

2008 Report of Injuries - City of Milwaukee

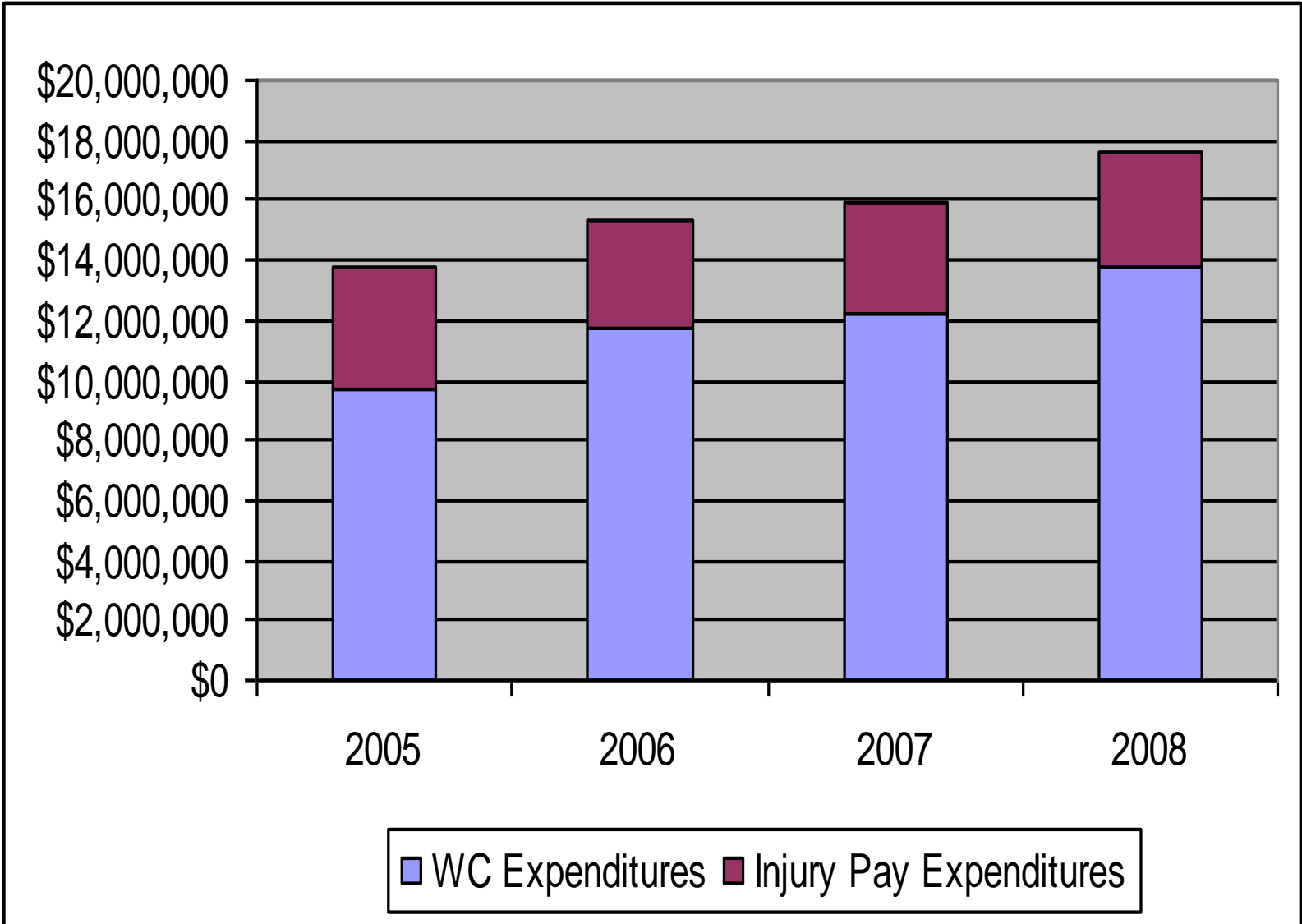
- **City-wide and Department specific**

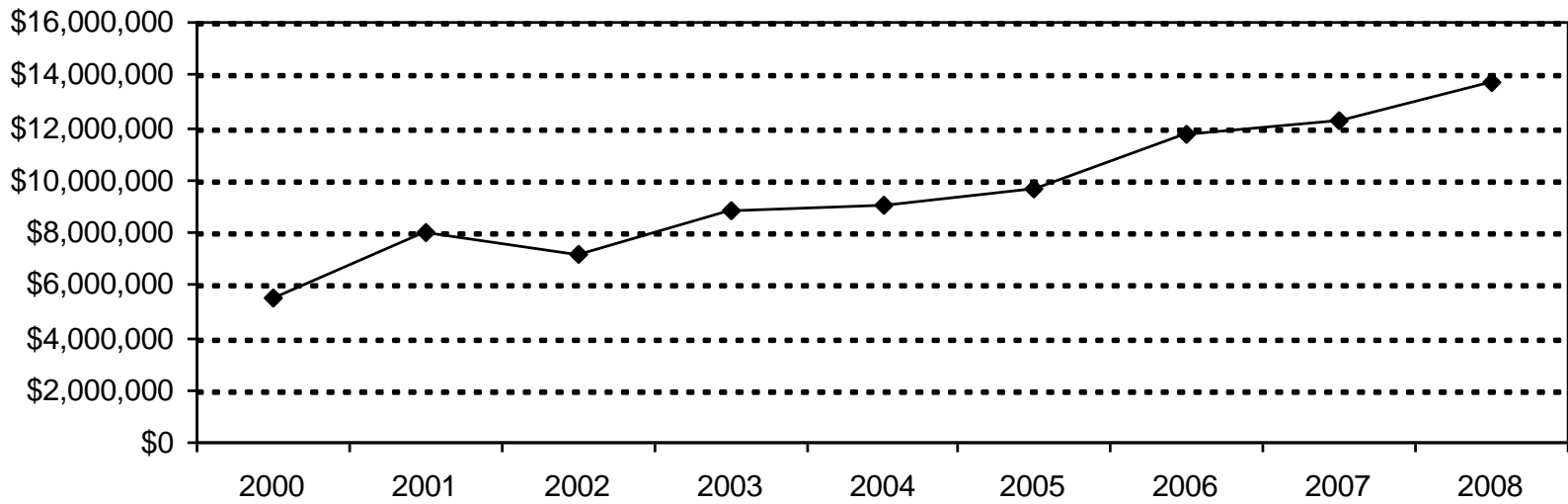
Volume- Number of Claims, WC Expenditures, Injury Pay

Severity – Recordable Cases / Lost Workdays

Incidence Rate – Rate at which accidents are occurring

- **Safety Plans Highlights**
- **Next Steps – Benchmarks and Supervisory Accountability**

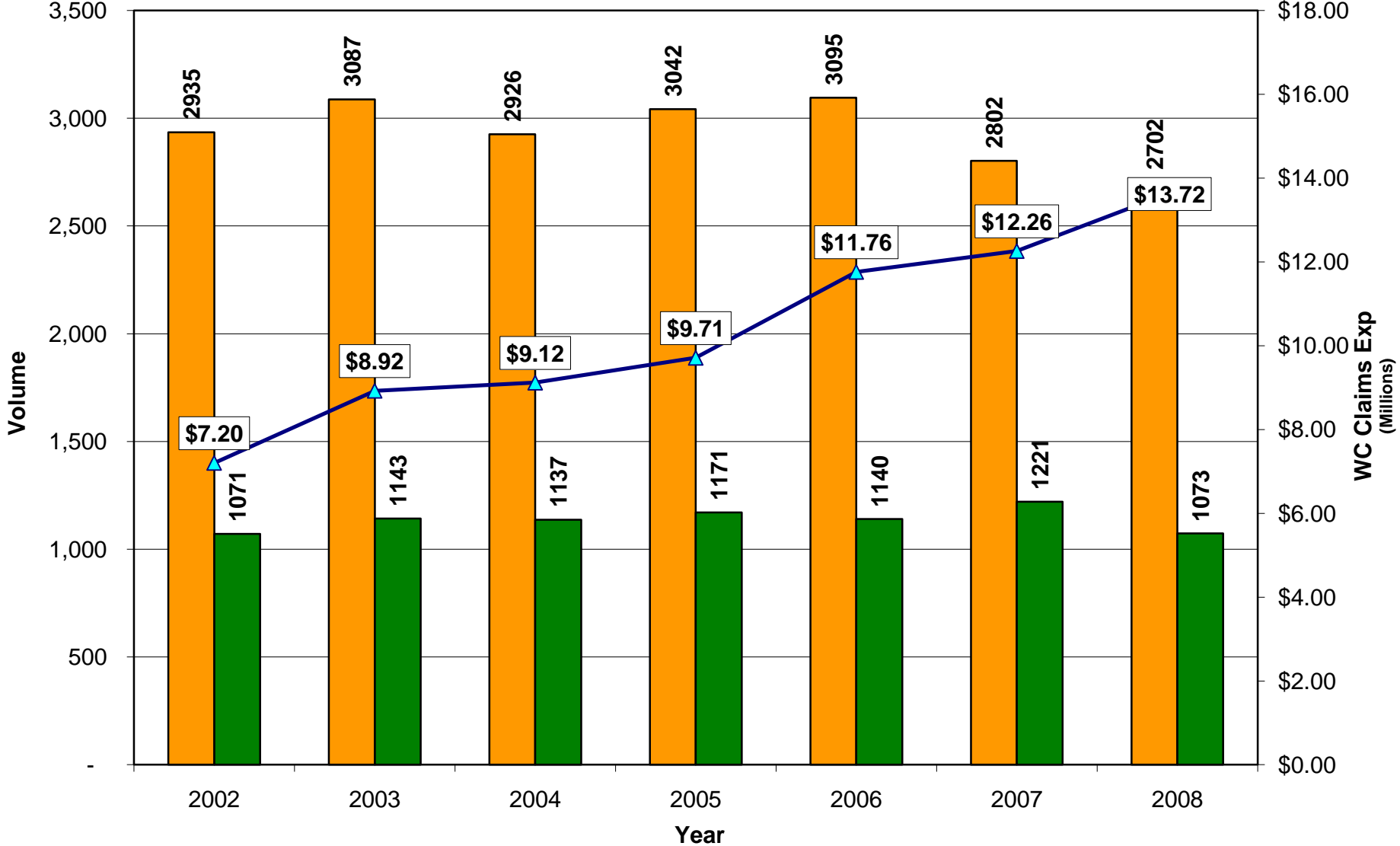




Injury Pay	2005	2006	2007	2008
DPW	\$1,273,565	\$1,054,770	\$1,318,601	\$1,142,086
Fire	\$1,628,876	\$1,703,703	\$1,636,241	\$1,918,960
Police	\$1,064,451	\$754,151	\$586,863	\$770,166
City Total	\$4,045,601	\$3,544,786	\$3,662,886	\$3,836,840

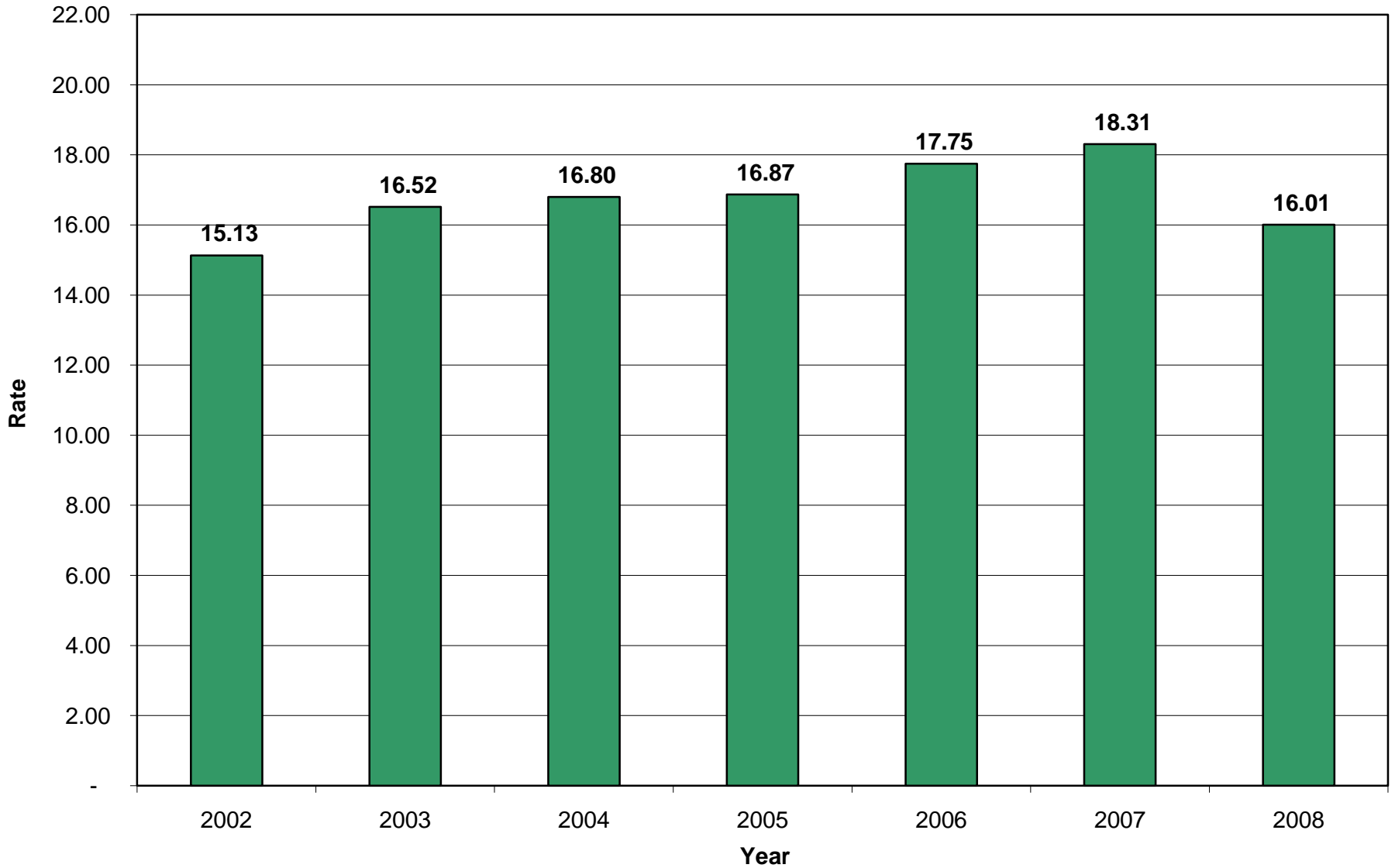
	2002	2003	2004	2005	2006	2007	2008	3 Yr Avg
City Wide Data								
Claims	2,935	3,087	2,926	3,042	3,095	2,802	2,702	2,866
Recordable Cases	1,071	1,143	1,137	1,171	1,140	1,221	1,073	1,145
Incidence Rate	15.13	16.52	16.8	16.87	17.75	18.31	16.01	17.36
Lost Workdays	16,650	20,756	20,499	24,456	21,279	19,488	24,817	21,861
Injury Hours	N/A	N/A	N/A	230,441.6	196,331.8	203,133.3	208,162.3	202,542
Injury Pay	\$2,904,406	\$3,551,983	\$3,450,535	\$4,045,601	\$3,544,786	\$3,662,886	\$3,836,840	\$3,681,504
WC Expenditures	\$7,148,013	\$8,869,567	\$9,071,254	\$9,693,500	\$11,755,087	\$12,259,304	\$13,737,635	\$12,584,009
Cost per claim	\$2,425	\$2873	\$3,100	\$3186	\$3,798	\$4,375	\$5,084	

City of Milwaukee



■ Claims
 ■ Recordable Cases
 ▲ WC Expense

City of Milwaukee



■ Incidence Rate

2008 Indicators

- **Claims**
 - Decreased by 3.5% from 2007
 - 5.7% lower than the average volume during 2006-2008
 - Cost per Claim increased by 16%.
- **Recordable cases**
 - Decreased by 12%
 - 6.2% lower than the average during 2006-2008
- **Incidence Rate:**
 - Decreased by 12.5%
 - 7.8% lower than the average incidence rate during 2006-2008
- **Lost Workdays:**
 - Increased by 27%
 - 13.5% higher than the average number of lost workdays during 2006-2008
- **Injury Hours:**
 - Increased by 2.5%
 - 2.8% higher than the average number of injury hours during 2006-2008
- **Injury Pay:**
 - Increased by 4.7%
 - 4.2% higher than the average Injury Pay during 2006-2008

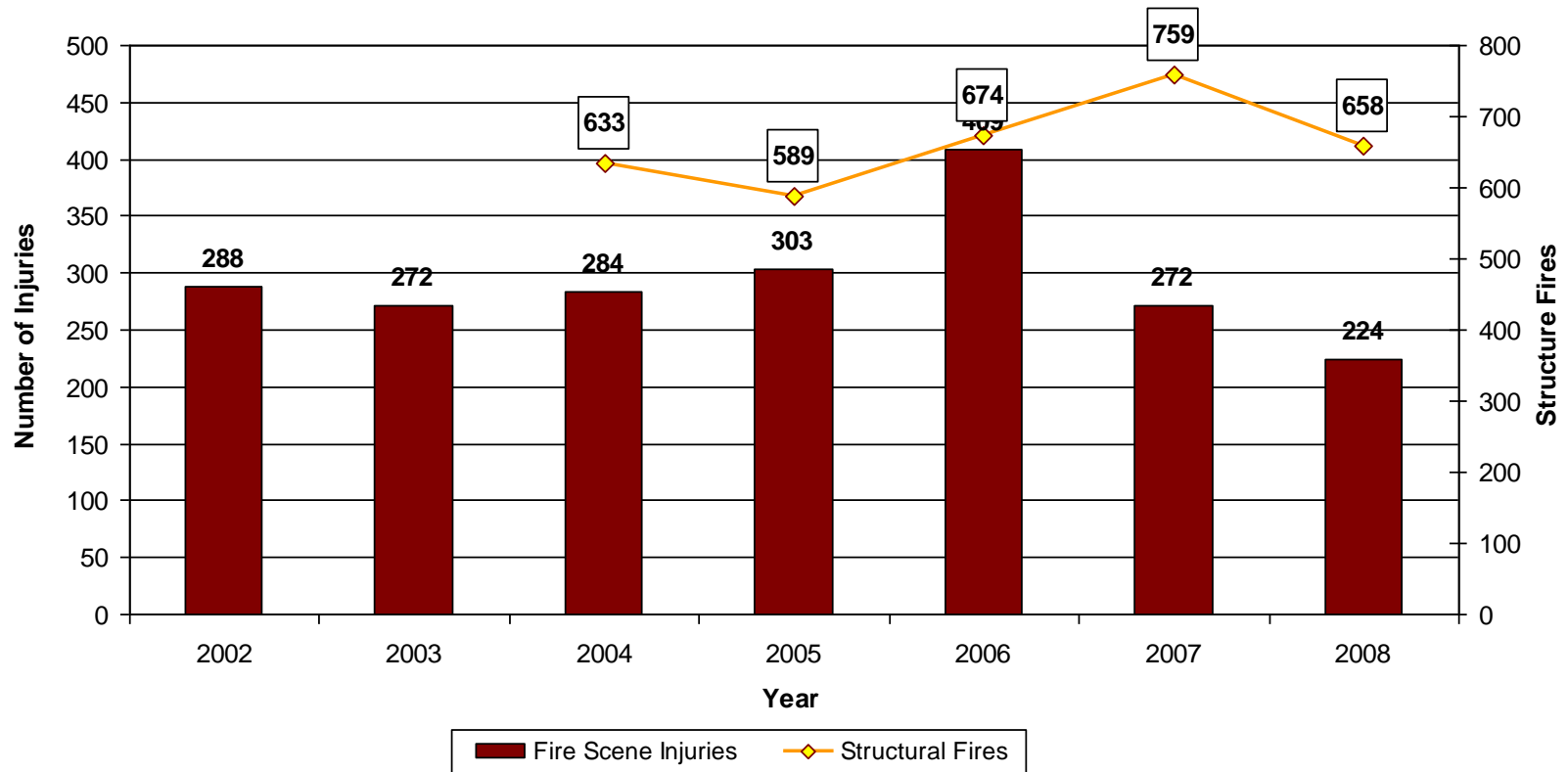
MILWAUKEE FIRE DEPARTMENT

MFD	2002	2003	2004	2005	2006	2007	2008	3 Yr Avg
Claims	713	713	734	850	973	725	623	774
Recordable Cases	340	341	332	360	346	364	294	335
Incidence Rate	25.09	26.47	26.3	28.36	29.36	29.83	24.55	27.91
Lost Workdays	5,524	7,630	5,476	9,178	8,821	4,684	10,136	7,880
Injury Hours	N/A	N/A	N/A	98,590.1	98,590.1	92,937.0	107,094.4	99,540.5
Injury Pay	\$1,183,516	\$1,545,072	\$1,208,867	\$1,628,876	\$1,703,703	\$1,636,241	\$1,918,960	\$1,752,968

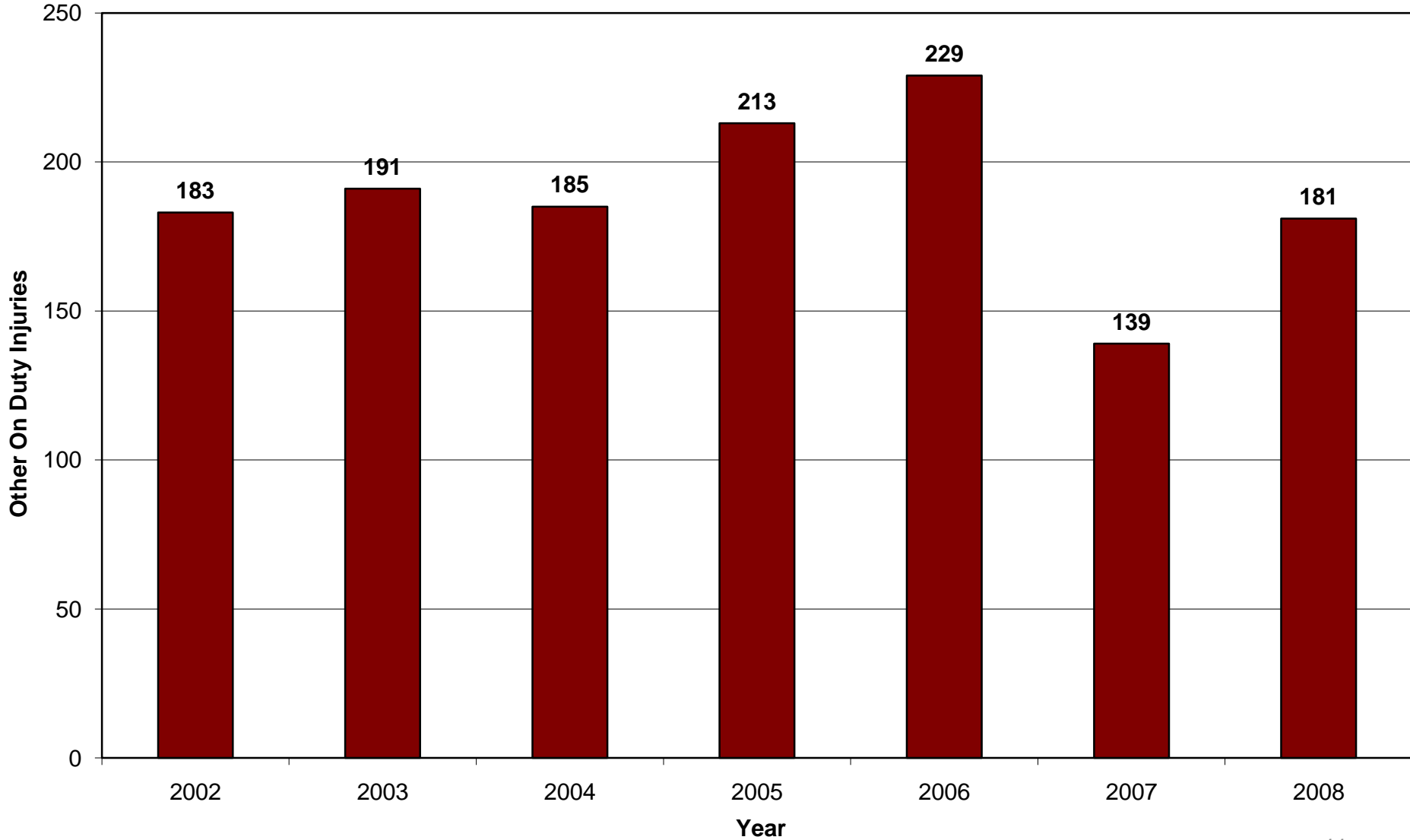
	00	01	02	03	04	05	06	07	08
Responding to or Returning from Incidents	32	27	22	20	21	30	43	9	19
% from total	4%	4%	3%	3%	3%	4%	5%	1%	3%
At the Fire Ground	311	286	288	272	284	303	409	272	224
% from total	40%	39%	40%	38%	39%	37%	43%	40%	39%
At Non-Fire Emergencies (EMS, rescue, hazmat)	154	174	146	178	165	217	210	192	128
% from total	20%	24%	20%	25%	22%	26%	22%	28%	22%
Training	72	47	74	52	79	63	64	75	25
% from total	9%	6%	10%	7%	11%	8%	7%	11%	4%
Other On-Duty (Inspection & Mtce duties)	207	206	183	191	185	213	229	139	181
% from total	27%	28%	26%	27%	25%	26%	24%	20%	31%

MFD Data Findings

Fire Scene Injuries & Number Structural Fires

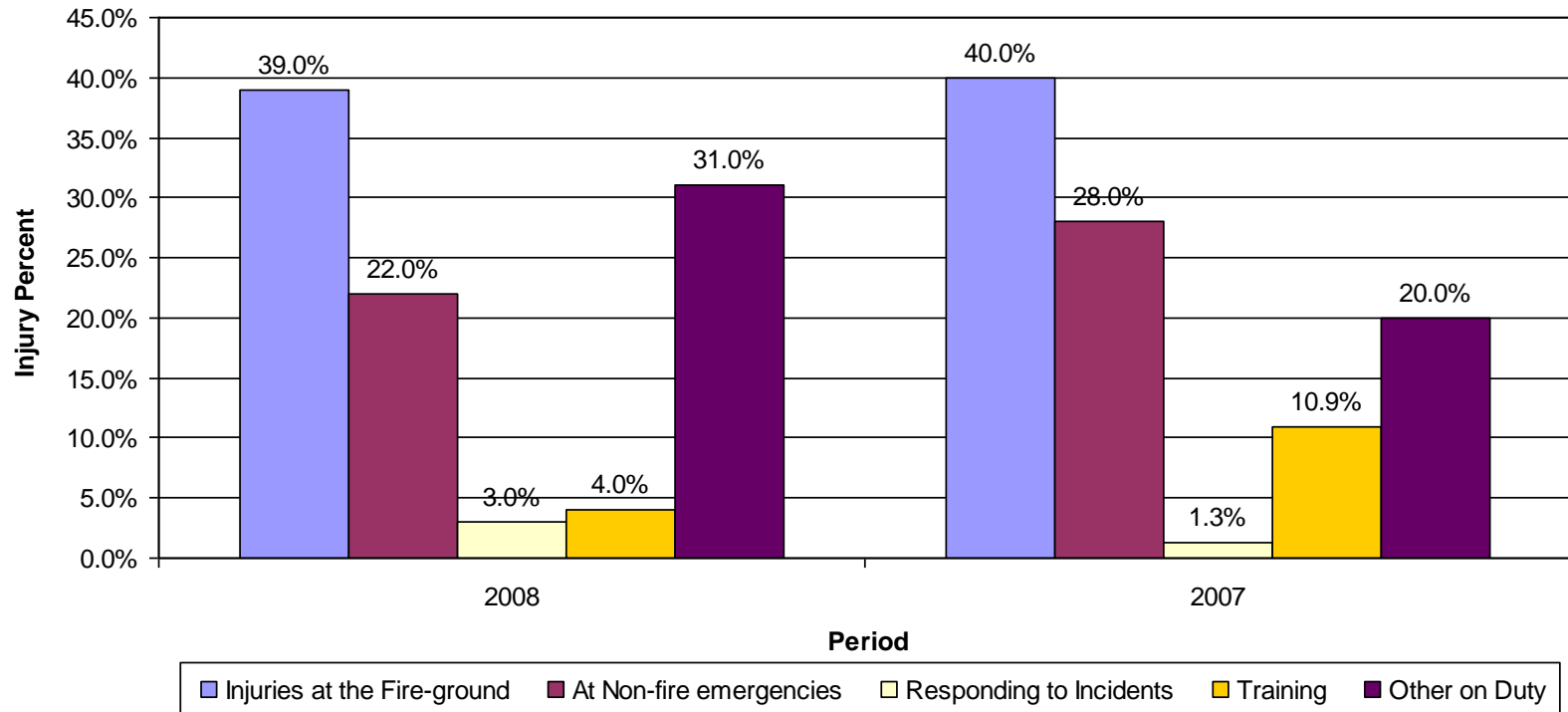


Milwaukee Fire Dept
Other On-Duty Injuries
(Inspection/Maintenance at Fire House)

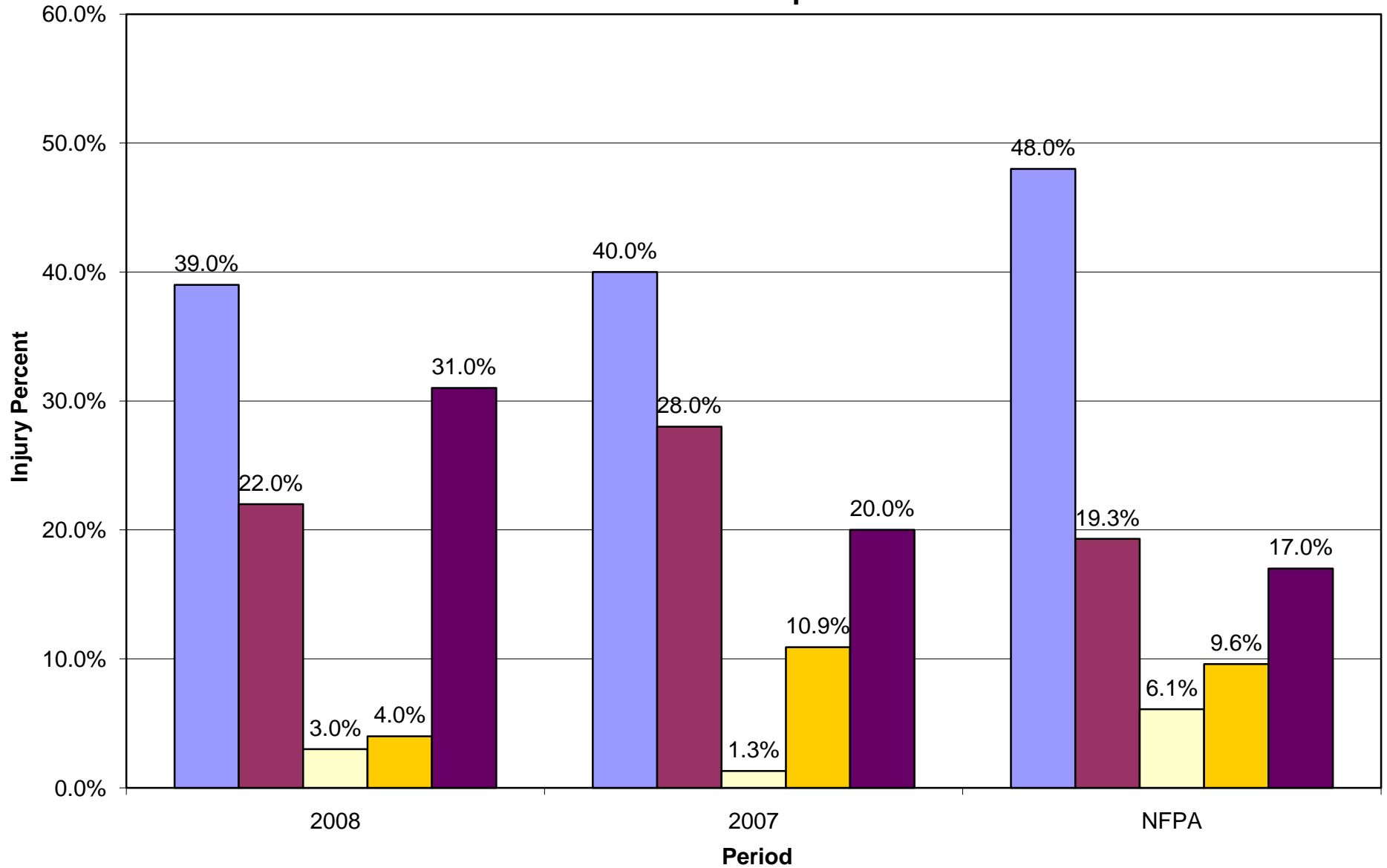


MFD Data Findings

Milwaukee Fire Dept
Injury Percent



Milwaukee Fire Dept

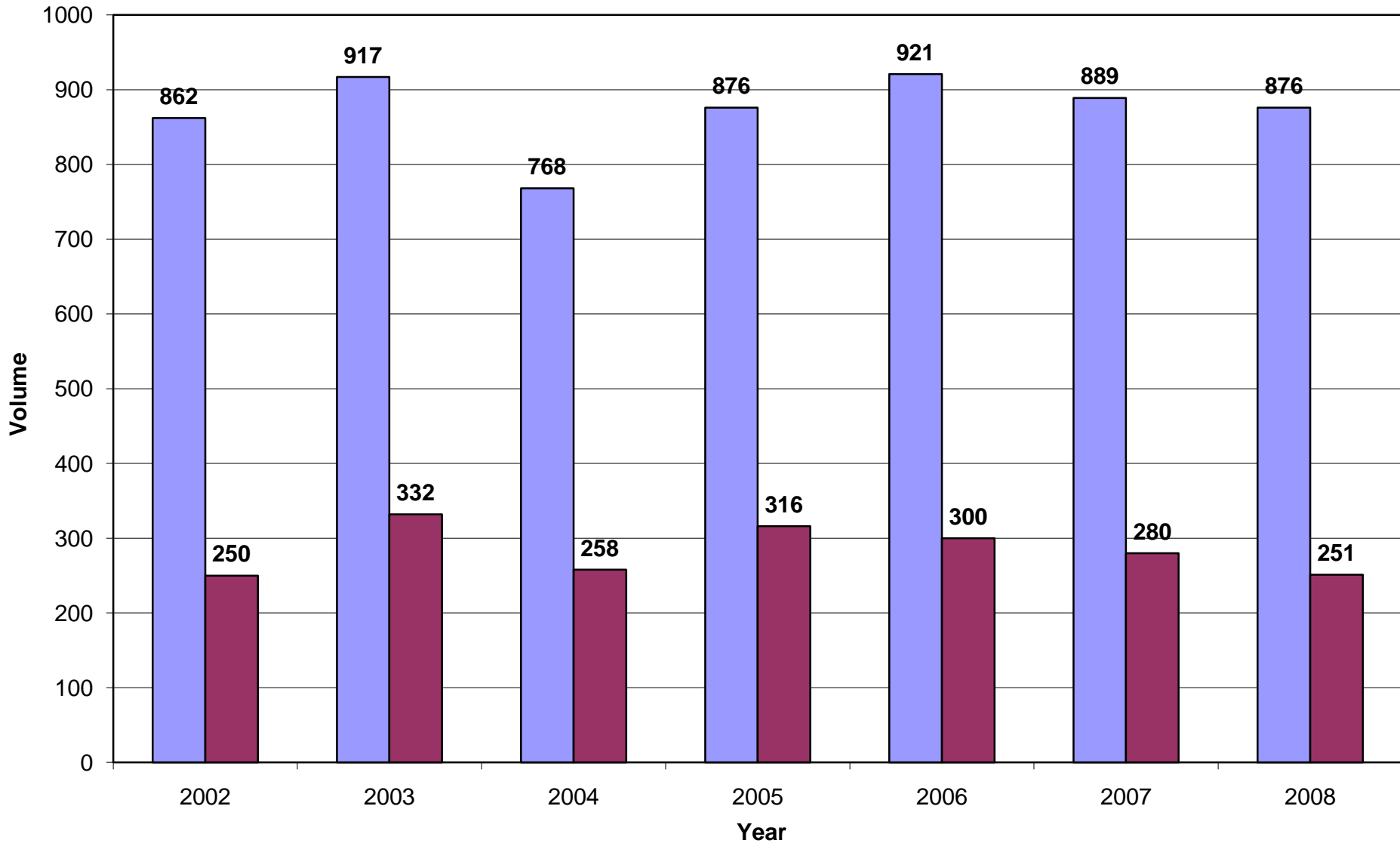


■ Injuries at the Fire-ground
 ■ At Non-fire emergencies
 ■ Responding to Incidents
 ■ Training
 ■ Other on Duty

MILWAUKEE POLICE DEPARTMENT

MPD	2002	2003	2004	2005	2006	2007	2008	3 Yr Avg
Claims	862	917	768	876	921	890	864	892
Recordable Cases	250	332	258	316	300	280	251	277
Incidence Rate	10.96	14.3	11.43	13.51	13.55	12	10.69	12.08
Lost Workdays	3,296	4,474	3,931	5,106	4,017	2,316	3,441	3,258
Injury Hours	N/A	N/A	N/A	50,190.2	34,252.3	26,238.2	33,723.9	31,404.8
Injury Pay	\$696,798	\$826,406	\$897,847	\$1,064,451	\$754,151	\$586,863	\$770,166	\$703,727

Milwaukee Police Dept



■ Claims ■ Recordable Cases

MPD Data Findings

	2007	2008	2007	2008
Activity When Injured	Number	Number	% of Total Injuries	%of Total Injuries
Decreases				
Controlling/Arresting Suspects	267	239	30%	27.60%
Apprehending Suspects-Foot Pursuits	103	78	11.50%	9%
Vehicle Related	69	56	7.70%	6.40%
Training	54	43	6%	4.90%
Increases				
Directing Traffic	2	13	.2%	1.5%
Processing/Transporting Prisoners	12	47	1.3%	5.4%
Shooting Incidents	4	15	.4%	1.7%
Traffic Stops	2	16	.2%	1.8%

DEPARTMENT OF PUBLIC WORKS

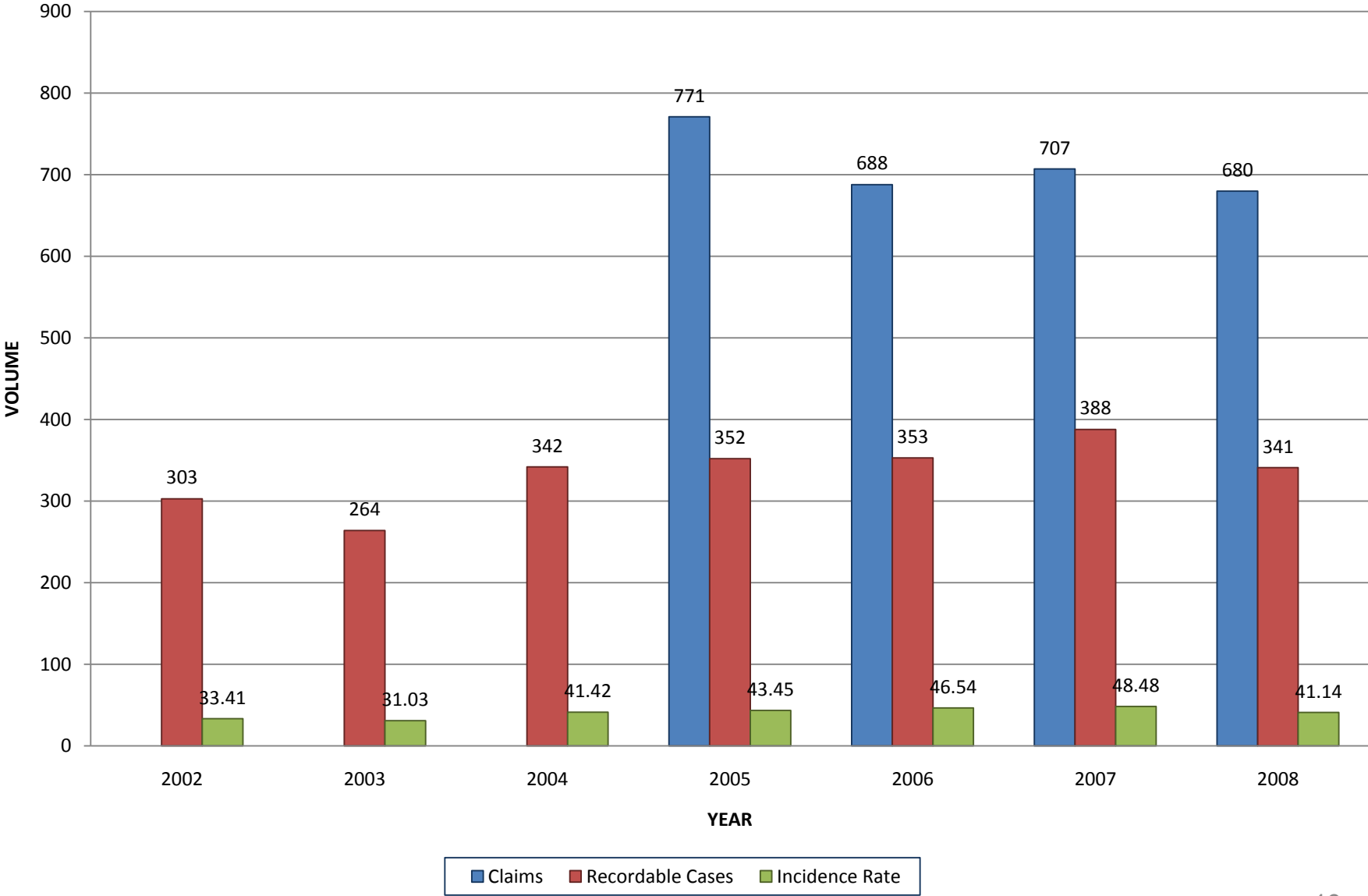
DPW All Depts	2005	2006	2007	2008	3 Yr Avg
Claims	1166	1069	1043	1074	1,062
Recordable Cases	444	443	509	474	475
Incidence Rate	23.84	25.74	28.74	26.01	26.83
Lost Workdays	9,393	8,032	11,852	10,341	10,075
Injury Hours	78,055.8	61,191.3	76,551.3	65,894.8	67,879.1
Injury Pay	\$1,273,565	\$1,054,770	\$1,318,601	\$1,052,888	\$1,142,086

DPW OPS	2005	2006	2007	2008	3 Yr Avg
Claims	771	688	708	682	693
Recordable Cases	352	353	388	341	361
Incidence Rate	43.45	46.54	48.48	41.14	45.39
Lost Workdays	6,985	5,967	8,688	7,572	7,409
Injury Hours	51,744.1	42,190.7	47,263.7	44,218.7	44,557.7
Injury Pay	\$875,064	\$712,368	\$802,582	\$779,710	\$764,887

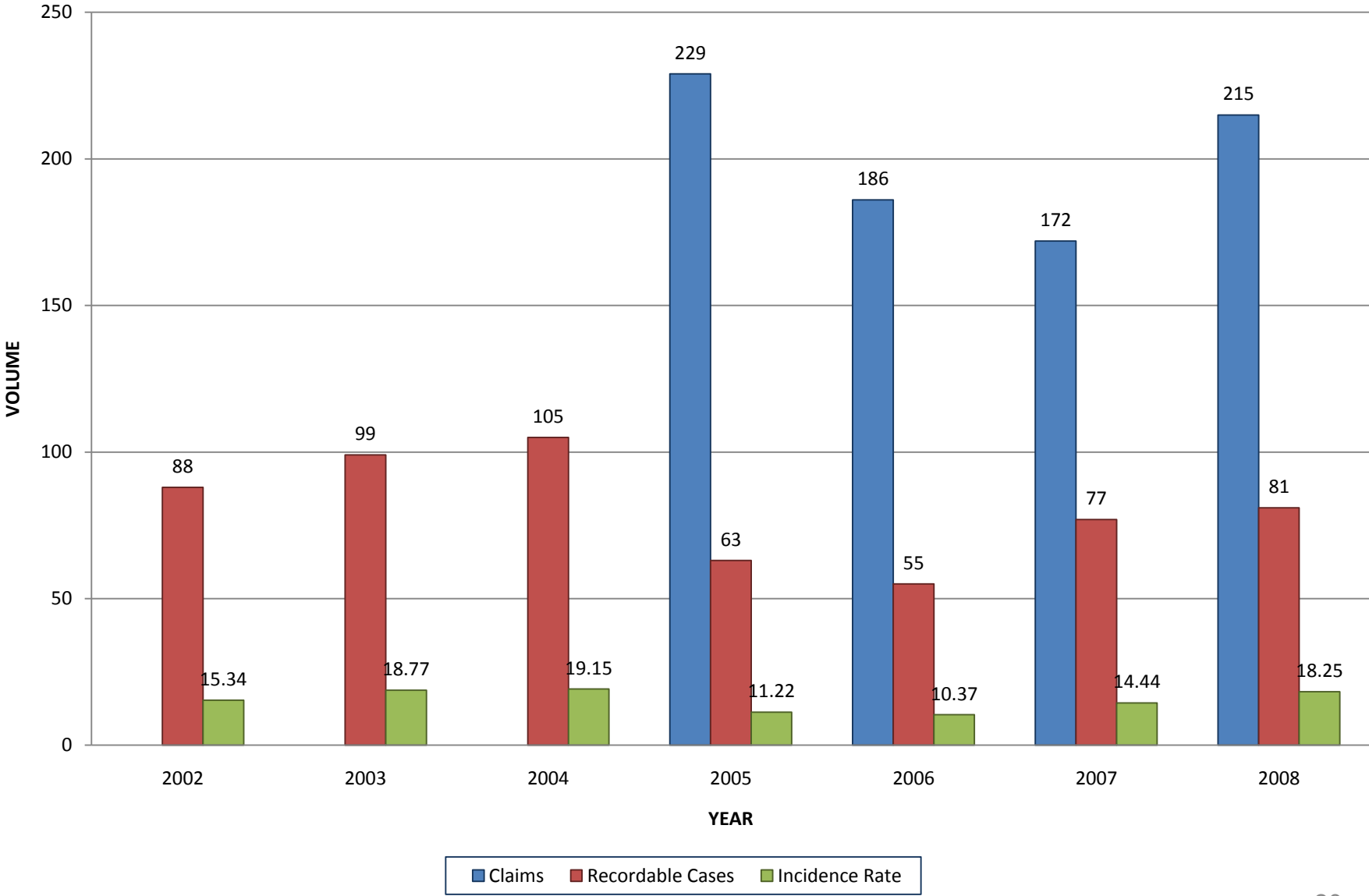
DPW INFRA

Claims	229	186	172	221	193
Recordable Cases	63	55	77	81	71
Incidence Rate	11.22	10.37	14.44	18.25	14.35
Lost Workdays	2,096	1,480	2,285	1,666	1,810
Injury Hours	15,562.3	12,912.9	13,534.9	12,705.0	13,050.9
Injury Pay	\$233,830	\$217,010	\$240,135	\$222,466	\$226,537

CITY OF MILWAUKEE DPW - OPERS



CITY OF MILWAUKEE DPW - INFRA



	2005 Injuries	2006 Injuries	2007 Injuries	2008 Injuries
Any Injury involving Chemicals / Sewers / Garbage / Smoke	25	33	35	64
Any Injury involving Digging / Shoveling	40	35	29	24
Any Injury involving Garbage Cart	102	97	136	70
Any Injury involving Garbage Cart Flipper	21	20	13	11
Any Injury involving Hand Tools	50	37	35	48
Any Injury involving Lifting	110	96	95	152
Any Injury involving Push / Pull	21	26	14	29
Any Injury involving Vehicle Accident Occupant	35	43	37	38
Any Injury involving Vehicle entering / exiting	49	38	60	42
Any Injury involving Vehicle Operating / Driving	43	27	45	27
Slip, Trip, Fall Different Level / Curb / Pot Hole / Stairs	56	66	33	52
Slip, Trip, Fall Snow and Ice	100	57	94	153
Any Injury involving Operating equipment	12	21	37	13
Any Injury involving Branches / Brush / Mulch / Weeds	46	41	32	19
Any Injury involving Struck by an Object	78	75	37	66

	2005	2006	2007	2008
Operations Driver Worker				
Any Injury Involving Garbage Cart	87	70	122	60
Lifting	40	46	45	59
Any Injury Involving Slip, Trip, & Fall on Snow/Ice	75	35	59	83
City Laborer Regular/Seasonal				
Any Injury Involving Digging or Shoveling	14	11	8	3
Lifting	12	9	7	6
Any Injury Involving Pushing or Pulling	3	3	3	2
Parking Checkers				
Any Injury Involving Vehicle Accident Occupant	11	27	8	12
Any Injury Involving Vehicle Operation/Driving	1	2	1	0
Any Injury Involving Citizen Assault	3	6	2	1

DPW Data Findings

- Operations Driver Worker:
 - 202 or 18.8% of all claims
 - Reduction of 10.6% from 2007 when 226 claims reported
 - Injuries involving garbage carts decreased significantly from 122 in 2007 to 60 in 2008
- Urban Forestry Specialist:
 - 25 or 2.3% of all claims.
 - Increase of 25% from 2007 when 20 claims were reported for these positions
- Sewer Laborer:
 - 22 or 2% of all claims
 - Increase from 2007 when 3 claims were reported for Sewer Laborer
- Parking Checker:
 - Claims reported totaled 13
 - Small increase from 2007 when 11 claims were reported

Update on Safety Plans

- Safety Plans
 - MFD, MPD and DPW have developed Safety Plans
 - This requirement was established by DER as a method to build accountability for safety and injury prevention at the department level
 - Safety Plans include an analysis of injury data for 3 years and goals and objectives for 2009 and 2010.
 - As of the beginning of 2009, depts are receiving claim activity reports from WC so that they can better understand how the injuries are occurring and can more effectively identify and implement the appropriate interventions.
 - Programs and protocols have been implemented as a result of safety plans and data analysis
 - Departments are developing systems for tracking success or lack thereof
 - Some programs already demonstrating a positive impact in 2009

Safety Plan Highlights

- Milwaukee Fire Department
 - Implementation of Return to Work Program in February of 2009
 - Yielded a 10% reduction in injury hours and a 6% reduction in injury pay.
 - 38 employees have participated in program from February through May of 2009.
 - MFD estimates that over 230 24hr shifts have been restored as a result of the program.
 - All MFD injuries are now reviewed and classified according to the “type of duty” and “activity” when the injury occurs.
 - Engine company information , including apparatus number, is being documented in an attempt to assess the impact of staff reductions on firefighter’s safety.
 - MFD’s supervisory command staff is now required to conduct safety assessments/investigations when an injury occurs

Safety Plan Highlights

- Milwaukee Police Department
 - Requires the inclusion of safety performance measures as components of job descriptions for the level of Sergeant and above and modification of performance evaluation standards to incorporate safety goals.
 - Injuries now reviewed and classified according to “type of duty” when the injury occurs.
 - Will help Department identify areas of intervention or training to continue to control injuries and associated expenditures.

Safety Plan Highlights

Department of Public Works

- Implemented Transitional Duty Program early in 2009
 - 64 employees have participated in the program through end of June
 - Increase of 39% over the employees participating during the same time period in 2008
 - Participants have worked 757 days on transitional duty, an increase of 74% from 2008
 - Injury hours and injury pay in DPW have decreased by over 30%
- Injury Review Committee Reinstated in 2009 (Met with 35 employees)
 - Identifies employees with two or more lost time injuries over 2 years or employees with an injury with 14 or more lost work days.
 - Assess reason for the injuries and identify ways to avoid or minimize risks in the field.
 - Expected to decrease the number of employees who have repeat injuries
 - DPW to track and monitor program outcomes
- Mandatory Injury Investigation Training
 - DPW managers/supervisors attended training in July and August
 - Will increase supervisory and managerial accountability for safety by requiring post-injury investigations by supervisors to assess cause of injuries and identify preventative measures
 - New accident investigation protocol will require employees to inform management about faulty equipment or unsafe working conditions.
 - Managers required to complete a report recommending actions to prevent further injuries.

OTHER BENCHMARKS AND ACCOUNTABILITY

Analyze industry specific injury data and compare to internal benchmarks.

Hold departments accountable for safety goals and progress.

Identify and track other performance measures:

- * injury rate prevention measures;
- * avoidance of lost time measures;
- * duration of lost time measures;
- * re-occurrence measures.