

City of Pacific Grove

Workplace Safety Report

Background

- Council Emphasis on Workplace Safety
 - Created a Council Subcommittee
 - Established quarterly statistical reports
 - Trends
 - Workers Compensation Fund Balance
- Initial Workplace Safety Subcommittee Objectives
 - Create a culture of safety
 - Enhance statistical information
 - Develop a comprehensive program
- Program Initiation
 - Utilize Bickmore's Rent a Safety Officer Program for assistance
 - Funded through position vacancy savings and partial PARSAC Grant
- Insurance
 - Participates as a member in a risk sharing pool
 - Public Agency Risk Sharing Authority of California (PARSAC)
 - Provides excess insurance above the City's self-insured retention level of \$100,000 per occurrence



Excerpt: City Council Policy 300-8, Workplace Safety

The City of Pacific Grove (“City”) values its employees, and a safe workplace demonstrates this commitment. The City’s workplace safety policy goal is for every employee to go home at the end of each work day as healthy as when she/he started. Ultimately, the City desires to instill and sustain a culture of safety within the municipal organization.

City employees and their families benefit from a healthy and accident-free workplace. The community benefits due to a reduction in workers’ lost time. And the municipal organization benefits from increased workplace morale and a reduction of Workers’ Compensation expenditures.

Accomplishments

- Established a formal Safety Committee
- Updated the City's Injury and Illness Prevention Program(IIPP)
- Created a Health and Safety Committee Charter
- Conducted the following Citywide Trainings
 - IIPP
 - Ergonomics
 - Back Safety
- Created departmental safety training matrices
- Developed facility safety inspection checklists
- Prepared draft Emergency Action Plan
- Began coordinating with Human Resources on a new hire orientation program



Safety Training



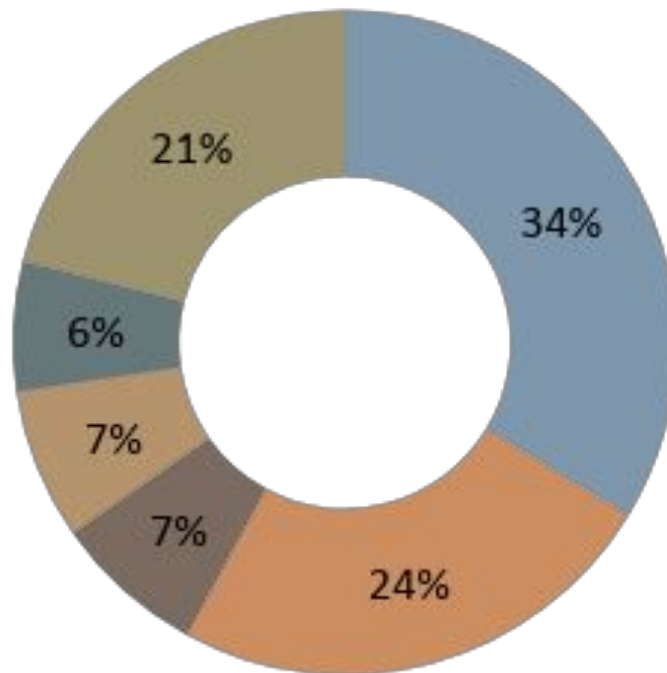
2018 - Safety Training	# Classes	Attendance
Injury and Illness Prevention Program	5	92
Blood Borne Pathogens	1	24
Hazardous Materials	1	24
Back Safety	1	16
Ergonomic Training ⁽¹⁾	3	30
Public Works Bi-Weekly Safety Training ⁽²⁾	26	23
Police Mandatory POST First Aid and Automated External Defibrillators (AED)	multiple	22

1. Three ergonomic training sessions were conducted. Staff is working with the Bickmore consultants to obtain final statistics. The meeting attendance is estimated.

2. Reflects approximately 23 attendees at each meeting.

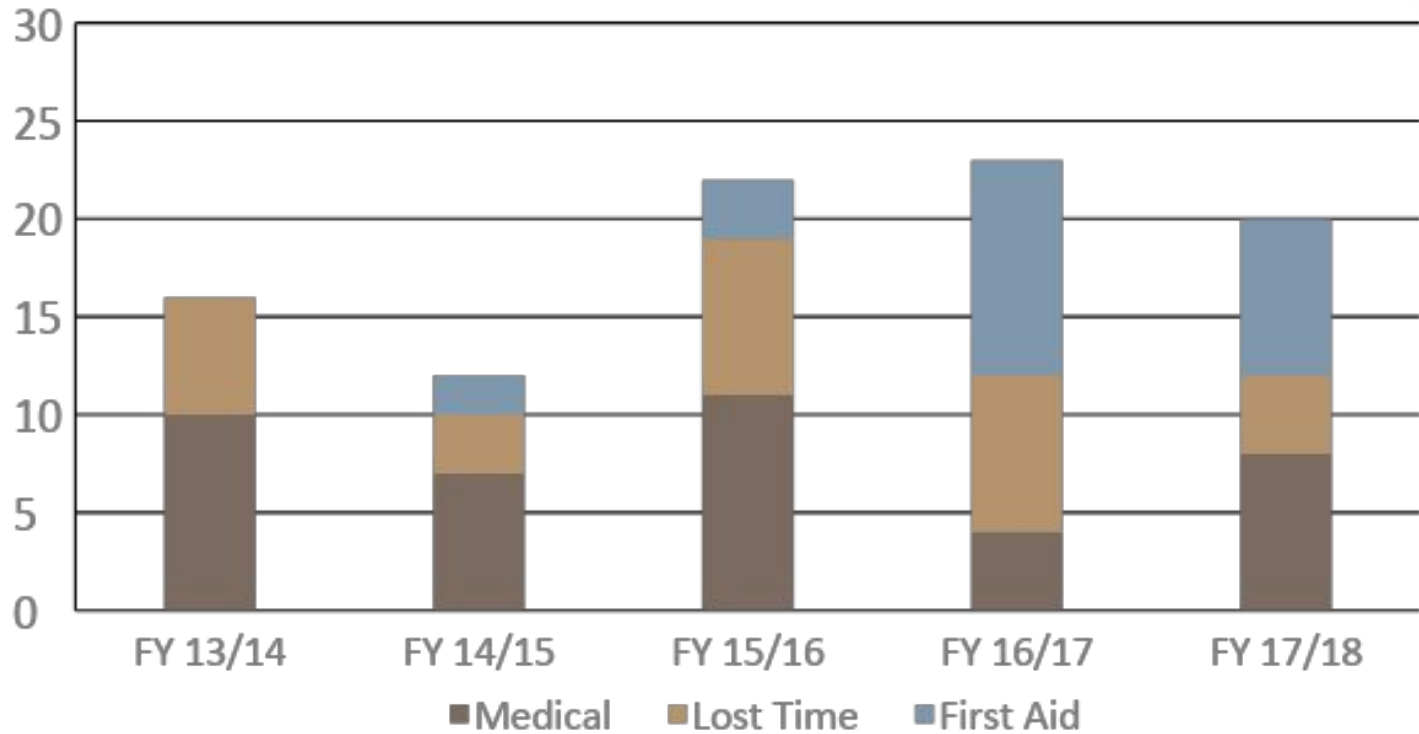
Basis of Injury Prevention

Five-Year Trends: Causes of Injuries



- Struck or Injured by Object, Animal, Person
- Pushing, Lifting, Twisting
- Cut, Puncture, or Scrape
- Fall, Slip, or Trip
- Repetitive Motion
- Other

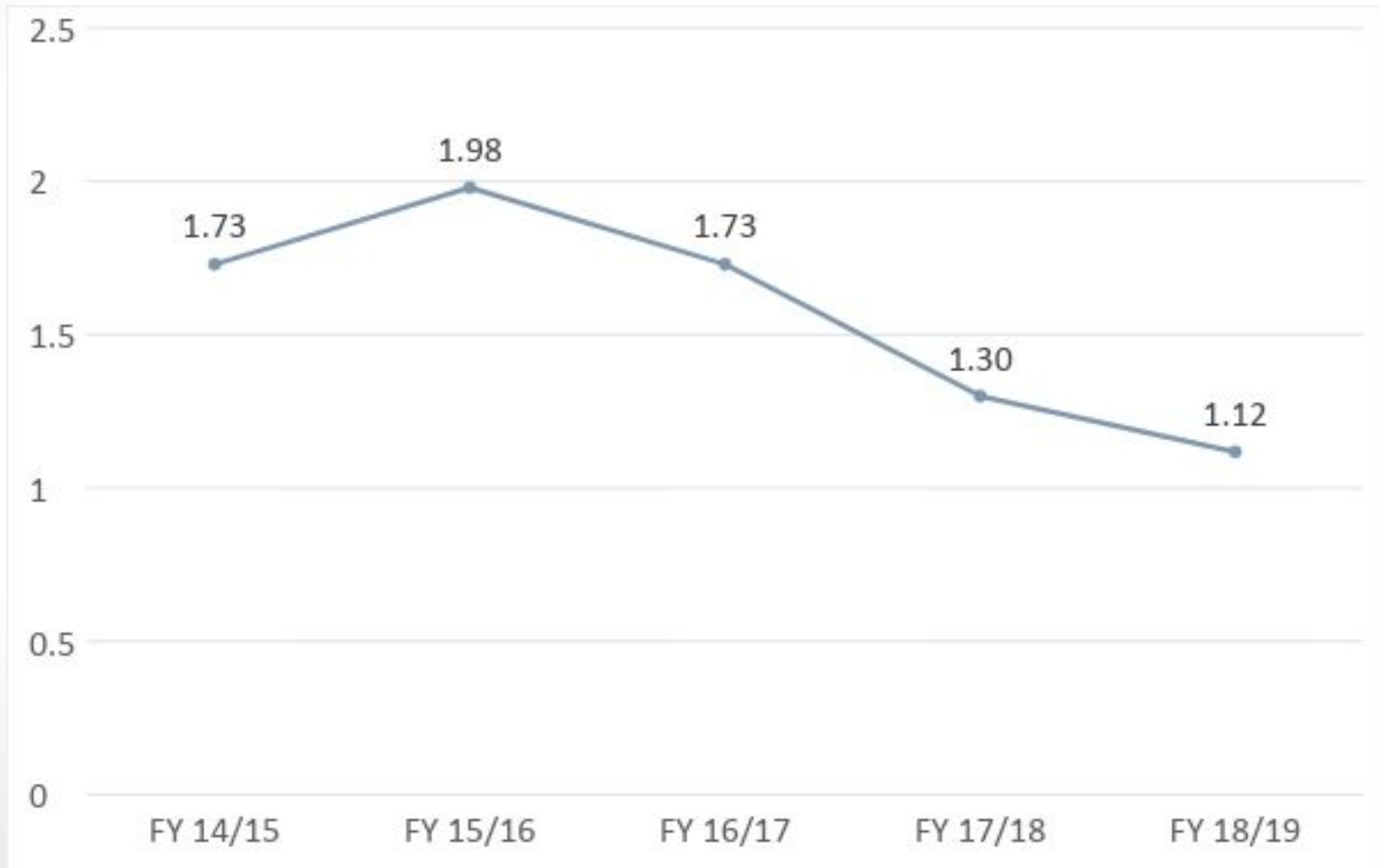
Claim Trends



CLAIM COSTS ⁽¹⁾	FY 13/14	FY 14/15	FY 15/16	FY 16/17	FY 17/18
All Departments	\$ 436,325	\$ 116,621	\$ 72,713	\$ 358,292	\$ 54,021

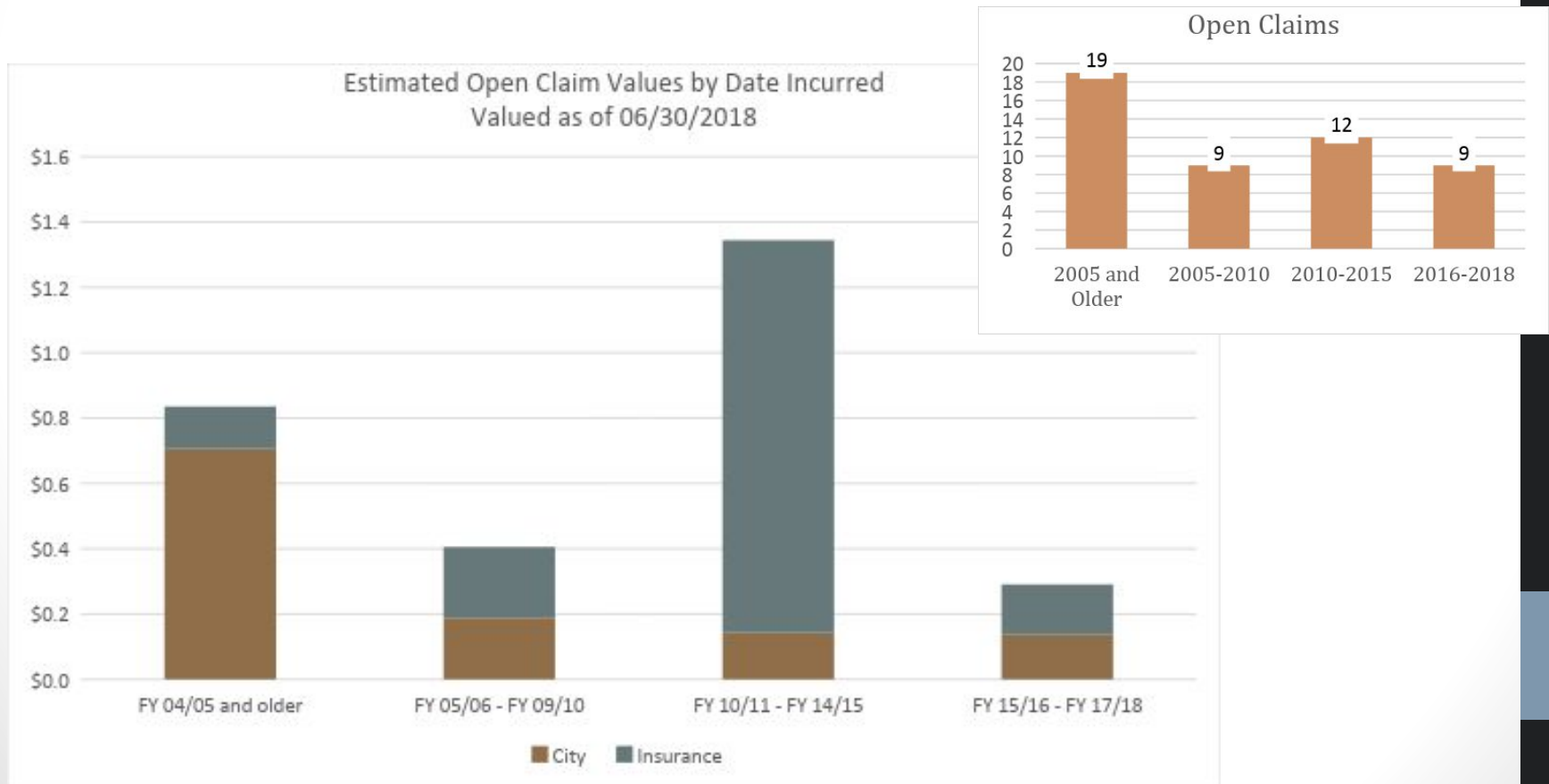
1) Includes the total estimated amounts of the claims incurred, which includes payments made by the City and PARSAC; and estimated amounts of future costs for each individual claim

Experience Modification Rate



Claim Liability

Total open claims as of 06/30/2018: 49
 Total estimated open incurred claims costs: \$2.9 million
 Estimated City share of open incurred claims: \$1.2 million
 Adjusted claims liability for financial statements: \$1.0 million



Goals

Where We are Going

- Conduct Quarterly Safety Committee meetings
- Distribute monthly safety topics
- Conduct two Citywide safety trainings annually
- Implement a City Return-to-Work policy
- Establish safety incentive program
- Implement Emergency Action Plan with annual drills
- Initiate online safety training
- Implement new hire safety orientation
- Develop citywide training database



Continuing Targeted efforts:

- Establish a culture of safety awareness
- Continue to benchmark and monitor trends
- Take advantage of a \$10,000 annual safety grant
- Work with the City's risk sharing JPA to implement Risk Assessment initiatives

Questions

