

**March 2016**

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As I sit here to write the "President's Message", I find myself in awe that I am the President this year, and wondering how did that happen? Wasn't I a new board member just a couple of years ago? I suppose time does fly when you are having fun. I am so honored to be the President of the Texas PRIMA Chapter for 2016.

Having been in the Risk Management field for nearly 20 years, keeping up with the ever changing landscape has always been a challenge. As a leader in the risk management industry, Texas PRIMA has been there every step of the way providing invaluable educational and networking opportunities through their annual conference and regional meetings. Its great website with job postings, newsletters and a member only section is about to become even greater-watch for a change on the horizon! Texas is one of the strongest PRIMA chapters around and I am honored to serve with a hard working dedicated Board of Directors, who are already busy working on their committees, planning the Regional seminars, our Sponsor meeting in March and of course the annual conference in November --which, not by plan, will be held in my hometown of Austin where we like to "Keep it Weird". Mark your calendars now to attend November 6-9 at the Renaissance Hotel and keep your eye out for a save-the- date postcard.



Members on the Move:

Congratulations Laurel S. Ferri, Administrative Officer Employee Benefits and Risk Management at Corpus Christi Independent School District on her retirement. Laurel began her career in risk management over 40 years ago as a risk management professional in various capacities. Her career began with the Houston Independent School District in 1975 and in 1986 continued with the Corpus Christi Independent School District in the department of risk management. Laurel says "It has been a pleasure serving the this District as Administrative Officer for Risk Management".

Welcome New Members

Robert Robertson, Risk Manager/Insurance Agent, JS Edwards & Sherlock

Guadalupe Trevino, Workers Compensation Coordinator, City of Laredo

In closing, I would like to thank our generous sponsors and exhibitors who support our chapter. We could not put on the Conference we do, or the Regional seminars without them. I would also like to thank our members, for you are the reason Texas PRIMA exists. Meeting your needs is our first priority and I encourage you to spread the word about Texas PRIMA to your colleagues who may not already be members. If you have any recommendations or suggestions, please do not hesitate to contact me or any of the board members.

Donna Parker Stirman
2016 Texas PRIMA President

Open Carry

Texas' new "Open Carry" law, which allows licensed holders to carry a holstered gun in plain view, raises serious concerns for Texas employers. The "Open Carry" bill ([HB 910](#)), was signed into law in June 2015 by Gov. Greg Abbott (R) and took effect on Jan. 1. [Click here](#) to read the article by McGriff Seibels & Williams, Inc. outlining:

- Current Law vs. New Law
- Written Notice Prohibiting Open Carry
- What Should Employers Do?

Chase Stapp, Police Chief, City of San Marcos answers these questions about New Open Carry Law & Cities. [Click here](#) to read the Q&A including:

- What are the main changes to the law governing the carrying of firearms effective January 1, 2016 for cities?
- Who can lawfully carry a handgun, either concealed or openly?
- Can the entities post signs prohibiting citizens who are license holders from carrying their handguns into their facilities in general the way private businesses can?

Thank you Sponsors!

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Management Svc, Inc.
Texas Association of Counties
TML-IRP
Travelers
Concentra
HCA Asset Management, LLC
AIG
Frost Insurance Agency

- Can a license holder carry a weapon into Entities' facilities?
- What about areas of entity facilities which are not openly accessible to the public, or you must be invited and/or escorted in? Can a license holder carry in those places?
- When should employees call the Police Department about someone carrying a weapon inside an Entity facility or on Entity property?
- Are Entity parks and sports complexes exempt from this law?

What you do matters!™ in an Active Shooter Event

The Advanced Law Enforcement Rapid Response Training (ALERRT) Center at Texas State University has trained more than 85,000 law enforcement officers in 49 states plus Puerto Rico and the District of Columbia in (ALERRT)™ standard for active shooter response since 2002. ALERRT is training law enforcement officers across the nation to deliver this civilian response plan in their communities.

This awareness campaign is straightforward, easy to comprehend, and simple for people to share with family members, civic groups, church groups and others.

Avoid Deny Defend™ is a civilian response plan containing three options:

A - Avoid. This is the preferred option and begins with situational awareness of one's environment prior to any active, hostile act occurring. It also includes having a plan ahead of time for what you would do in the event of an active shooter and knowing escape routes. Avoid Danger.

D - Deny. If avoidance isn't possible, find ways to prevent the attacker from having access to you and others around you. (Close/lock doors, barricade doorways with furniture, etc.). Deny Access.

D - Defend. Take action! As a last resort you have a right to defend yourself if you believe your life is in imminent danger. Defend Yourself.

What you do matters!™

Davis Vision
Injury Management Organization, Inc
Select Physical Therapy
Humana
First Financial
Genesis Mgt & Insurance Svc, Inc.
Claims Administrative Services
1-2-1 Claims
CCMSI
The Law Office of Ricky Green
ACE Westchester Specialty
Casualty
OneBeacon Government Risks
Trident
Medical Consultants Network
Ameritas
Drivecam powered by Lytx
Trinity Review Services
Delta Dental Insurance Company
PMOA, Inc
Mentis Neuro Rehabilitation
Origami Risk
Carlisle Insurance Agency, Inc.
Texas Medical Screening
ICS Merrill

Letter from the Editor

Spring is upon us and what better time than now to begin preparing for 2016! As Risk Managers, we encounter challenges in the workplace every day, and it is our hope that you will find information in our quarterly newsletters that will help you overcome those challenges and gain valuable

Law enforcement officers and agencies are frequently requested by schools, businesses, and community members for direction and presentations on what they should do if confronted with an active shooter event.

The Advanced Law Enforcement Rapid Response Training (ALERRT) Center at Texas State University has released an informative and potentially lifesaving civilian response to active shooter event video, which is available to the public on the AvoidDenyDefend.org website as well as on [YouTube](#).
(<https://www.youtube.com/watch?v=j0lt68YxLQQ>)

Workers' Compensation Update

In an opinion issued February 9, 2016, the Harris County Court of Appeals gave its opinion on whether an injured employee meets the definition of "imbecility". "Imbecility" is used in the Texas Labor Code as a theory of entitlement to lifetime income benefits (LIBs). In Chamul v. Amerisure Mutual Ins. Co., the Court of Appeals did not give a specific legal definition of "imbecility" but stated that the Texas Labor Code must be liberally construed to the benefit of injured employees. The court's decision would qualify a broader range of injured employees for LIBs rather than the narrowly-tailored definition of "imbecility" previously used by the Appeals Panel. The Appeals Panel had used a definition from Webster's Dictionary which defined "imbecility" as having the mental age of 3 to 7 years of age. The Court's rationale was that only injured employees with a mental age of 3 to 7 years would qualify for LIBs while those with a lower mental age such as those with a mental age of 1 to 2 years old would not qualify. This would lead to an absurd result, so the Court of Appeals struck down this definition and stated that the lower courts must use a much broader definition to determine "imbecility".

The Law Office of Ricky D. Green, PLLC

Texas PRIMA Regional Risk Management Seminars

The 2016 Texas PRIMA Education Committee is excited to once again offer its members the Regional Seminars. We have another great year planned with relevant

challenges and gain valuable knowledge to grow as a Risk Manager. Each newsletter will bring you the latest news and information about Risk Management topics, as well as upcoming Texas PRIMA events that will be happening over the next 9 months. There are dozens of opportunities for you to get involved, obtain knowledge and to share your experiences with others. If you have a topic you would like to see in a future newsletter, let us know and our team will work together to make it happen. I look forward to a wonderful and productive 2016!

Editors
Belinda Raindl
Judyann Robinson
Cindy Conyers

education sessions that benefit all of our members. You will get to network with other risk professionals and leave with an abundance of knowledge to take back to your organization.

This year the seminars will be in Irving (April 7th), San Antonio (June 16th) and Harlingen (September 22nd). So please mark your calendars and make plans to attend the seminar nearest you. Be on the lookout for details and registration information from Texas PRIMA. The first seminar is just around the corner so the schedule, topics, speakers and registration information will be on the website very soon.

To better serve our membership in developing risk management topics of relevance and interest we are reaching out and want to hear from you. Whether you want Texas PRIMA to present on a specific topic of interest or you have a topic to present please send your submission to info@texasprima.org.

We look forward to seeing you soon!

Norma Martinez, 2016 Education Committee Chair

Regional Seminar Annual Schedule (Click on the link to register or [download the registration form](#) and email to info@texasprima.org):

[Irving - April 7th](#)

[San Antonio - June 16th](#)

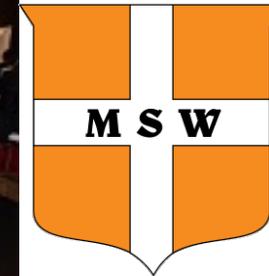
[Harlingen - September 22nd](#)

Texas PRIMA Conference: Save the Date!

Join us in Austin, Texas at the beautiful Renaissance Austin Hotel November 6-9 for the 2016 annual Texas PRIMA conference and get ready to get weird! Mark your calendar today to make sure you do not miss out on this wonderful educational and networking opportunity.



Sponsor Highlight: McGriff, Seibels & Williams of Texas, Inc



McGriff, Seibels & Williams of Texas, Inc. (MSW) is proud to be a Platinum sponsor of Texas PRIMA. MSW is a division of BB&T Insurance Services, Inc., the 6th largest insurance brokerage firm in the world. The MSW/BB&T family has over 37,000 employees and over \$188 billion in assets. The MSW Texas operation is the largest provider of insurance and risk management services to Public Entities in Texas.

With offices in Houston, Dallas, and San Antonio, MSW specializes in providing Commercial Property & Casualty, Employee Benefits, and Risk Management consulting services for Texas Public Entities. The staff dedicated to Public Entity accounts has a broad range of experience including former Public Entity risk managers and Texas PRIMA board members who have "walked in the shoes" of Texas public entity risk professionals.

The experienced professionals at MSW work in the global insurance marketplace to

obtain the best coverage available at the best price for our Public Entity clients. MSW utilizes in-depth knowledge, experience, and resources to help our clients find solutions for a full range of risk management and benefits needs. The goal of McGriff, Seibels & Williams is to establish long-term partnerships with their clients by providing top-notch service, inspiring customer confidence and trust.

McGriff, Seibels & Williams congratulates the success of Texas Chapter PRIMA as the premier organization providing education, training, and resources for Public Entity risk professionals and we appreciate the opportunity to be a long time partner of this organization.