

# FY24 MIIA Rewards



## Overview

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Welcome to the FY24 MIIA Rewards Program. The goal of the MIIA Rewards Program is to give members the opportunity to earn premium credits through participation in risk management training and risk management best practices. Over the past 21 years, MIIA members have earned a total of \$44.8 million in premium credits from this program.

This year, the MIIA Rewards program will include member discussions with MIIA Risk Managers to gather Rewards information instead of document submission. This enhancement was made in response to member feedback.

## New in FY24

During the FY24 Rewards policy period (5/21/23 to 5/20/24), MIIA Risk Managers will meet with appropriate municipal officials during a safety committee meeting, scheduled onsite, or virtual meeting, to discuss members' policies and activities related to the MIIA Rewards Program. Risk Managers will then assign specific credit for each applicable section of the Rewards status sheet and update the member record.

MIIA will record training credits throughout the year and members will still have the option to submit documents to [miiarewards@mma.org](mailto:miiarewards@mma.org).

## Training

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### MIIA

The MIIA Risk Management team and AllOne Health (MIIA's employee assistance provider) continue to offer a combination of virtual and onsite technical and management training as member needs dictate. In the Workers Compensation area, MIIA offers a series of virtual, regional and onsite specific trainings on technical topics such as: Accident Investigation, Asbestos Awareness, Chainsaw Safety, Confined Safety Awareness, Excavation and Trench Safety Awareness, Heat Illness Prevention, Job Hazard Analysis, Ladder Training and Hotworks, etc.

Many of these technical trainings will be led by KimLee Lindgren CHST, MIIA's Senior Risk Management Trainer.

# FY24 MIIA REWARDS



Management training offerings include:

1. Attorney Regina Ryan will provide monthly discrimination prevention related training. Preventing Discrimination and Harassment in the Workplace; How to Conduct an Internal Discrimination Complaint Investigation; Managing Reasonable Accommodations in the Workplace. The first training is recommended for all employees, the second and third trainings are recommended for all supervisors and managers.
2. Attorney John Scheft will conduct a series of virtual and onsite law enforcement trainings throughout the year.
3. Cally Ritter will present her 5 part leadership training series designed to help municipal managers and supervisor develop and refine interpersonal and leadership skills.
4. Rocky Blunt will offer his 4 part supervisor series for employees who are transitioning into a supervisory or management position.

## Seminar Attendance — Tracking and Credit

MIIA tracks attendance at MIIA-sponsored regional and onsite training events. It's not necessary to submit any MIIA-related training documentation. Credit is earned for seminar attendance by member, not by the number of employees who attend.

Credit for MIIA training, if approved, will be applied as follows:

1. Fewer than 2 hours = .25%
2. 2 to 5 hours = .5%
3. More than 5 hours = 1%.

Credit for all MIIA, Partner Association Training or Member directed training accrues to the member regardless of the number of employees who attend. Credit is assigned by line of insurance coverage and length of training.

## MIIA Partner Association Training

To maximize your training opportunities, we supplement MIIA offerings with pre-approved Association/Partner Trainings. MIIA partners with the Massachusetts Municipal Association (MMA), Massachusetts Municipal Managers Association (MMMA), Massachusetts Municipal Human Resource Association (MMHR), Massachusetts Facilities Administrators Association (MFAA) and the Citizens Planning Training Collaborative (CPTC) to provide risk management-related training to members. Association Trainings must be related to a municipal insurance exposure or liability and need to be preapproved by Lin Chabra, MIIA Senior Risk Management Manager (lchabra@mma.org.). The specific list of trainings approved for MIIA Rewards credit is on our website. This list is updated as Partner Association meeting agendas are approved.

Sponsoring Associations provide MIIA with a list of attendees, so there's no need to submit an attendee list for these meetings. **This credit will only apply where these attendee lists are provided by these associations.**

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# FY24 MIIA REWARDS



## **Member Directed Training** (Specific training topics identified on the MIIA status report.)

Documentation should include training title, agenda, presenter and number of hours. Members are encouraged to use the Member Directed Training Verification Form\*

### **Terms – Credit for Member Directed Training can be achieved in two ways**

- 1) Scan and email documentation to [miiarewards@mma.org](mailto:miiarewards@mma.org) or
- 2) Provide documentation of training to your Risk Manager at a scheduled Safety Committee Meeting or similar forum.

## **Risk Management Best Practices**

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MIIA Risk Management Best Practices and Resource documents may be used to assist members with completion of Rewards activities..

## **Additional Activities**

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During the fiscal year, if an issue develops that impacts member risk prevention and/or loss mitigation, MIIA may amend the Rewards program to include new training and/or loss mitigation opportunities.

## **Submission Process and Deadlines**

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New in FY24: MIIA Risk Managers will meet with appropriate municipal officials during a safety committee meeting, scheduled onsite, or virtual meeting, to discuss members' policies and activities related to the MIIA Rewards Program. Risk Managers will then assign specific credit for each applicable section of the Rewards status sheet and update the member record.

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Please note the FY24 Rewards cover activity from 5/21/23 to the submittal deadline of 5/20/24.

### **Rewards Information**

- Request a MIIA Rewards Status Reports\* by sending an email to [miiarewards@mma.org](mailto:miiarewards@mma.org).
- Rewards Program and Training updates are communicated through emails sent via Constant Contact. If you don't currently receive these, please send an email to Mary Ann Marino at [mmarino@mma.org](mailto:mmarino@mma.org) to be added to the email list.
- Updated training information and Association Partner Training List are on [emiia.org](http://emiia.org).
- Email all Rewards document submittals to [miiarewards@mma.org](mailto:miiarewards@mma.org)