Management, other County departments, including County Counsel, TPAs, or legislative analysts.
- Generating data required for the completion of the annual CEO Risk Management Annual Report.
- Compiling and distributing data from six sources about each County department's number of claims and expenses as a reference for their annual RMPs.
- Managing requests to Riskonnect from County and TPA users to add new fields or calculations to improve Ad Hoc reporting capabilities in Claims Enterprise.

- Testing and validating data for reports or after data conversion in Claims Enterprise by comparing data stored in Microsoft SQL Server or from other claims management programs.
- Organizing Claims Enterprise Ad Hoc reports and dashboards online trainings by Riskonnect for new County departmental users.
- Meeting weekly with Riskonnect and CEO-ITS to discuss and resolve service tickets that include requests for customized reports and new reporting fields, and technical issues in the user interface or reporting domain.
- Composing Claims Enterprise reference guides on how to create Ad Hoc reports and updating the data dictionary with new fields in the reporting domain.



## ANALYZE

## CHILD SEXUAL ABUSE INVESTIGATIONS AND CLAIMS MADE

On October 13, 2019, the Governor signed into law AB 218, which extended the statute of limitations period for individuals to file civil lawsuits for childhood sexual assault against persons and entities, providing a three-year window (starting January 1, 2020) which allowed previously time-barred claims to be revived.

The County was named in thousands of claims brought under AB 218, and in 2025, announced a plan to settle a majority of those claims for approximately \$4.5 billion.

The County created a Countywide CAP to develop and/or modify policies and processes to reduce the likelihood of future child abuse and to address any future allegations of abuse by a County employee or within a County facility in an expedited and consistent manner. In order to be successful in this endeavor, transparency is crucial for enabling proactive threat identification and mitigation. By being open about successes and failures, the County can prevent misinformation and ensure that everyone involved has the information needed to make informed decisions and identify vulnerabilities early.

The following table identifies the number of claims related to child sexual abuse by County workforce members:

### Fiscal Year 2024-25 Claims

Department	Claim Count
Children and Family Services	514
Mental Health	1
Non-Jurisdictional	4
Pending	7
Probation	4,916
Public Social Services	1
<b>Total</b>	<b>5,443</b>

The following table identifies the number of investigations opened related to child sexual abuse allegations made against County workforce members during FY 2024-25:

Department	Claim Count
Children and Family Services	13
Health Services	1
Mental Health	5
Probation	9
Sheriff	3
<b>Total</b>	<b>18</b>

CEO Risk Management will work with departments identified in the table above to evaluate and implement risk control measures to eliminate future cases of substantiated child sexual abuse. Future risk management annual reports will detail the efforts undertaken by these departments to prevent future incidents.

## RISK MANAGEMENT PERFORMANCE METRICS

On March 9, 2021, the Board directed the Chief Executive Office (CEO), in collaboration with all County Departments, to establish performance metrics to measure departmental risk management performance.

CEO Risk Management and DHR convened to establish performance metrics based on several factors to rank departmental risk management performance. Performance metrics include an aggregate score that integrates workers' compensation and liability claim performance (weighted 75%) and departmental risk management efforts and activities (weighted 25%), thereby creating a scoring metric that ranked departments through accrued points. Department arduous ratings were utilized to normalize Workers' Compensation and liability claim performance across all County departments. Service clusters were used to group departments and identify the lower performing department (bottom ten percent) for each cluster.

The departments listed below ranked in the bottom ten percent for FY 2023-24. CEO Risk Management and DHR met regularly with these departments to better focus their risk management efforts and some of those activities undertaken by these departments is listed below:

### *Beaches and Harbors (Community and Municipal Services Cluster)*

- Conducted several training opportunities throughout the year for staff in topics including De-escalation Techniques, Hands-only cardiopulmonary resuscitation

and automated external defibrillators, safe driving techniques and heat illness awareness.

- Added a new mass notification and incident management system (Informacast) to communicate with staff.
- Developed and implemented a workplace violence and heat illness prevention programs.

### *Treasurer and Tax Collector (Operations Cluster)*

- Providing employees with the Office Ergonomics mousepads to help staff with their workstation setup as well as information related to avoiding common injuries. Furthermore, we are requiring all staff to complete the Office Ergonomics Training and Self-Assessment course as a preventive measure.

### *Mental Health (Health and Mental Health Services Cluster)*

- Enhanced its interactive process by promoting greater supervisor engagement. Under this approach, supervisors are instructed to become actively involved as soon as an employee's need for accommodation is identified but pending review by the Disability Management Compliance (DMC) Unit.
- Launched the bi-monthly Human Resources Bureau (HRB) Forum in July 2024. The forum serves as a platform to share the latest HRB policies, initiatives, and updates; discuss current trends and best practices in human resources; and strengthen understanding of key human resources areas such as reasonable accommodation and the interactive process.

## RISK MANAGEMENT PERFORMANCE METRICS (CONTINUED)

### *Children's and Family Services (Children and Family Cluster)*

- Revised the ergonomics evaluation process by establishing an automatic e-mail alert system (implemented March 2025) to keep track of the delivery and installation of purchased equipment. It is triggered when a Purchase Order is issued and the recipient is required to submit the packing slip to Children and Family Services Safety and their office manager once the equipment is received.
- Assigned a staff member to monitor the ergonomics evaluation process to track and confirm the installation of ergonomics equipment.

### *Sheriff (Public Safety Cluster)*

- Refined its Performance Mentoring Program (PMP) through a thorough review and redesign initiative. The PMP is designed to identify and address concerns related to the overall professional performance of individual employees, supervisors, managers, and broader organizational practices. When a performance issue is detected, corrective actions are promptly implemented. Functioning as a proactive, early intervention, and retraining mechanism, the program provides varying levels of support to help employees improve,

benefiting both the individual and the Department as a whole. Participation in the program typically lasts anywhere from several months up to two years, depending on the circumstances.

- Continued its comprehensive, multi-phase approach to reducing traffic collisions, associated injuries, and liability exposure. In response to the July 9, 2024, Board motion, the Sheriff's Department, through the Office of Constitutional Policing and the Risk Management Bureau, advanced the Traffic Collision Mitigation Plan from planning and pilot testing to full integration across operational, training, and public-outreach domains. Phase One focused on foundation and implementation efforts. Phase Two emphasized awareness and accountability. Phase Three broadened the Department's internal and external engagement.

In continuance with the Board directive, CEO Risk Management will continue to measure departmental risk management performance. The departments listed below ranked in the bottom ten percent for FY 2024-25.

CEO Risk

Management and DHR will meet regularly with these departments through the FY to better focus their risk management efforts in minimizing claim frequency and severity drivers.

- District Attorney - Public Safety Cluster
- Beaches and Harbors - Community and Municipal Services Cluster
- Registrar-Recorder / County Clerk - Operations Cluster
- Health Services - Health and Mental Health Services Cluster
- Children and Family Services - Children and Family Cluster

**REDUCE**



## **STATISTICS**

### **FY 2022-23 TO FY 2024-25**

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All Claims Frequency and Expense Summary .....	Exhibit A
Workers' Compensation Claim Frequency and Expense Summary.....	Exhibit B
State of California Labor Code 4850 and Salary Continuation Expense Summary.....	Exhibit C
Vehicle Liability Claim Frequency and Expense Summary.....	Exhibit D
General Liability Claim Frequency and Expense Summary.....	Exhibit E
General Liability/Law Enforcement Liability Claim Frequency and Expense Summary.....	Exhibit E-1
General Liability/Employment Practices Liability Claim Frequency and Expense Summary....	Exhibit E-2
Medical Malpractice Claim Frequency and Expense Summary.....	Exhibit F
Cost of Risk Detail.....	Exhibit G



## EXHIBIT A

### ALL CLAIMS FREQUENCY AND EXPENSE SUMMARY

FY 2022-23 THROUGH FY 2024-25

Department	FY 2022-23		FY 2023-24		FY 2024-25	
	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)
Aging and Disabilities	14	\$709,717	20	\$919,941	17	\$934,202
Agricultural Commissioner/Weights and Measures	26	\$775,422	34	\$557,725	71	\$618,601
Alternate Public Defender	4	\$481,072	4	\$323,706	4	\$289,598
Animal Care and Control	111	\$1,147,666	155	\$1,487,258	178	\$1,794,127
Arts and Culture	0	\$1,664	3	\$17,627	1	\$19,631
Assessor	43	\$3,271,795	48	\$2,863,699	50	\$2,945,845
Auditor-Controller	26	\$472,271	12	\$715,143	22	\$1,394,445
Beaches and Harbors	45	\$1,547,063	63	\$1,976,621	48	\$1,591,610
Board of Supervisors	29	\$2,206,033	17	\$4,721,776	36	\$2,057,639
Chief Executive Office	20	\$24,796,894	28	\$1,263,769	33	\$19,313,848
Child Support Services	88	\$4,558,277	92	\$4,720,324	82	\$4,411,080
Children and Family Services	438	\$55,010,610	357	\$25,950,037	367	\$23,330,718
Consumer and Business Affairs	54	\$616,656	40	\$526,467	15	\$496,833
County Counsel	27	\$1,399,447	22	-\$3,570,722	28	-\$9,859,085
Department of Medical Examiner	65	\$5,882,881	51	\$1,406,737	32	\$1,250,883
District Attorney	155	\$13,018,392	146	\$33,626,504	161	\$15,237,870
Economic Opportunity	2	\$129,468	2	\$215,482	6	\$283,241
Fire	1,651	\$199,262,724	1,717	\$192,143,509	1,771	\$206,256,434
Health Services	2,197	\$62,798,000	2,116	\$69,607,558	2,697	\$71,285,456
Human Resources	9	\$874,699	10	\$931,220	8	\$896,518
Internal Services	117	\$8,286,249	113	\$6,866,183	73	\$6,426,319
Justice, Care and Opportunities	0	\$0	1	\$138,346	9	\$72,947
LACERA	10	\$436,487	12	\$525,691	10	\$1,089,595
LA County Library	33	\$1,054,017	38	\$2,927,218	42	\$692,283
Liability Administrative Expenses	0	\$24,885,000	0	\$22,119,107	0	\$20,860,516
Mental Health	232	\$8,680,725	339	\$10,759,676	361	\$11,361,012
Military and Veterans Affairs	2	\$174,345	3	\$145,648	5	\$99,196
Museum of Art	2	\$214,853	1	\$158,774	3	\$190,808
Museum of Natural History	0	\$34,663	0	\$28,482	1	\$24,035
Non-Jurisdictional	1,975	\$3,661	2,209	\$1,798,190	2,630	\$3,033,428
Parks and Recreation	218	\$5,647,250	230	\$5,576,271	245	\$6,459,930
Pending Assignment	62	\$0	279	\$23,900	49	\$0
Probation	789	\$50,385,712	966	\$53,946,645	896	\$69,259,228
Public Defender	38	\$2,258,151	51	\$2,725,890	45	\$8,132,567
Public Health	192	\$9,884,941	243	\$9,164,463	193	\$10,031,506
Public Social Services	789	\$40,634,770	692	\$33,653,028	748	\$43,790,281
Public Works	12,909	\$29,415,099	849	\$24,331,594	1,160	\$18,834,944
Regional Planning	38	\$1,139,087	244	\$2,360,029	15	\$1,718,128
Registrar-Recorder/County Clerk	110	\$4,361,538	76	\$3,136,280	85	\$2,511,236
Sheriff	6,417	\$430,225,233	5,705	\$426,125,520	5,716	\$425,201,541
Superior Court	133	\$9,035,014	135	\$9,352,725	127	\$9,323,181
Treasurer and Tax Collector	47	\$1,404,107	37	\$1,327,477	37	\$984,878
Youth Development	0	\$0	1	\$1,125	1	\$57,347
<b>TOTAL<sup>4</sup></b>	<b>29,117</b>	<b>\$1,007,121,652</b>	<b>17,161</b>	<b>\$957,596,641</b>	<b>18,078</b>	<b>\$984,566,378</b>

1. Amount Paid is the total of the transactions paid by coverage code in the FY, regardless of occurrence date plus amounts paid for Workers' Compensation from the Workers' Compensation Status Report. Amount Paid includes indemnity and legal fees and expenses. Does not include Reported But Not Paid (RBNP) or Incurred But Not Reported (IBNR) reserves. Workers' Compensation paid does not reflect State of California Labor Code 4850 or salary continuation payments. Data does not include unemployment costs.
2. Above information includes pending and non-jurisdictional departments, but does not include associated agencies that are not County departments, i.e., MTA, and Foothill Transit. This information does include County Counsel tort files. County Counsel expenditures are also included.
3. Amounts valued as of June 30, 2025. Amount Paid does not include administrative expenses or purchased insurance.
4. Total number of claims does not add up to the sum of claims by department since some claims are allocated to multiple departments; count includes all suffixes.
5. Liability Administrative Expense includes third-party administrator fees, consulting and management fees, and CEO expenses.

## EXHIBIT B

### WORKERS' COMPENSATION CLAIM FREQUENCY AND EXPENSE SUMMARY FY 2022-23 THROUGH FY 2024-25

Department	FY 2022-23		FY 2023-24		FY 2024-25	
	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)
Aging and Disabilities	11	\$460,541	17	\$642,615	11	\$508,365
Agricultural Commissioner/Weights and Measures	20	\$693,143	21	\$502,386	27	\$455,727
Alternate Public Defender	0	\$476,535	4	\$319,117	1	\$221,803
Animal Care and Control	101	\$839,501	130	\$1,155,658	166	\$1,495,104
Arts and Culture	0	\$1,664	3	\$17,627	1	\$19,631
Assessor	15	\$908,085	16	\$827,570	14	\$772,257
Auditor-Controller	8	\$302,409	4	\$328,707	14	\$680,891
Beaches and Harbors	28	\$759,451	31	\$1,107,718	22	\$865,564
Board of Supervisors	13	\$345,053	7	\$368,018	9	\$321,728
Chief Executive Office	5	\$567,120	3	\$482,368	3	\$521,777
Child Support Services	69	\$4,183,640	73	\$4,232,979	69	\$3,736,900
Children and Family Services	255	\$15,085,356	238	\$14,900,992	245	\$15,267,160
Consumer and Business Affairs	2	\$48,388	2	\$49,736	4	\$78,971
County Counsel	11	\$704,616	9	\$709,768	11	\$892,910
Department of Medical Examiner	40	\$824,935	23	\$1,049,786	22	\$882,450
District Attorney	71	\$6,467,487	68	\$7,176,336	71	\$7,783,048
Economic Opportunity	2	\$113,760	2	\$215,354	5	\$271,432
Fire	1,476	\$111,806,474	1,553	\$132,326,498	1,521	\$136,193,388
Health Services	1,795	\$41,735,932	1,810	\$49,430,600	1,920	\$48,515,820
Human Resources	7	\$704,390	8	\$696,794	5	\$797,706
Internal Services	86	\$4,458,050	78	\$4,775,427	55	\$4,176,031
Justice, Care and Opportunities	0	\$0	1	\$138,346	7	\$72,812
LACERA	10	\$436,106	12	\$482,456	10	\$794,408
LA County Library	27	\$777,916	27	\$883,791	35	\$648,459
Mental Health	192	\$7,479,924	277	\$7,242,180	300	\$7,828,040
Military and Veterans Affairs	2	\$174,345	2	\$145,648	2	\$98,102
Museum of Art	2	\$188,443	1	\$158,774	1	\$190,808
Museum of Natural History	0	\$34,663	0	\$24,963	0	\$24,035
Non-Jurisdictional	4	\$0	1	\$0	9	\$0
Parks and Recreation	152	\$4,142,664	164	\$4,085,246	163	\$3,783,556
Pending Assignment	3	\$0	0	\$0	0	\$0
Probation	729	\$33,261,254	891	\$36,189,495	791	\$40,010,951
Public Defender	23	\$1,676,891	29	\$1,822,409	20	\$1,464,875
Public Health	139	\$8,285,903	189	\$7,447,786	139	\$7,643,414
Public Social Services	719	\$32,522,432	620	\$31,869,885	671	\$32,378,692
Public Works	185	\$6,374,938	164	\$7,213,654	156	\$6,757,669
Regional Planning	2	\$157,817	2	\$151,071	4	\$218,889
Registrar-Recorder/County Clerk	53	\$2,508,564	52	\$1,838,583	37	\$1,871,973
Sheriff	5,215	\$217,586,666	4,485	\$256,348,962	4,622	\$261,913,957
Superior Court	132	\$8,690,211	135	\$8,892,915	127	\$8,876,112
Treasurer and Tax Collector	7	\$649,546	11	\$336,976	5	\$502,975
Youth Development	0	\$0	1	\$1,125	1	\$57,347
<b>TOTAL</b>	<b>11,611</b>	<b>\$516,434,811</b>	<b>11,164</b>	<b>\$586,590,317</b>	<b>11,296</b>	<b>\$599,595,738</b>

1. Amount Paid is the total of the transactions paid for Workers' Compensation in the FY; amount includes indemnity and legal fees and expenses, regardless of date of occurrence. Does not include RBNP or IBNR reserves. Workers' Compensation paid does not include State of California Labor Code 4850, salary continuation payments, purchased insurance, or Administrative Expenses.
2. Amounts shown as listed on the Workers' Compensation Status Report.
3. Superior Court expenses are billed to the State of California; these expenses are not controllable by the County as these are State of California employees.

**EXHIBIT C****STATE LABOR CODE 4850 AND SALARY CONTINUATION EXPENSE SUMMARY  
FY 2022-23 THROUGH FY 2024-25**

Department	FY 2022-23	FY 2023-24	FY 2024-25
	Amount Paid <sup>1</sup>	Amount Paid <sup>1</sup>	Amount Paid <sup>1</sup>
Aging and Disabilities	\$0	\$120,288	\$64,166
Agricultural Commissioner/Weights and Measures	\$39,512	\$29,538	\$74,419
Alternate Public Defender	\$0	\$2,137	\$0
Animal Care and Control	\$69,055	\$45,881	\$140,510
Arts and Culture	\$0	\$0	\$0
Assessor	\$78,639	\$69,683	\$55,441
Auditor-Controller	\$12,700	\$49,631	\$101,803
Beaches and Harbors	\$44,875	\$89,592	\$110,978
Board of Supervisors	\$28,243	\$2,151	-\$692
Chief Executive Office	\$56,001	\$10,248	\$41,055
Child Support Services	\$73,015	\$217,640	\$370,081
Children and Family Services	\$1,168,114	\$745,571	\$964,140
Consumer and Business Affairs	\$0	\$835	\$0
County Counsel	\$0	\$24,943	\$26,561
Department of Medical Examiner	\$25,848	\$73,235	\$47,120
District Attorney	\$2,351,428	\$1,497,629	\$1,457,277
Economic Opportunity	\$0	\$0	\$11,809
Fire	\$59,188,984	\$51,100,984	\$55,907,250
Health Services	\$3,140,095	\$2,794,827	\$4,019,342
Human Resources	\$5,147	\$35,170	\$26,825
Internal Services	\$296,619	\$265,742	\$290,896
Justice, Care and Opportunities	\$0	\$0	\$0
LACERA	\$381	\$43,235	\$157,165
LA County Library	\$17,901	\$6,988	\$25,273
Mental Health	\$266,567	\$441,239	\$411,966
Military and Veterans Affairs	\$0	\$0	\$0
Museum of Art	\$23,202	\$0	\$0
Museum of Natural History	\$0	\$0	\$0
Non-Jurisdictional	\$0	\$0	\$0
Parks and Recreation	\$215,274	\$343,132	\$364,116
Pending Assignment	\$0	\$0	\$0
Probation	\$12,571,834	\$14,147,593	\$22,630,405
Public Defender	\$98,580	\$141,234	\$1,877
Public Health	\$283,416	\$405,148	\$372,593
Public Social Services	\$787,692	\$1,439,296	\$882,352
Public Works	\$572,601	\$632,466	\$896,105
Regional Planning	\$28,545	\$83,461	\$0
Registrar-Recorder/County Clerk	\$8,116	\$5,521	\$81,883
Sheriff	\$87,898,986	\$87,918,889	\$84,946,932
Superior Court	\$284,801	\$425,549	\$405,925
Treasurer and Tax Collector	\$1,153	\$250	\$25,416
Youth Development	\$0	\$0	\$0
<b>Total</b>	<b>\$169,637,324</b>	<b>\$163,209,727</b>	<b>\$174,910,988</b>

1. Amount Paid is as reported by the Auditor-Controller based on the sum of 70% IA, 100% IA, and Mega IA expense.

## EXHIBIT D

### VEHICLE LIABILITY CLAIM FREQUENCY AND EXPENSE SUMMARY

FY 2022-23 THROUGH FY 2024-25

Department	FY 2022-23		FY 2023-24		FY 2024-25	
	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)
Aging and Disabilities	1	\$53,979	2	\$28,248	3	\$161,784
Agricultural Commissioner/Weights and Measures	6	\$42,768	8	\$25,243	17	\$88,455
Alternate Public Defender	1	\$0	0	\$0	0	\$0
Animal Care and Control	2	\$4,799	2	\$7,883	2	\$40,757
Arts and Culture	0	\$0	0	\$0	0	\$0
Assessor	2	\$0	0	\$110	0	\$19,725
Auditor-Controller	0	\$0	0	\$0	0	\$0
Beaches and Harbors	1	\$11,137	3	\$17,669	3	\$57,124
Board of Supervisors	4	\$25,149	2	\$64,654	7	\$34,398
Chief Executive Office	2	\$0	2	\$0	1	\$21,135
Child Support Services	0	\$0	2	\$0	0	\$26,005
Children and Family Services	24	\$356,325	18	\$584,228	25	\$755,830
Consumer and Business Affairs	0	\$0	0	\$0	0	\$0
County Counsel	0	\$0	0	\$0	0	\$0
Department of Medical Examiner	0	\$21,249	0	\$237	2	\$0
District Attorney	13	\$157,582	7	\$399,463	3	\$83,138
Economic Opportunity	0	\$0	0	\$0	0	\$0
Fire	115	\$955,890	102	\$1,588,659	98	\$1,398,849
Health Services	8	\$81,030	6	\$44,071	7	\$25,952
Human Resources	0	\$0	0	\$0	0	\$0
Internal Services	9	\$2,502,635	20	\$96,623	8	\$250,192
Justice, Care and Opportunities	0	\$0	0	\$0	1	\$135
LACERA	0	\$0	0	\$0	0	\$0
LA County Library	4	\$7,740	5	\$14,851	4	\$18,551
Mental Health	5	\$42,627	10	\$125,970	17	\$97,834
Military and Veterans Affairs	0	\$0	0	\$0	0	\$0
Museum of Art	0	\$0	0	\$0	0	\$0
Museum of Natural History	0	\$0	0	\$0	0	\$0
Non-Jurisdictional	418	\$1,008	488	\$210,690	661	\$449,469
Parks and Recreation	17	\$210,434	24	\$332,556	18	\$573,595
Pending Assignment	2	\$0	58	\$0	9	\$0
Probation	7	\$119,089	12	\$215,202	12	\$40,570
Public Defender	1	\$79,602	1	\$66,019	0	\$1,925,497
Public Health	16	\$27,196	10	\$140,291	9	\$328,486
Public Social Services	3	\$5,955	4	\$25,000	6	\$0
Public Works	75	\$2,130,843	94	\$3,417,878	109	\$1,594,990
Regional Planning	0	\$0	3	\$4,062	0	\$0
Registrar-Recorder/County Clerk	34	\$224,996	16	\$10,469	22	\$30,855
Sheriff	299	\$8,417,716	319	\$10,473,076	362	\$7,940,054
Superior Court	0	\$0	0	\$0	0	\$0
Treasurer and Tax Collector	0	\$7,390	0	\$0	0	\$0
Youth Development	0	\$0	0	\$0	0	\$0
<b>TOTAL<sup>4</sup></b>	<b>1,069</b>	<b>\$15,487,137</b>	<b>1,218</b>	<b>\$17,893,153</b>	<b>1,406</b>	<b>\$15,963,381</b>

1. Amount Paid is the total of the transactions paid for vehicle liability claims and lawsuits in the FY; amount includes indemnity and legal fees and expenses, regardless of date of occurrence. Does not include RBNP or IBNR reserves.
2. Above information includes pending and non-jurisdictional departments, but does not include associated agencies that are not County departments, i.e., MTA, Foothill Transit. This information includes County Counsel tort files.
3. Amounts do not include non-insured and non-third-party-vehicle losses which are directly paid by the departments. Amounts valued as of June 30, 2024.
4. Total number of claims does not add up to the sum of claims by department since some claims are allocated to multiple departments; count includes all suffixes.
5. The total number of claims does not add up to the sum of claims by department since some claims are allocated to multiple departments; count includes all suffixes.

**EXHIBIT E**
**GENERAL LIABILITY CLAIM FREQUENCY AND EXPENSE SUMMARY**
**FY 2022-23 THROUGH FY 2024-25**

Department	FY 2022-23		FY 2023-24		FY 2024-25	
	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)
Aging and Disabilities	1	\$26,261	1	\$85,397	2	\$80,079
Agricultural Commissioner/Weights and Measures	0	\$0	5	\$558	27	\$0
Alternate Public Defender	1	\$1,749	0	\$2,022	1	\$67,794
Animal Care and Control	7	\$119,401	22	\$201,441	10	\$63,614
Arts and Culture	0	\$0	0	\$0	0	\$0
Assessor	24	\$1,432,000	30	\$1,673,557	32	\$1,742,797
Auditor-Controller	15	\$104,923	8	\$156,833	8	\$78,725
Beaches and Harbors	16	\$731,599	27	\$754,395	23	\$458,732
Board of Supervisors	10	\$1,398,224	5	\$3,838,963	13	\$1,630,006
Chief Executive Office	13	\$23,675,108	23	\$590,072	29	\$18,463,376
Child Support Services	17	\$294,388	15	\$176,708	12	\$180,825
Children and Family Services	148	\$35,849,464	89	\$4,851,048	87	\$4,599,740
Consumer and Business Affairs	52	\$568,268	38	\$475,897	11	\$417,862
County Counsel	13	\$652,568	8	-\$4,436,222	17	-\$10,780,843
Department of Medical Examiner	10	\$565,100	25	\$163,321	5	\$248,692
District Attorney	31	\$1,053,957	22	\$3,789,623	20	\$628,655
Economic Opportunity	0	\$15,708	0	\$129	1	\$0
Fire	34	\$690,298	29	\$578,308	125	\$8,926,762
Health Services	244	\$5,713,353	165	\$1,216,312	615	\$1,996,493
Human Resources	1	\$0	0	\$0	1	\$0
Internal Services	22	\$932,024	14	\$1,633,791	10	\$1,613,123
Justice, Care and Opportunities	0	\$0	0	\$0	0	\$0
LACERA	0	\$0	0	\$0	0	\$0
LA County Library	1	\$107,206	6	\$18,838	2	\$0
Mental Health	13	\$305,374	31	\$886,802	25	\$1,549,689
Military and Veterans Affairs	0	\$0	1	\$0	3	\$1,094
Museum of Art	0	\$3,208	0	\$0	1	\$0
Museum of Natural History	0	\$0	0	\$3,519	1	\$0
Non-Jurisdictional	1,518	\$2,653	1,670	\$1,523,795	1,930	\$2,509,581
Parks and Recreation	48	\$993,305	41	\$670,694	61	\$1,246,374
Pending Assignment	44	\$0	194	\$23,900	37	\$0
Probation	25	\$1,434,441	15	\$1,115,028	14	\$235,124
Public Defender	8	\$96,935	9	\$76,683	13	\$152,662
Public Health	19	\$872,723	38	\$538,722	15	\$520,947
Public Social Services	45	\$987,437	62	\$134,832	60	\$513,530
Public Works	12,645	\$19,596,463	588	\$12,699,692	887	\$9,017,233
Regional Planning	35	\$828,723	239	\$1,568,400	11	\$1,426,475
Registrar-Recorder/County Clerk	23	\$1,168,609	8	\$1,281,706	24	\$526,456
Sheriff	169	\$25,172,210	212	\$6,206,960	83	\$14,304,885
Superior Court	1	\$0	0	\$0	0	\$0
Treasurer and Tax Collector	39	\$343,535	25	\$897,174	32	\$329,831
Youth Development	0	\$0	0	\$0	0	\$0
<b>TOTAL<sup>4</sup></b>	<b>15,292</b>	<b>\$125,737,213</b>	<b>3,665</b>	<b>\$43,398,896</b>	<b>4,248</b>	<b>\$62,750,314</b>

1. Amount Paid is the total of the transactions paid for liability claims and lawsuits in the FY; amount includes indemnity and legal fees and expenses, regardless of date of occurrence. Does not include RBNP or IBNR reserves.
2. Above information includes pending and non-jurisdictional departments, but does not include associated agencies that are not County departments, i.e., MTA, Foothill Transit. This information includes County Counsel tort files.
3. Amounts valued as of June 30, 2024.
4. Total number of claims does not add up to the sum of claims by department since some claims are allocated to multiple departments; count includes all suffixes.
5. Increase in Other General Liability claims is due to the Dominguez Hills/Carson odor complaints.

## EXHIBIT E – 1 (SUBSET OF EXHIBIT E)

### GENERAL LIABILITY/LAW ENFORCEMENT LIABILITY CLAIM FREQUENCY AND EXPENSE SUMMARY FY 2022-23 THROUGH FY 2024-25

Department	FY 2022-23		FY 2023-24		FY 2024-25	
	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)
Aging and Disabilities	0	\$0	0	\$0	1	\$0
Agricultural Commissioner/Weights and Measures	0	\$0	0	\$0	0	\$0
Alternate Public Defender	0	\$0	0	\$0	1	\$0
Animal Care and Control	0	\$0	1	\$0	0	\$0
Arts and Culture	0	\$0	0	\$0	0	\$0
Assessor	0	\$0	0	\$0	0	\$0
Auditor-Controller	0	\$0	0	\$0	0	\$0
Beaches and Harbors	0	\$0	0	\$0	0	\$2,261
Board of Supervisors	1	\$0	2	\$30,951	0	\$21,204
Chief Executive Office	0	\$0	0	\$0	0	\$0
Child Support Services	0	\$0	0	\$0	0	\$0
Children and Family Services	0	\$9,793	1	\$149	2	\$0
Consumer and Business Affairs	0	\$0	0	\$0	0	\$0
County Counsel	0	\$0	1	\$0	0	\$2,287
Department of Medical Examiner	9	\$2,575	1	\$5,646	0	\$4,435
District Attorney	28	\$1,494,125	41	\$18,799,201	49	\$1,884,167
Economic Opportunity	0	\$0	0	\$0	0	\$0
Fire	4	\$24,260,804	5	\$57,896	4	\$6,103
Health Services	1	\$226	5	\$4,655	11	\$91,287
Human Resources	0	\$0	0	\$0	0	\$0
Internal Services	0	\$0	0	\$0	0	\$0
Justice, Care and Opportunities	0	\$0	0	\$0	0	\$0
LACERA	0	\$0	0	\$0	0	\$0
LA County Library	0	\$153	0	\$0	0	\$0
Mental Health	1	\$21,526	2	\$19,950	7	\$5,511
Military and Veterans Affairs	0	\$0	0	\$0	0	\$0
Museum of Art	0	\$0	0	\$0	0	\$0
Museum of Natural History	0	\$0	0	\$0	0	\$0
Non-Jurisdictional	3	\$0	12	\$7,733	9	\$9,316
Parks and Recreation	0	\$0	0	\$0	0	\$2,261
Pending Assignment	7	\$0	4	\$0	2	\$0
Probation	14	\$281,025	28	\$393,854	26	\$3,237,313
Public Defender	3	\$82,550	7	\$193,204	12	\$3,796,502
Public Health	0	\$0	0	\$0	2	\$0
Public Social Services	1	\$0	0	\$0	2	\$4,017
Public Works	1	\$0	0	\$0	5	\$0
Regional Planning	0	\$0	0	\$0	0	\$0
Registrar-Recorder/County Clerk	0	\$0	0	\$0	0	\$0
Sheriff	691	\$82,283,514	635	\$59,769,975	616	\$45,325,081
Superior Court	0	\$0	0	\$33,269	0	\$41,143
Treasurer and Tax Collector	0	\$0	1	\$2,314	0	\$0
Youth Development	0	\$0	0	\$0	0	\$0
<b>TOTAL<sup>4</sup></b>	<b>764</b>	<b>\$108,436,291</b>	<b>746</b>	<b>\$79,318,797</b>	<b>749</b>	<b>\$54,432,889</b>

1. Amount Paid is the total of the transactions paid for liability claims and lawsuits in the FY; amount includes indemnity and legal fees and expenses, regardless of date of occurrence. Does not include RBNP or IBNR reserves.
2. Above information includes pending and non-jurisdictional departments, but does not include associated agencies that are not County departments, i.e., MTA, Foothill Transit. This information includes County Counsel tort files.
3. Amounts valued as of June 30, 2025.
4. Total number of claims does not add up to the sum of claims by department since some claims are allocated to multiple departments; count includes all suffixes.

## EXHIBIT E – 2 (SUBSET OF EXHIBIT E)

### GENERAL LIABILITY/EMPLOYMENT PRACTICES LIABILITY CLAIM FREQUENCY AND EXPENSE SUMMARY FY 2022-23 THROUGH FY 2024-25

Department	FY 2022-23		FY 2023-24		FY 2024-25	
	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)	# New Claims	Amount Paid <sup>1,2,3</sup> (all claims)
Aging and Disabilities	1	\$168,936	0	\$43,393	0	\$119,807
Agricultural Commissioner/Weights and Measures	0	\$0	0	\$0	0	\$0
Alternate Public Defender	2	\$2,788	0	\$431	1	\$0
Animal Care and Control	1	\$114,911	0	\$76,395	0	\$54,142
Arts and Culture	0	\$0	0	\$0	0	\$0
Assessor	2	\$853,071	2	\$292,780	4	\$355,625
Auditor-Controller	3	\$52,240	0	\$179,972	0	\$533,026
Beaches and Harbors	0	\$0	2	\$7,247	0	\$96,950
Board of Supervisors	1	\$409,364	1	\$417,038	2	\$46,481
Chief Executive Office	0	\$498,666	0	\$181,082	0	\$266,504
Child Support Services	2	\$7,234	2	\$92,998	1	\$97,269
Children and Family Services	11	\$2,541,558	11	\$4,868,049	7	\$1,743,848
Consumer and Business Affairs	0	\$0	0	\$0	0	\$0
County Counsel	2	\$42,263	0	\$130,789	0	\$0
Department of Medical Examiner	1	\$4,442,982	1	\$106,658	1	\$56,213
District Attorney	12	\$1,493,812	8	\$1,964,251	17	\$3,397,668
Economic Opportunity	0	\$0	0	\$0	0	\$0
Fire	17	\$2,257,301	16	\$6,209,106	14	\$1,839,446
Health Services	35	\$3,262,529	39	\$9,952,559	32	\$11,120,301
Human Resources	1	\$165,162	2	\$199,256	2	\$71,987
Internal Services	0	\$96,920	1	\$94,600	0	\$96,077
Justice, Care and Opportunities	0	\$0	0	\$0	1	\$0
LACERA	0	\$0	0	\$0	0	\$0
LA County Library	1	\$143,101	0	\$2,002,750	1	\$0
Mental Health	9	\$514,202	2	\$1,963,379	7	\$1,385,945
Military and Veterans Affairs	0	\$0	0	\$0	0	\$0
Museum of Art	0	\$0	0	\$0	1	\$0
Museum of Natural History	0	\$0	0	\$0	0	\$0
Non-Jurisdictional	11	\$0	9	\$47,850	11	\$64,863
Parks and Recreation	1	\$85,572	1	\$144,642	3	\$490,027
Pending Assignment	3	\$0	1	\$0	0	\$0
Probation	14	\$2,718,069	20	\$1,885,473	53	\$3,104,865
Public Defender	3	\$223,594	5	\$426,340	0	\$791,153
Public Health	11	\$394,686	3	\$578,730	20	\$1,145,442
Public Social Services	16	\$6,331,254	5	\$184,016	9	\$10,011,691
Public Works	2	\$740,255	3	\$367,904	3	\$568,946
Regional Planning	1	\$124,002	0	\$553,035	0	\$72,765
Registrar-Recorder/County Clerk	0	\$451,254	0	\$0	2	\$70
Sheriff	42	\$8,779,808	50	\$5,217,505	32	\$9,928,723
Superior Court	0	\$60,002	0	\$992	0	\$0
Treasurer and Tax Collector	1	\$402,483	0	\$90,763	0	\$126,657
Youth Development	0	\$0	0	\$0	0	\$0
<b>TOTAL<sup>4</sup></b>	<b>206</b>	<b>\$37,378,021</b>	<b>184</b>	<b>\$38,279,983</b>	<b>224</b>	<b>\$47,586,490</b>

1. Amount Paid is the total of the transactions paid for liability claims and lawsuits in the FY; amount includes indemnity and legal fees and expenses, regardless of date of occurrence. Does not include RBNP or IBNR reserves.
2. Above information includes pending and non-jurisdictional departments, but does not include associated agencies that are not County departments, i.e., MTA, Foothill Transit. This information includes County Counsel tort files.
3. Amounts valued as of June 30, 2025.
4. Total number of claims does not add up to the sum of claims by department since some claims are allocated to multiple departments; count includes all suffixes.

## EXHIBIT F

### **MEDICAL MALPRACTICE CLAIM FREQUENCY AND EXPENSE SUMMARY FY 2022-23 THROUGH FY 2024-25**

Department	FY 2022-23		FY 2023-24		FY 2024-25	
	# New Claims	Amount Paid <sub>1,2,3</sub> (all claims)	# New Claims	Amount Paid <sub>1,2,3</sub> (all claims)	# New Claims	Amount Paid <sub>1,2,3</sub>
						(all claims)
DHS - Administration	0	\$0	0	\$20,257	1	\$41,953
DHS – Ambulatory Care Network	7	\$299,329	3	\$406,764	9	\$564,393
DHS - Community Programs	0	\$0	0	\$0	1	\$0
DHS – Harbor Care South	31	\$4,882,782	33	(\$381,176)	41	\$908,987
DHS - High Desert	6	\$0	2	\$0	1	\$0
DHS – Integrated Correctional Health Services	9	\$62,340	2	\$9,377	7	\$54,192
DHS – Juvenile Court Health Services	0	\$859,123	0	\$90,526	0	\$0
DHS – Los Angeles General Medical Center	30	\$2,057,962	34	\$1,056,109	40	\$2,828,133
DHS – Not Otherwise Classified	14	\$0	3	\$224	0	\$0
DHS – Olive View-UCLA Medical Center	8	\$686,909	9	\$4,918,163	9	\$1,070,920
DHS – Rancho Los Amigos	7	\$16,391	3	\$44,290	3	\$47,681
<b>Health Services Subtotal<sup>4</sup></b>	<b>112</b>	<b>\$8,864,836</b>	<b>89</b>	<b>\$6,164,534</b>	<b>112</b>	<b>\$5,516,261</b>
Board of Supervisors	0	\$0	0	\$0	5	\$4,514
Children and Family Services	0	\$0	0	\$0	1	\$0
District Attorney	0	\$0	0	\$0	1	\$3,917
Fire	5	\$102,973	11	\$282,059	9	\$1,984,636
Medical Examiner – Coroner	4	\$191	1	\$7,854	2	\$11,973
Mental Health	12	\$50,504	17	\$80,155	5	\$82,026
Non-Jurisdictional	19	\$0	21	\$8,121	10	\$199
Pending Assignment	1	\$0	1	\$0	1	\$0
Public Health	7	\$21,017	3	\$53,785	8	\$20,624
Public Social Services	5	\$0	0	\$0	0	\$0
Sheriff	0	\$86,333	0	\$190,153	1	\$841,910
<b>TOTAL<sup>4</sup></b>	<b>165</b>	<b>\$9,125,855</b>	<b>143</b>	<b>\$6,786,661</b>	<b>155</b>	<b>\$8,466,061</b>

1. Amount Paid is the total of the transactions paid for medical malpractice claims and lawsuits in the FY; amount includes indemnity and legal fees and expenses, regardless of date of occurrence. Does not include RBNP or IBNR reserves.
2. Above information includes pending and non-jurisdictional departments, but does not include associated agencies that are not County departments, i.e., MTA, Foothill Transit. This information includes County Counsel tort files.
3. Amounts valued as of June 30, 2025.
4. Total number of claims does not add up to the sum of claims by department since some claims are allocated to multiple departments; count includes all suffixes.

## EXHIBIT G

### **COST OF RISK DETAIL FY 2022-23 THROUGH FY 2024-25**

	<b>FY 2022-23</b>	<b>FY 2023-24</b>	<b>FY 2024-25</b>
<b>Workers' Compensation</b>			
Benefit Expense	\$366,340,320	\$405,595,291	\$421,411,364
Loss Expense <sup>1</sup>	\$135,789,000	\$126,919,743	\$124,474,543
Administrative Expense <sup>2</sup>	\$20,541,388	\$22,461,647	\$21,492,105
Purchased Insurance <sup>3</sup>	\$5,547,059	\$6,288,636	\$6,892,726
Loss Portfolio Transfer	\$0	\$25,325,000	\$25,325,000
<b>Workers' Compensation Expense Subtotal</b>	<b>\$516,434,811</b>	<b>\$586,590,317</b>	<b>\$599,595,738</b>
<b>Labor Code 4850 / Salary Continuation</b>	\$169,637,324	\$163,209,727	\$174,910,988
<b>Workers' Compensation Expense Total</b>	<b>\$686,072,135</b>	<b>\$749,800,044</b>	<b>\$774,506,727</b>
<b>Liability<sup>3,4</sup></b>			
Vehicle Liability Expense	\$15,487,137	\$17,893,153	\$15,963,381
General Liability Expense	\$271,551,525	\$160,997,676	\$164,769,693
Medical Malpractice Expense	\$9,125,855	\$6,786,661	\$8,466,061
<b>Liability Expense Subtotal</b>	<b>\$296,164,517</b>	<b>\$185,677,490</b>	<b>\$189,199,135</b>
Liability Administrative Expenses	\$24,885,000	\$22,119,107	\$20,860,516
<b>Liability Expense Total</b>	<b>\$321,049,517</b>	<b>\$207,796,597</b>	<b>\$210,059,651</b>
<b>Purchased Insurance (premiums and fees)</b>	\$32,312,000	\$42,201,681	\$57,727,079
<b>Cost of Risk<sup>6,7</sup></b>	<b>\$1,007,121,652</b>	<b>\$957,596,641</b>	<b>\$984,566,378</b>
<b>Total County Operating Budget</b>	\$44,642,000,000	\$47,102,288,000	\$49,200,000,000
<b>Cost of Risk (as percentage of County Operating Budget)</b>	<b>2.26%</b>	<b>2.03%</b>	<b>2.00%</b>
<b>Non-County Agencies</b>			
LACERA	\$436,487	\$482,456	\$525,691
Superior Court	\$8,975,012	\$8,892,915	\$9,352,725
<b>Subtotal (Non-County agencies)</b>	<b>\$9,411,499</b>	<b>\$9,375,371</b>	<b>\$9,878,416</b>
<b>Cost of Risk (excluding non-County agencies)</b>	<b>\$997,710,154</b>	<b>\$948,221,269</b>	<b>\$974,687,962</b>
<b>Cost of Risk (Non-County agencies as percentage of County Operating Budget)</b>	<b>2.23%</b>	<b>2.01%</b>	<b>1.98%</b>

1. Loss Expense includes third-party administrator fees, medical management fees, bill review fees, and State User fee.
2. Administrative Expense includes CEO, Auditor-Controller, and County Counsel expenses.
3. Paid claims represent the amount paid for all indemnity (pay type OC) in the FY, regardless of occurrence date and does not include RBNP or IBNR reserves. Legal Expenses are defined in liability files as all fees and expenses paid from the liability claim (pay type SS).
4. Liability claim information included in this report is: (1) claims coded as Vehicle Liability (AL), General Liability (GL), and Medical Malpractice (MM); but, (2) information excludes Metropolitan Transportation Authority, Metrolink, departments not listed in Exhibit A, Children Services dependency cases, and probate funding accounts.
5. Liability Administrative Expense includes third-party administrator fees, consulting and management fees, and CEO expenses.
6. The Cost of Risk is defined as the summation of the items listed but does not include non-insured property claims and property damage to County-owned vehicles.
7. All amounts are paid as of June 30, 2025, as reported in the County's liability claim database, Workers' Compensation information system (Riskonnect), and/or the Workers' Compensation Status Report.

## LIST OF ABBREVIATIONS USED IN THIS REPORT

Abbreviation	Meaning
ABE	Allocated Benefit Expenses
AED	Automated External Defibrillator
ALAE	Allocated Loss Adjustment Expenses
Board	Board of Supervisors
C&R	Compromise and Release
C&Rs	Compromise and Release Settlements
Cal/OSHA	California Occupational Safety and Health Administration
CAMIS	Countywide Acquisition Management Information System
CAP	Corrective Action Plans
CEO	Chief Executive Office
CEO Risk Management	Chief Executive Office - Risk Management Branch
CHSWC	Commission on Health and Safety and Workers' Compensation
County	County of Los Angeles
COVID-19	Coronavirus Disease 2019
CPR	Cardiopulmonary Resuscitation
DHR	County of Los Angeles Department of Human Resources
DHS	County of Los Angeles Department of Health Services
EFT	Electronic Funds Transfer
Finance	Risk Management Finance Unit
FY	Fiscal Year
FYs	Fiscal Years
IBNR	Incurred But Not Reported
IRS	Internal Revenue Service
ISD	County of Los Angeles Internal Services Department
LASD	County of Los Angeles Sheriff's Department
LC	Labor Code
LCP	Loss Control and Prevention
LERC	Legal Exposure Reduction Committee
MMCC	Medical Management and Cost Containment
OSCR	On-Site County Representative
OSCRs	On-Site County Representatives
PBM	Pharmacy Benefit Management
PHI	Protected Health Information
PPE	Personal Protective Equipment
RBNP	Reported But Not Paid
RMIG	Risk Management Inspector General
RMIP	Risk Management Information Platform
SAWW	State Average Weekly Wage
SB	Senate Bill
SCAPs	Summary Corrective Action Plans
TPA	Third Party Administrator
ULAE	Unallocated Loss Adjustment Expenses
UR	Utilization Review

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*This report is available on the Chief Executive Office, Risk Management Branch website, at:  
<http://riskmanagement.lacounty.gov/>*