

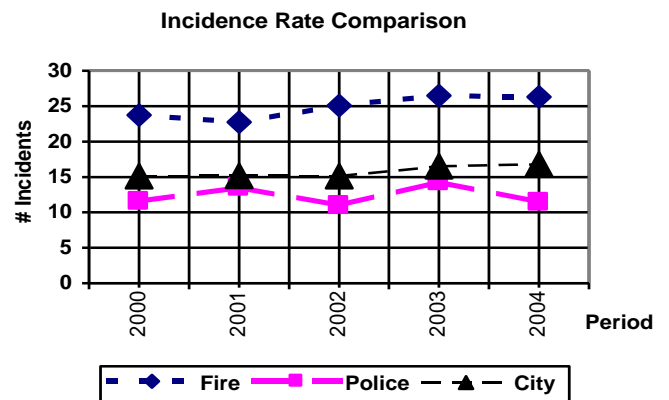
File No. 041614 is a communication from the Department of Employee Relations transmitting a report relative to occupational injuries and illnesses of city employees.

**Background and Discussion**

1. In February 2005, the Common Council directed the Department of Employee Relations to prepare a detailed and comprehensive report on illnesses, the nature and causes of injuries, and total number of lost work days in the Milwaukee Fire Department.
2. The directive included research into the availability and impact of light duty programs in City agencies, including the Police Department.
3. This file contains the analysis for years 2000-2004. DER compiled data provided by several sources including: the Milwaukee Fire Department and its reports to the National Fire Incidence Reporting System (NFIRS), the National Fire Data Center, United States Fire Administration, and the City’s Worker’s Compensation Division. The findings, discoveries and recommendations include:

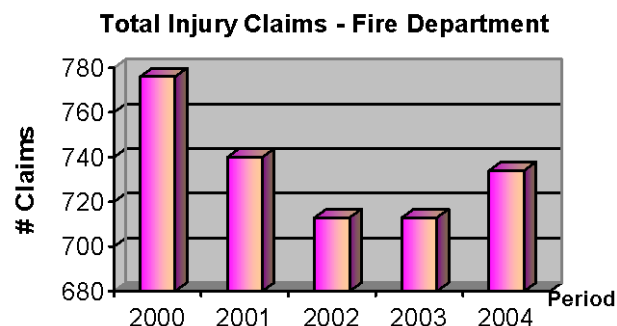
**Incidence Rate Comparison of Fire, Police and All Other City Departments:**

The incidence rate is an indicator of the rate at which workplace accidents are occurring within a department. According to DER, the Fire Department recorded the highest incidence rate, compared to the Police Department and all other City departments. However, the Police Department consistently reported the lowest incidence rates for each period reviewed.



**Fire Department Total injury claims and Injuries resulting in lost work days:**

No comparison was made to the total injuries resulting in lost work days, total number of lost work days, and related compensation expenditures. Of all MFD injuries from 2000 to 2004, approximately 39% have occurred at the fire ground, 22% at non-fire emergencies, and 27% while performing “other on duty” activities. Injuries during Training accounted for the remaining recorded injuries. Total injury claims decreased by 5.4%; highest number of total injury claims were recorded in 2000; the lowest number of total injury claims were recorded in 2002 and 2003.



Milwaukee Fire Department statistics on type of duty engaged when injured for the period 2000-2004 was compared to industry statistics reported in **1999** on page 3 of DER's report. It should be noted that these are independent data sets that focus on entirely different periods. Hence, type of duty engaged when injured during 2000-2004 for MFD should not be considered a part of the 1999 industry general statistics.

DER reports that, all MFD injuries reported from 2000 to 2004, approximately 39% have occurred at the fire ground, 22% at non-fire emergencies, and 27% performing other on duty activities. Some injuries were later determined to be preventable. During 2003, 48 *preventable* injuries resulted in 302 total weeks of lost time, \$305,369 in Worker's Compensation, and 28% of total MFD injuries resulting in lost work days. During 2004, 57 *preventable* injuries resulted in 339 total weeks of lost time, \$324,285 in Worker's Compensation, and 17% of total MFD injuries resulting in lost work days.

In general, DER findings include reference to the following statistical changes.

<b>DER FINDINGS</b>	
<i>Description</i>	<i>Change</i>
<b>DECREASES</b>	
Total # of Injury Claims	- 5.4 %
Proportion of the City's overall worker's compensation expenditure	- 6 %
Injuries (at fire ground only)	- 9 %
Other on-duty injuries	- 11 %
<b>INCREASES</b>	
Incidence Rate	+ 10 %
Worker's compensation claims paid on behalf of MFD	+ 18 %
Non-fire related injuries	+ 7 %
<b>NO SIGNIFICANT CHANGE</b>	
Average # of injuries resulting in lost work days	

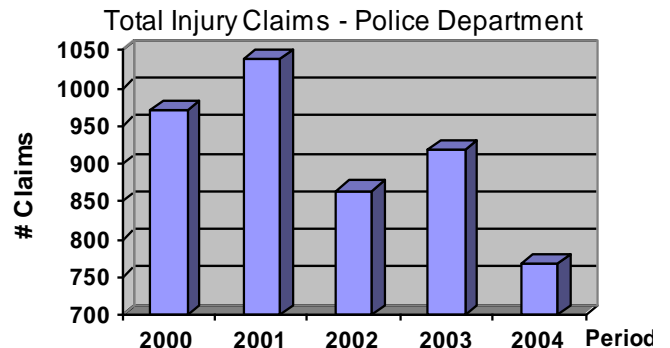
***Recommendations for Fire Department:***

The recommendations include creating a light/restricted duty program and delegating safety responsibilities to a particular individual within the Fire Department (Note: The 2006 Proposed Budget for the Milwaukee Fire Department creates and funds a Safety Supervisor, SG 6).

***Police Department Total injury claims and Injuries resulting in lost work days:***

Decreased by 20.83%; highest number of total injury claims were recorded in 2001; the lowest number of total injury claims were recorded in 2004.

In January 2002, a change in the recording guidelines for counting days shifted the requirement to count "calendary days" instead of "workdays", which limits DER's ability to comprehensively compare data over five years.

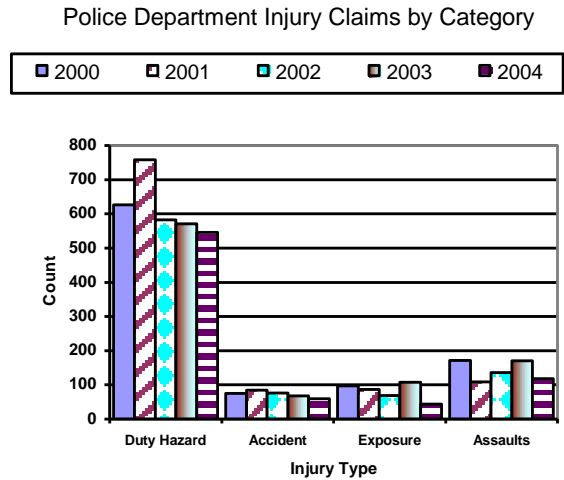


For the purpose of this study, a three-year comparison was made between 2004 and 2002 instead of 2004 and 2000. From 2002 to 2004, lost “calendar days” increased 9.23% from 3,599 to 3,931, or 332 calendar days.

***Type of Duty when injury occurred:***

The Milwaukee Police Department tracks workplace injury claims using four categories;

- Duty Hazard including strains, sprains, fractures, hearing loss, lacerations, contusions, stress, scrapes, cuts, etc.
- Accidents involving autos, squads, and pedestrians.
- Exposures including contacts with blood, saliva, drugs, and communicable diseases.
- Assaults that are intentional injuries to officer with or without instruments, dog bites, spitting, and others.



***MPD’s Limited Duty Program:***

This program was implemented in 1987 with the objective to provide police officers that are incapable of unrestricted duty an opportunity to continue making a positive contribution to departmental operations.

Eligibility: Available to officers whose temporary or permanent limitations are due to illness, injury, pregnancy or other health related problems occurring on and off the job. Employees may remain on the program *indefinitely*.

Program Administrator: Administrative Lieutenant of Police and office support personnel.

Membership: 147 total, whereby 93% are sworn and 47% have permanent restrictions.

***Recommendations for Police Department***

Establish a light duty program that accomplishes the following:

1. Includes set duration and objectives.
2. Establishes clear eligibility requirements and reaffirms the temporary nature and duration of assignments within such a program.
3. Directly ties together the participation period and the employee’s “healing period”.
4. Assign the employee who is permanently displaced as a result of a work injury to additional job placement opportunities within the City of Milwaukee or through a vocational rehabilitation services agency.

**Fiscal Impact**

As a communication file, there is no fiscal impact.

Cc:	Marianne Walsh Chief Wentlandt Chief Sain Chief Hegerty David Schroeder	Maria Montequado David Heard W. Martin Morics Barb Butler	Burma Hudson Jennifer Meyer Mark Ramion Mark Nicolini	Prepared by: Emma J. Stamps X8666 LRB – Fiscal Review Section October 25, 2005
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