



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**David Heard**  
Fire and Police Commission  
Executive Director

**Michael Brady**  
Employee Benefits Director

**David Kwiatkowski**  
Labor Negotiator

December 1, 2004

Alderman Terry Witkowski  
District 13  
City of Milwaukee  
Common Council

Dear Alderman Witkowski:


Attached as you requested is the completed summary of the ten-year history of the occupational injuries and illnesses as reported by City Departments.

We have summarized the recordable cases, the incident rate, the lost workdays and the Workers Compensation paid expenses. In the summary we have attempted to identify the most significant changes which have had a notable impact on injuries and illnesses over the last ten years. We have also looked forward by identifying some initiatives that we feel will have an impact on safety and the workplace.

We sincerely hope that the information contained in the attached report meets your needs. Please feel free to contact me at 286-3335 if you wish to discuss this report in greater detail.

The Department of Employee Relations looks forward to working with all parties within City Government in order accomplish the goal of accident reduction and cost control.

Sincerely,

  
Maria Monteagudo  
Employee Relations Director

Attachment  
C: Finance Committee Members

**The City of Milwaukee**  
**Summary of Occupational Injuries and Illnesses**  
**1994 through 2003**

This Summary Report of Occupational Injuries and Illnesses in the City of Milwaukee includes the following:

- (1) OSHA recordable cases by department from 1994 through 2003. Recordable cases include claims where an employee loses a full workday, suffers an industrial illness (whether or not time is lost), any incident where an employee loses consciousness, any fatality or any incident that requires treatment by a medical doctor other than first aid or one that involves restricted work activity.
- (2) The incidence rate by department from 1994 through 2003. The incidence rate is a measure used by the Bureau of Labor Statistics that takes into account the number of recordable cases divided by 200,000 employee hours (100 workers working 40 hours per week for 50 weeks a year).
- (3) Worker's compensation claims paid from 1994 through 2003. The payments represent both expenses paid on new claims received in a calendar year and claims received in prior years.
- (4) Lost workdays by department from 1994 through 2003.

**Changes in the City's Organizational Structure and Employee Demographics**

In analyzing trends in occupational injuries and illnesses over the last ten years it is important to acknowledge a number of reorganizations that have occurred within DPW and the impact of such reorganizations in relation to workplace safety.

In 1994 the Forestry Division implemented a reorganization to create greater flexibility in the use of its workforce. This reorganization eliminated the titles of Boulevard Worker and Arborist and created a new classification of Urban Forestry Specialist. In 1994 the number of recordable cases in Forestry was 82 and the incidence rate was 43.43. Recordable case and incidence rate reductions were realized by this Division for five consecutive years following this reorganization. DPW representatives have attributed the reduction to better and more comprehensive training, stressing the importance of pre-work stretching, improved techniques and a more experienced workforce. The Forestry Division continues, through its in-house training classes, to provide on going training for compliance with the appropriate Safety laws.

Since 1996 DPW has undergone three additional reorganizations. A total of eight (8) DPW Divisions were consolidated into five (5) with the creation of the Infrastructure Division. (Please note that there is no data reported in 1994 and 1995 for this Division on the attached reports with the exception of costs). Additional changes centralized all DPW payroll, accounting and budgeting functions within one Division. In addition, Parking Checkers previously assigned to the Milwaukee Police Department were transferred to DPW's Parking Towing and Enforcement Section.

In 2002, the Operations Division was created by combining the Forestry and Sanitation Divisions along with the Buildings and Fleet Division. (Please note that no data is reported in 2002 and 2003 for these Divisions on the attached reports with the exception of costs). This last change resulted in the elimination of multiple driving job titles now consolidated into the

Operations Driver Worker classification. This change has provided more flexibility in workforce assignments to critical areas when needed. The impact of the change in the creation of Operations Division appears to be positive from an incident rate perspective. Prior to the change both the Forestry and the Sanitation Divisions' incidence rates were in the 40+ range. In the two years since the change the Operations Division has reported a decrease in the incidence rate. A decrease in the number of recordable cases from 303 in 2002 to 264 in 2003 was also observed. The changes in the Public Works department have had some positive impact.

Lost workdays continue to present a problem City-wide. Since 1994 lost workdays have increased from 14,169 to 26,402, or 86% increase. It is important to note that the recording guideline for counting days in this category changed effective January 1, 2002. Calendar days, instead of workdays, are to be counted. This includes weekends, holidays, and vacation days. This accounts for the sharp increase in lost workdays in 2002 (21,239) as compared to 2001 (14,908).

The City of Milwaukee must adopt and enforce an across the board policy initiative to accommodate restrictions that result from workplace injuries. City Departments have from time to time accommodated temporary work restrictions. However, to date the Police Department is the only City Department with an established *permanent* limited duty program. The financial impact of not providing limited duty to injured workers may be best illustrated by the Fire Department's total injury pay out for the years covered in this report. This payout is consistently higher than any other City department.

The age of the City's workforce must also be taken into consideration. The Forestry Division for example has employees who are between the ages of 53 and 54. Of the 108 employees in the Forestry districts responsible for the most physically demanding part of the job, tree climbing, 23 are over age 50. A review of the Workers Compensation claims for the calendar years 2002 and 2003 reveals that the majority of the claims submitted were from employees in the 40 and 50 years of age categories for General City; compared to the 30 to 40 age group for Fire and Police.

#### **Changes in DER's Safety Program**

In 1990 the DER Safety staff consisted of 5 employees that included 4 Safety Specialists and one Supervisor. In conjunction with the 1993 City Budget three positions were transferred to DPW. The objective of the transfer was to focus responsibility for safety of DPW within that department. The two remaining DER positions continued to provide City-wide oversight until 1997-1998 when they were eliminated in the budget.

Given these budget reductions, DER's role changed dramatically. With a Safety staff we were able to monitor the work place through work site and facility inspections. We provided safety training programs, coordinated Safety Awareness Day/week, purchased Safety training videos and maintained a library as a resource for City departments, answered safety questions and provided guidance to City Departments on Safety issues, coordinated the prescription Safety glass program, compiled occupational injury and illness and fleet statistics, and coordinated and sponsored the activities of the Central Safety Committee.

The significant reduction in resources has limited our responsibility to processing claims resulting from workplace injuries and illnesses, compiling legally required annual statistics and reports and ensuring that the City of Milwaukee is in compliance with all applicable OSHA and

Departments of Commerce Safety mandates. The Worker's Compensation Manager continues to provide support and advice to departments on an as needed basis and in response to specific questions or safety concerns.

#### **Safety Initiatives for 2005**

The following initiatives will be pursued by DER in 2005 and beyond to address safety issues and concerns.

- (1) A formal injury review process will be developed and implemented with representatives from operating departments to address employees with numerous work related injuries in order to address job safety.
- (2) Reactivation of City's Central Safety Committee to identify safety needs of operating departments and provide a forum for the development of individual safety plans by department.
- (3) Development and distribution of employee and supervisory handbook on reporting accidents and illnesses in the workplace.
- (4) Facilitate the development of department specific safety manuals that incorporate all work rules related to safe work practices.
- (5) Track and communicate the incidence rate and number of recordable cases by department. Challenge Department Heads to make safe work practices and training a higher priority. Share worker's compensation expenditure incurred by departments on an annual basis.
- (6) Aggressively pursue return to work options by encouraging departments to return injured workers to limited duty or full time assignments.
- (7) Work with the Department Safety Specialists to develop and coordinate mandatory safety training including accident prevention, reporting, investigation and follow-up.
- (8) Identify strategies for addressing ergonomic issues in the workplace.

## Occupational Injuries and Illnesses Recordable Cases

1994 thru 2003

DEPARTMENT	1994	1995	1996	1997	1998	1999	2000	2001	2002
ADMINISTRATION, DEPT of	1		3		3	5	-	1	
ANNUITY & PENSION	1				1	-	1	1	
BOARD OF APPEALS						-	-	-	
BUILDING INSPECTION	8	7	7	3					
NEIGHBORHOOD SERVICES					9	5	4	8	
CITY ATTORNEY		1		2	1	-	-	-	
CITY DEVELOPMENT	23	23	17	21	14	29	34	14	
CITY TREASURER			1			1	1	1	
COMMON COUNCIL/CITY CLERK	1	2		1		-	-	-	
COMPTROLLER			1			-	-	-	
ELECTION COMMISSION						-	-	-	
EMPLOYEE RELATIONS	1	1		1	1	-	2	-	
FIRE & POLICE COMMISSION						-	-	-	
HEALTH DEPARTMENT	24	20	23	20	20	18	20	13	
MAYOR'S OFFICE	1		1			-	-	-	
MUNICIPAL COURT	1				1	-	2	-	
PORT OF MILWAUKEE		1	2	3	5	4	2	-	
PUBLIC LIBRARY	14	18	12	20	14	16	24	21	
ASSESSOR'S OFFICE (Tax Commission)						1	-	-	
DEFERRED COMP						-	-	-	
ADMINISTRATION - DPW			1	1	1	-	10	11	
BRIDGES & BUILDINGS	35	31							
ENGINEERS	5	8							
PARKING						4	-	-	
FORESTRY	82	70	56	46	51	63	74	80	
OPERATIONS									
INFRASTRUCTURE			85	50	79	117	112	85	
MUNICIPAL EQUIPMENT	46	43							
SANITATION	128	122	118	122	126	170	148	161	
STREET & SEWER MAINT	40	50							
TRAFFIC ENG & ELEC SERVICES	50	38							
BUILDINGS & FLEET			48	72	53	68	40	47	
WATER WORKS	58	29	45	21	46	34	27	18	
FIRE DEPARTMENT	451	351	375	370	288	326	329	327	
POLICE DEPARTMENT	265	312	273	234	214	229	259	298	
<b>CITY TOTAL</b>	<b>1,235</b>	<b>1,127</b>	<b>1,068</b>	<b>987</b>	<b>927</b>	<b>1,090</b>	<b>1,089</b>	<b>1,086</b>	

OSHA recordable cases are taken from each department's OSHA log. An OSHA Recordable Case is one where an employee loses a full workday, suffers an industrial illness (whether or not time is lost), any incident where the employee loses consciousness, any fatality, or any incident that requires treatment by a medical doctor other than first aid or in-home work activity.

**The City of Milwaukee  
Occupational Recordable Injuries and Illnesses  
1994 through 2003**

The definition of a recordable case prior to January 1 2002 was as follows: a work accident or from an exposure in the work environment that either caused a death, an illness or an injury which involved medical treatment (other than first aid), loss of consciousness, restriction of work or motion, transfer to another job as a result of the injury or illness.

As part of the 2002 OSHA record keeping changes, the definition of a recordable case changed to the following: a injury or illness is considered work related and recordable if an event or work exposure in the work environment caused or contributed to the condition or significantly aggravated a preexisting condition. Work relatedness is **presumed** for injuries and illnesses resulting from events or exposures in the workplace unless specifically an exception applies.

**Year to Year Highlights**

**1994**

There was a slight increase in the recordable cases compared to 1993. This increase was due to an increase of an additional +99 cases reported by the Fire Department. This increase was offset by decreases in the Public Works department at -69; the Police Department at -12 and the Administrative Departments at -5.

**1995**

There was an overall improvement in the number of injuries sustained over 1994. One hundred fifty-four (-154) fewer, injuries and illnesses were reported compared to the previous year. Individual departments who reported reductions included: Fire Department (-100), Water Department (-29), Traffic Engineering (-18), Forestry (-12), and several other departments, including Bridges and Buildings and Health with reductions of four (-4) or less. The Department of Public Works, in total, reduced injuries and illnesses by sixty-six (-66). In the Fire Department there was a reduction of one hundred (-100) injuries even though there were 693 more emergency responses made than in the previous year. Response to a false alarm, for example, normally results in fewer injuries than does a fire.

**1996**

There was an overall reduction in the number of injuries sustained in 1996. Fifty-nine (-59) fewer, injuries and illnesses were reported compared to the previous year. Individual departments who reported reductions included: Police Department (-39), Forestry (-14), City Development (-6), Library (-6), and several departments, including Sanitation, with reductions of four or less.

The City of Milwaukee  
Occupational Recordable Injuries and Illnesses  
1994 through 2003

The Department of Public Works, in total, reduced injuries and illnesses by thirty-eight (-38). In the Fire Department there was an increase of twenty-four injuries (+24) and the Water Department recorded an additional sixteen (+16).

**1997**

There was an overall reduction in the number of injuries reported in 1997. Eighty-one (-81) fewer, injuries and illnesses were reported than in 1996. Individual departments reporting reductions included: Police Department (-39), Forestry (-10), Infrastructure (-35) and Water Works (-24). The Department of Public Works, in total, reduced injuries and illnesses by forty-one (-41) with Infrastructure and Water Works leading the way. In the Fire Department there was a decrease of five injuries (-5) and the Buildings & Fleet Division recorded an additional twenty-four (+24) with an additional eight (+8) in the Library and four (+4) in City Development.

**1998**

There was an overall reduction in the number of injuries sustained. Sixty-one (-61) fewer, injuries and illnesses were reported in comparison with 1997. Individual departments reporting reductions included: Police Department (-20) and Fire Department (-82). The Department of Public Works, in total, increased injuries and illnesses by forty-four (+44). With Infrastructure (+29) and Water (+23) leading the way. The Administration department total remained at the same level as last year at 68 total cases with a notable increase in Building Inspection (+6) and a notable decrease in City Development (-7).

**1999**

There was an overall increase in the number of injuries sustained in 1999. One hundred sixty-three (+163) additional injuries and illnesses were reported compared to 1998. Individual departments reporting increases included: Police Department (+15) and Fire Department (+38). The Department of Public Works, in total, increased injuries and illnesses by one hundred (+100). All Divisions in DPW experienced increases except the Water Division (-12). The increases in the other Divisions were as follows: Forestry (+12); Infrastructure (+38); Sanitation (+44); and Buildings and Fleet (+15). There were also increases in the Administration departments. The total increase was 10 with a notable increase in City Development (+15).

**2000**

The number of injuries remained basically the same in 2000. One thousand eighty-nine (1,089) injuries and illnesses were reported compared to 1999 (1,090). Individual departments reporting included: Police Department (+3) and Fire Department (+30). There was an overall increase in the Administrative departments for a total of eleven (+11) more injuries than were reported in 1999. The following Administrative departments reported increases: City Development (+5); the Health Department (+2) and the Library (+8). The Department of Public Works reported the largest decrease in injuries sustained (-45). The largest decreases were reported by the Buildings and Fleet Division (-28) and Sanitation (-22). Decreases were also experienced in Infrastructure (-5) and Water Workers (-7). Increases were experienced in Parking (+11) and the Administrative Division (+10).

The City of Milwaukee  
Occupational Recordable Injuries and Illnesses  
1994 through 2003

**2001**

The injuries reported in 2001 were about the same level as 2000 with an increase of (+3). Individual departments reporting increases included: Police Department (+39). The Department of Public Works, in total, decreased injuries and illnesses by (-9) injuries. There were increases in the following DPW Divisions: Forestry (+6); Sanitation (+13) and Buildings and Fleet (+7). The increases were offset by the huge reduction in Infrastructure of -27 injuries. The Administrative departments experienced a decrease of -31 injuries in 2001 with City Development leading the way with -20 injuries and the Health Department with -7 injuries. The Fire Department also experienced a small decrease of -2 injuries.

**2002**

Injuries and illnesses decreased in 2002 with -15 fewer cases. Individual departments reporting decreases included: Police Department (-48). The Department of Public Works, in total, increased injuries and illnesses by (+18). The Administrative departments experienced an increase of +2 injuries in 2002; City Development led the way with +5 injuries. The Fire Department also experienced an increase of +13.

**2003**

Both injuries and illnesses increased in 2003 city wide by +72 cases. The largest increase occurred in the Police Department with an increase of +27 additional injuries and +55 additional illnesses. The high increase in the number of illnesses represents multiple TB exposures by more than one police officer per episode at city residences and district booking rooms. Other smaller increases occurred in the following departments: Treasurer (+2); Health (+6); and Library (+5). Although the Department of Public Works experienced a decrease overall of -21 cases, there were some notable increases with certain of the DPW Divisions: Infrastructure (+11) and Water (+10). In addition there was a substantial decrease in DPW Operations (-39).

The number of recordable cases decreased from 1235 in 1994 to 1143 in 2003, a 3.5% reduction. The departments with the most significant variations were: Police, from 265 in 1994 to 332 in 2003; Fire, from 451 in 1994 to 341 in 2003 and Water, from 58 in 1994 to 30 in 2003.



## Occupational Injuries and Illnesses Incidence Rate

1994 thru 2003

DEPARTMENT	1994	1995	1996	1997	1998	1999	2000	2001
ADMINISTRATION, DEPT of	0.58		2.36		2.7	4.82	-	1.01
ANNUITY & PENSION	6.31				6.53	-	4.27	3.49
BOARD OF APPEALS								
BUILDING INSPECTION	4.54	4.08	4.13	1.82				
NEIGHBORHOOD SERVICES					5.54	2.43	1.99	3.90
CITY ATTORNEY		1.8		3.67	1.9	-	-	-
CITY DEVELOPMENT	6.77	6.83	5.32	6.44	4.53	11.31	16.31	6.96
CITY TREASURER			3.35			3.47	3.66	3.58
COMMON COUNCIL/CITY CLERK	1.06	2.14		1.09		-	-	-
COMPTROLLER			1.6			-	-	-
ELECTION COMMISSION						-	-	-
EMPLOYEE RELATIONS	1.08	1.14		1.27	1.39	-	3.15	-
FIRE & POLICE COMMISSION						-	-	-
HEALTH DEPARTMENT	6.93	5.88	6.73	6.01	6.15	6.49	7.70	5.05
MAYOR'S OFFICE	5.64		6.28			-	-	-
MUNICIPAL COURT	2.88				2.72	-	5.83	-
PORT OF MILWAUKEE		4.95	10.47	15.42	27.2	22.28	11.58	-
PUBLIC LIBRARY	4.1	5.74	3.86	6.35	4.54	5.19	7.81	6.80
ASSESSOR'S OFFICE (Tax Commission)						1.68	-	-
DEFERRED COMP						-	-	-
ADMINISTRATION - DPW			2.38	2.15	1.23	-	18.35	19.29
BRIDGES & BUILDINGS	15.14	13.39						
ENGINEERS	1.85	3.07						
PARKING						14.66	-	-
FORESTRY	43.43	40.73	30.68	25.23	28.11	33.98	42.06	43.03
OPERATIONS								
INFRASTRUCTURE			11.62	7.29	12.36	19.01	18.74	14.14
MUNICIPAL EQUIPMENT	13.94	14.42						
SANITATION	34.23	32.73	30.77	31.53	34.3	47.14	41.14	44.43
STREET & SEWER MAINT	18.27	24.28						
BUILDINGS & FLEET			10.23	15.54	11.82	15.53	9.38	11.40
TRAFFIC ENG & ELEC SERVICES	17.11	14.18						
WATER WORKS	14.18	7.42	11.83	5.14	12.27	9.99	8.56	5.81
FIRE DEPARTMENT	32.24	26.17	27.9	27.65	21.58	24.13	23.74	22.73
POLICE DEPARTMENT	10.51	12.66	10.84	9.41	8.85	9.60	11.53	13.54
<b>CITY TOTAL</b>	<b>15.12</b>	<b>14.32</b>	<b>13.59</b>	<b>12.72</b>	<b>12.27</b>	<b>14.74</b>	<b>15.13</b>	<b>15.16</b>

Number of OSHA recordable cases/200,000 employee hours (200,000 hours represents 100 workers working 4 weeks a year). The Incidence Rate is a bureau of Labor Statistics recommended measure.

**Worker's Compensation Claims Paid**  
1994 thru 2003

DEPARTMENT	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Deferred Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Board of Zoning	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mayor's Office	\$ 1,382.00	\$ -	\$ 8.51	\$ 765.78	\$ -	\$ 534.00	\$ -	\$ -	\$ -	\$ -
Common Council/City Clerk	\$ 8,785.00	\$ 7,990.74	\$ 8.05	\$ 2,687.02	\$ 371.61	\$ 7.83	\$ 232.28	\$ -	\$ -	\$ -
Municipal Court	\$ 200.00	\$ 1,011.36	\$ 8.61	\$ 1,694.86	\$ 121.23	\$ 460.14	\$ 1,288.22	\$ -	\$ -	\$ -
City Attorney's Office	\$ 278.00	\$ 919.75	\$ -	\$ 1,807.83	\$ 532.64	\$ 4,011.28	\$ -	\$ -	\$ -	\$ -
Department of Administration	\$ 7,817.00	\$ 10,024.73	\$ 16,287.08	\$ 7,148.18	\$ 7,984.20	\$ 37,186.54	\$ 2,552.55	\$ -	\$ -	\$ -
DOA-Central Services (MIS)	\$ -	\$ 305.43	\$ 653.81	\$ -	\$ 1,485.21	\$ 7,882.47	\$ 7,931.86	\$ -	\$ -	\$ -
Department of City Development	\$ 119,638.00	\$ 133,039.94	\$ 62,782.87	\$ 56,081.81	\$ 54,613.66	\$ 84,046.40	\$ 75,088.18	\$ -	\$ -	\$ -
Department of Employee Relations	\$ 642.00	\$ 2,301.00	\$ 3,562.00	\$ 1,945.23	\$ 5,003.07	\$ 5,103.52	\$ 2,647.54	\$ -	\$ -	\$ -
Election Commission	\$ 803.00	\$ 327.50	\$ 468.70	\$ -	\$ 15.87	\$ 52.83	\$ 26.24	\$ -	\$ -	\$ -
Comptroller	\$ -	\$ -	\$ -	\$ 75.00	\$ 8.05	\$ -	\$ -	\$ -	\$ -	\$ -
City Treasurer	\$ 89.00	\$ 1,038.00	\$ 825.67	\$ 27.62	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tax Department	\$ 1,963.00	\$ 1,647.83	\$ 2,962.27	\$ 5,551.62	\$ -	\$ -	\$ 1,682.76	\$ -	\$ -	\$ -
Fire and Police Commission	\$ -	\$ -	\$ -	\$ -	\$ 2,412.30	\$ 31,571.07	\$ 27,975.96	\$ -	\$ -	\$ -
Fire Department	\$ 1,175,937.00	\$ 1,440,689.04	\$ 1,412,191.82	\$ 1,342,990.43	\$ 1,060,060.16	\$ 1,676,223.05	\$ 1,624,551.89	\$ 1,700,000.00	\$ 1,700,000.00	\$ 1,700,000.00
Police Department	\$ 1,148,092.00	\$ 1,355,035.67	\$ 1,228,077.88	\$ 1,496,961.90	\$ 1,382,866.49	\$ 1,660,271.50	\$ 1,603,324.21	\$ 1,700,000.00	\$ 1,700,000.00	\$ 1,700,000.00
Building Inspection	\$ 6,211.00	\$ 3,073.02	\$ 1,252.93	\$ 16,432.80	\$ 61,870.18	\$ 22,376.87	\$ -	\$ -	\$ -	\$ -
Health Department	\$ 126,987.00	\$ 131,346.16	\$ 89,720.49	\$ 68,443.13	\$ 41,689.59	\$ 38,455.73	\$ 24,255.07	\$ -	\$ -	\$ -
Port of Milwaukee	\$ 715.00	\$ 3,468.65	\$ 12,666.90	\$ 376.71	\$ 2,048.21	\$ 4,383.41	\$ 923.90	\$ -	\$ -	\$ -
Employee Retirement System	\$ 180.00	\$ 7.82	\$ 442.21	\$ -	\$ -	\$ 8.40	\$ 13,746.79	\$ -	\$ -	\$ -
DPW-Administration	\$ 643.00	\$ 2,428.57	\$ 227.50	\$ 6,395.37	\$ 927.40	\$ 854.68	\$ 24,582.93	\$ -	\$ -	\$ -
Infrastructure Services Division	\$ 600,121.00	\$ 652,168.52	\$ 609,378.54	\$ 660,332.07	\$ 707,456.21	\$ 674,187.44	\$ 680,600.34	\$ -	\$ -	\$ -
Buildings & Fleet Division	\$ 309,562.00	\$ 276,666.11	\$ 326,896.21	\$ 522,364.75	\$ 358,023.46	\$ 381,099.01	\$ 565,580.37	\$ -	\$ -	\$ -
Sanitation Division	\$ 510,645.00	\$ 741,986.37	\$ 627,330.78	\$ 574,205.52	\$ 615,587.45	\$ 615,749.95	\$ 787,931.75	\$ -	\$ -	\$ -
Forestry Division	\$ 240,078.00	\$ 358,670.57	\$ 238,045.72	\$ 283,280.07	\$ 266,993.05	\$ 421,798.49	\$ 118,222.93	\$ -	\$ -	\$ -
Water Services Division	\$ 185,952.00	\$ 217,227.40	\$ 144,756.03	\$ 189,469.05	\$ 545,159.61	\$ 394,940.02	\$ 351,567.58	\$ -	\$ -	\$ -
DPW-Parking	\$ -	\$ -	\$ -	\$ -	\$ 1,434.86	\$ 907.19	\$ 4,720.73	\$ -	\$ -	\$ -
Solid Waste	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Library	\$ 12,430.00	\$ 35,483.90	\$ 41,772.05	\$ 26,673.92	\$ 83,958.50	\$ 55,124.79	\$ 61,561.82	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 4,459,150.00</b>	<b>\$ 5,376,858.08</b>	<b>\$ 4,820,326.63</b>	<b>\$ 5,265,710.07</b>	<b>\$ 5,200,623.01</b>	<b>\$ 6,117,236.61</b>	<b>\$ 5,980,995.90</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**The City of Milwaukee  
Workers Compensation Claims Paid History  
1994 through 2003**

The Workers Compensation expenses paid out are broken down into the following categories: Indemnity cost, Medical cost and Adjustment costs.

**Indemnity costs** include the cost for lost wages due to work related injuries, the disability costs, death claims which include the burial expenses and the required payment to the State fund, litigation and re-training.

**Medical costs** include the cost of medical treatment as a result of a work related injury. This includes the cost of the purchase or rental of medical equipment. It must be noted that any prescribed medical device, treatment or drug that cures or relieves the affects of the injury maybe covered under Worker Compensation.

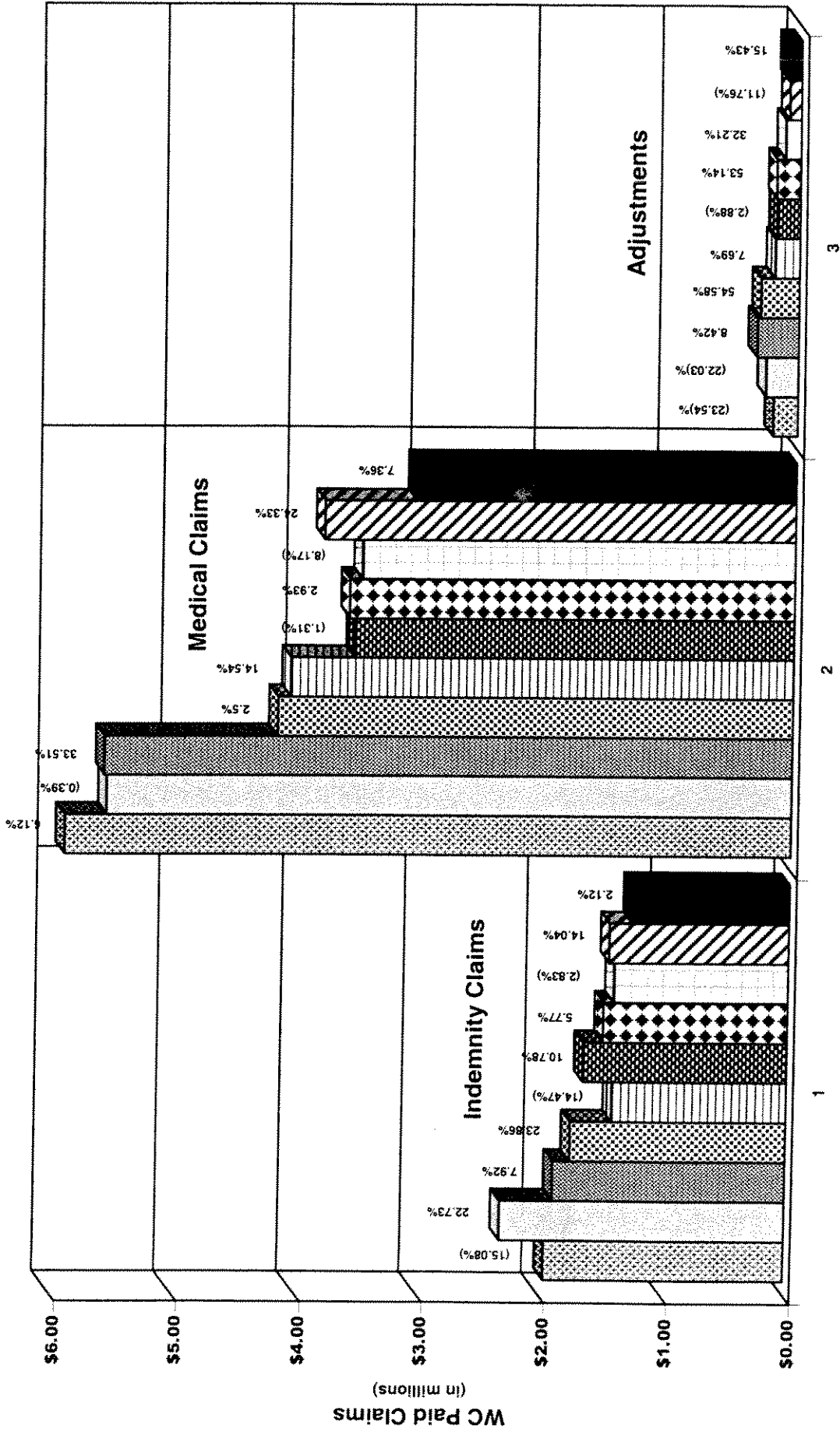
**Adjustment costs** include the cost of doing business or conducting investigations on Workers Compensation claims. Included in this expense, the cost of independent medical evaluations, medical records, etc and the annual assessment cost from the State of Wisconsin Workers Compensation Division.

The medical costs paid on Workers Compensation claims account for approximately 70% of the total dollars paid out; indemnity cost account for approximately between 25 and 28% and adjustment cost account for the remaining 3 to 4%. The attached graphs presents a break down of the percent of change in each of the categories over the years covered in this report and the actual percent in each category.

Based on the actual total number of Workers Compensation claims received in the calendar years reviewed for this report, the average cost per claim is as follows. **It is important to note that the Statue of limitations on a covered claim, in most cases, is twelve (12) years from the date of the last indemnity payment on a claim. Therefore, the annual expenses paid out on Workers Compensation claims include claims from prior years.**

1994	\$1342
1995	\$1519
1996	\$1359
1997	\$1454
1998	\$1599
1999	\$1874
2000	\$1741
2001	\$2167
2002	\$2641
2003	\$2192

**WORKER'S COMP GROSS PAID CLAIMS**  
 Change Over Previous Year



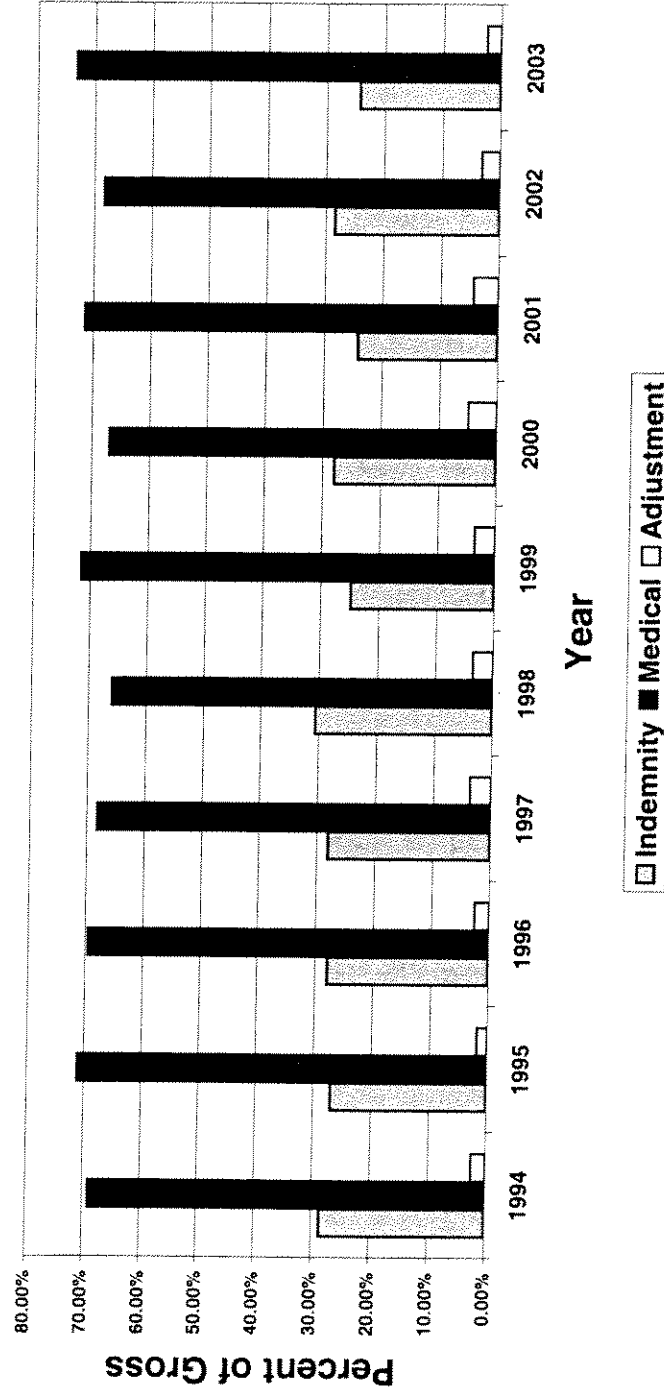
■ 2003 WC □ 2002 WC ■ 2001 WC ■ 2000 WC □ 1999 WC ■ 1998 WC ■ 1997 WC □ 1996 WC □ 1995 WC ■ 1994 WC

**Department of Employee Relations  
EBD/Worker's Compensation**

	<u>Indemnity</u>	<u>Medical</u>	<u>Adjustment</u>
1994	28.59%	68.99%	2.42%
1995	27.06%	71.18%	1.77%
1996	27.97%	69.54%	2.49%
1997	28.18%	68.19%	3.63%
1998	30.60%	65.95%	3.45%
1999	24.82%	71.65%	3.53%
2000	28.04%	66.98%	4.98%
2001	24.19%	71.50%	4.31%
2002	28.48%	68.30%	3.22%
2003	24.24%	73.27%	2.49%

**WC Claims**

As a percentage of gross claims



City of Milwaukee  
Occupational Injuries and Illnesses  
Lost Workdays  
1994 through 2003

The requirement for recording lost workdays changed dramatically effective January 1, 2002. Under the old requirement lost workday cases occurred when the injured or ill employee experienced either days away from work or restricted work activity or both. Lost workdays were days away from work that the employee would have worked (work days) but could not because of a work-related injury or illness. Effective January 1 2002, the requirement changed for counting lost workdays from workdays to calendar days. This includes weekends, holidays and vacations. The maximum lost workdays to be counted is capped at 180.

This dramatic change is reflected in the huge increase in lost workdays starting in calendar year 2002. This change resulted in a 42 % increase over the year 2001, while the incidence rate remained basically the same.

**Year to Year Highlights**

**1994**

Days of restricted work activity are included in the lost workdays. A total of 14,169 days were lost due to occupational injury and illness in 1994, which is an increase of 1,859 days compared to the previous year. The Department of Public Works recorded a total of 6,576 days. The Fire and Police departments each recorded increases in lost workdays.

**1995**

There was a decrease in lost work days when compared to 1994. The largest reduction occurred in the Police Department where 1,044 fewer lost days were recorded. The Forestry Division lost 527 fewer days which was a prime factor in helping the Department of Public Works to record an overall reduction of 271 days. Other departments with reductions of 100 days or more were: The Fire Department, Water Department, Street and Sewer Maintenance Division, and the Health Department. Increases of 100 days or more were seen in Municipal Equipment, Sanitation, and Traffic Engineering. The City Total for lost days was down by 1,659 days.

**1996**

For the second year in a row, there was a decrease in lost workdays. The largest reduction occurred in the Department of Public Works, where 2,683 fewer days were lost due to injuries. Sanitation lost-time improved by 497 days, and Forestry was 265 days better than 1995. Increases were noted in the Police Department (+681) days, and the Fire Department (+176) days. In total, the city recorded 2,031 fewer lost days than it did during 1995, and 3,690 days fewer during 1994.

**1997**

Lost work days continued to decrease for a total of 45 days compared to 1996. The largest reduction occurred in the Police Department with 802 fewer days. The department of Public Works lost work days increased by 510 days. This increase was directly affected by the large number of carryover days from 1996 in Water Works and Buildings & Fleet Services. There were however decreases in Infrastructure (-19) and Sanitation (-131). The Fire Department had an increase of 49 days, the Library's lost workdays increased by 73, the City Attorney by 234 while City Development decreased by 11 days and the Health Department decreased by 19 days.

It should also be noted that overall city departments had fewer restricted days in 1997 (-434) than in 1996. This number shows the affects on lost workdays when injured workers are not returned to limited duty.

## **1998**

Lost workdays decreased again in 1998 by 1,039 days compared to 1997. The largest reduction occurred in the Police Department with 483 fewer days followed by the Fire Department with 438 fewer days. The department of Public Works lost workdays increased by only 9 days with notable increases in Infrastructure (+662); and Water (+154). These days were offset by reductions in (Forestry -144); Sanitation (-90) and Buildings and Fleet (-529). The Library's lost workdays increased by 166 followed by Municipal Court (+12) and the Port of Milwaukee (+26). While the remaining Administrative departments reported decreases.

It should also be noted that overall city departments had fewer restricted days in 1998 (-816) than in 1997.

## **1999**

There was an increase of 3,575 days compared to 1998. The largest increase occurred in the Fire Department with 1,366 more days. The Police Department increased by 392. The Department of Public Works lost workdays increased by 1,675 days with notable increases in Infrastructure (+528); Forestry (+230); Sanitation (+171) and Buildings and Fleet (+728). The lost workdays also increased in the Administrative departments by a total of 142 days; with a large increase in City Development (+301); and the Health Department (+143). The Library reduced its lost workdays by (-271).

It should also be noted that overall city departments had more restricted duty days in 1999 (+1,023) than in 1998.

## **2000**

There was a decrease of 140 days compared to 1999. The largest increase occurred in the Police Department with 1,160 more days. The Fire Department experienced the largest decreases by -1,571. The Department of Public Works lost workdays increased by 366 days with notable increases in Infrastructure (+254); Forestry (+180); Sanitation (+355) and a notable decrease in Buildings and Fleet by -766. The lost workdays also increased in the Administrative departments by a total of 95 days; with large decreases in City Development (-94); and the Health Department (-154). The Library increased its lost workdays by (+156).

It is noted that overall city departments had less restricted duty days in 2000 (-169) than in 1999.

## **2001**

There was a decrease of 160 days compared to 2000. The largest increase occurred in the Department of Public Works in the Sanitation Division (+605). However, it should be noted that this increase was offset by the large decrease in the Infrastructure Division of -847. Overall DPW experienced a decrease of -325 days. The remaining Divisions in DPW reported as follows: Administrative (-143); Forestry (-31); Buildings & Fleet (+462) and Water (-371). The Fire Department reported an increase of (+256) and Police (+352). Finally, the Administrative Divisions experienced a decrease of (-443) with decreases being reported by City Development (-234); Health Department (-47) and the Library (-125).

Overall city departments had fewer restricted duty days in 2001 (-204) than in 2000.

## **2002**

There was a decrease of 3,980 in lost workdays compared to 2001. The largest increase occurred in the Fire Department with an additional +2,597 days; followed by the Department of Public Works with an increase of 1,584 days. Other increases occurred in the Health Department (+80 days) and Neighborhood Services (+75 days). A decrease in the number of days lost was experienced in the Police Department (-303 days) and City Development (-27 fewer days).

Overall city departments had more restricted duty days in 2002 (2,351) than in 2001.

## 2003

There was a total increase of an additional +5,163 lost workdays and restricted duty/transfer days in 2003: 4,106 were lost workdays and 1,057 were restricted or transfer days.

It is important to note that the recording guideline for counting days in these categories changed effective January 1, 2002. We are now required to count calendar days versus workdays. The calendar days include weekends, holidays, and vacation days. If a medical opinion exists which indicates that the employee cannot work, the employer must follow that opinion. This includes medical opinions regarding restricted duty. (Please note that as a result of this requirement, the Fire Department has recorded restricted days even though that Department does not have restricted duty positions available.)

City departments reporting increases were: City Development (+77 restricted days and +232 lost workdays); Library (+203 lost workdays); DPW (+458 lost workdays); Fire (+1,107 restricted days and +2,106 lost workdays); Police (+239 restricted days and 1,178 lost workdays).



**The City of Milwaukee  
Occupational injuries and illness Incidence Rate  
1994 through 2003**

The incidence rate is defined as the number of injuries and illnesses divided by the total hours worked by all employees during a calendar year related to a common exposure based on 100 full time workers. The common exposure base as determined by OSHA is 200,000 hours which equals 100 full time workers, working 40 hours per week, 50 weeks p/year.

**Year to Year Highlights**

**1994**

A city-wide incidence rate of 15.12 was reported in calendar year 1994.

**1995**

A city-wide incidence rate of 14.32 injuries per 100 workers was reported for this reporting period.

**1996**

A city-wide incidence rate of 13.59 injuries per 100 workers was reported for this reporting period.

**1997**

A city-wide incidence rate of 12.72 injuries per 100 workers was reported for this reporting period.

**1998**

A city-wide incidence rate of 12.27 injuries per 100 workers was reported for this reporting period versus 12.72 this time last year.

**1999**

A city-wide incidence rate of 14.74 injuries per 100 workers was reported for this reporting period versus 12.27 this time last year.

**2000**

A city-wide incidence rate of 15.13 injuries per 100 workers was reported for this reporting period versus 14.74 this time last year.

**2001**

A city-wide incidence rate of 15.16 injuries per 100 workers was reported for this reporting period versus 15.13 this time last year.

**2002**

A city-wide incidence rate of 15.13 injuries per 100 workers was reported in 2002

**2003**

A city-wide incidence rate of 16.52 injuries per 100 workers was reported for this reporting period versus 15.13 this time last year.

## LOST WORKDAYS

DEPARTMENT	1994	1995	1996	1997	1998	1999	2000	2001
ADMINISTRATION, DEPT of	2		26			8		
ANNUITY & PENSION	1						23	
BOARD OF APPEALS								
BUILDING INSPECTION	78	35	43					
NEIGHBORHOOD SERVICES				40	30	26	18	
CITY ATTORNEY		286	122	234				
CITY DEVELOPMENT	312			111	68	369	275	
CITY TREASURER			3			3	14	
COMMON COUNCIL/CITY CLERK	27	8		3				
COMPTROLLER			4					
ELECTION COMMISSION								
EMPLOYEE RELATIONS	10	6		30	27			
FIRE & POLICE COMMISSION								
HEALTH DEPARTMENT	262	137	153	134	96	239	85	
MAYOR'S OFFICE	9		5					
MUNICIPAL COURT	3				12		3	
PORT OF MILWAUKEE		71	71		26	26	2	
PUBLIC LIBRARY	199	274	185	258	424	153	309	1
ASSESSOR'S OFFICE (Tax Commission)						1		
DEFERRED COMP								
ADMINISTRATION - DPW			13	47	3		296	1
BRIDGES & BUILDINGS	827	803						
ENGINEERS	45	2						
PARKING						11		
FORESTRY	1298	771	506	756	612	842	1,022	9
OPERATIONS								
INFRASTRUCTURE			594	575	1237	1,765	2,019	1,
MUNICIPAL EQUIPMENT	890	1246						
SANITATION	1746	1966	1469	1338	1248	1,419	1,774	2,
STREET & SEWER MAINT	481	282						
BUILDINGS & FLEET			708	943	414	1,142	376	
TRAFFIC ENG. & ELEC SERVICES	673	853						
WATER WORKS	616	382	332	473	627	637	695	
FIRE DEPARTMENT	3347	3089	3265	3314	2876	4,242	2,671	2,
POLICE DEPARTMENT	3343	2299	2980	2178	1695	2,087	3,247	3,
<b>CITY TOTAL</b>	<b>14,169</b>	<b>12,510</b>	<b>10,479</b>	<b>10,434</b>	<b>9,395</b>	<b>12,970</b>	<b>12,829</b>	<b>12,</b>

OSHA\_LOST\_WRKDAY