

**2009 Report of Occupational
Injuries and status of Safety Plans**

**Public Safety Committee
October 21, 2010**

Report Content

- Background Information Risk Mgmt Model
- 2009 Injury Data
- Safety Plan Components
- 2010 January to June Injury data and trends
- Conclusions and Recommendations

Risk Management Model

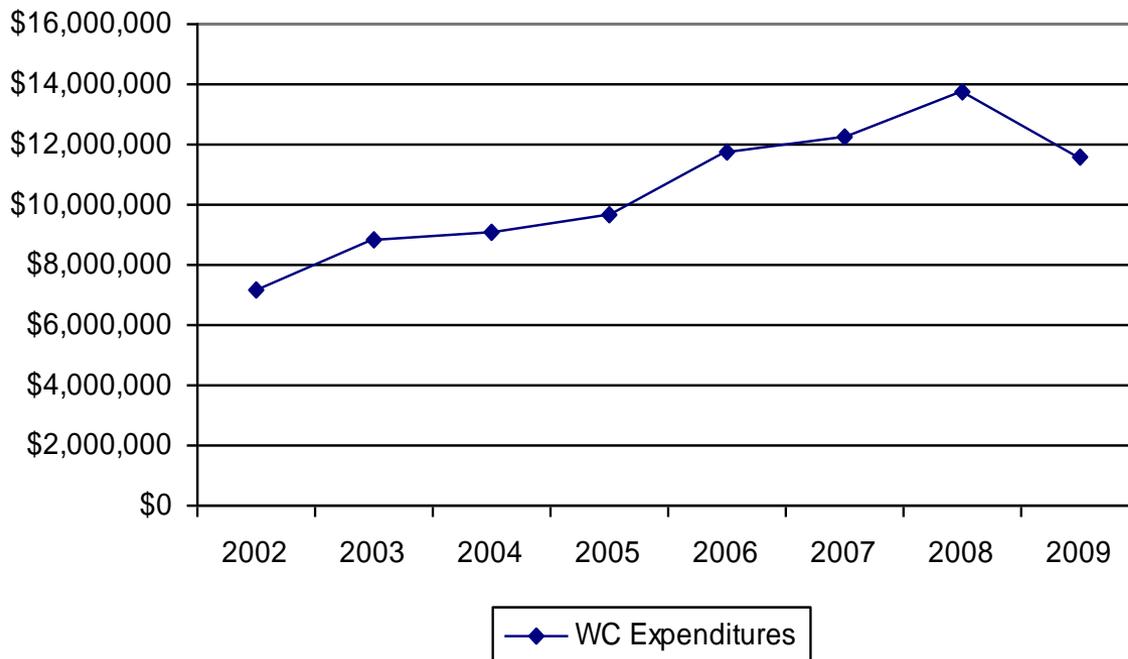
- Responsibility for Safety in the Workplace falls with Operating Departments in addition to DER.
- Safety Plans: goals and objectives, safety rules, injury data analysis, implementation of targeted safety efforts, and monitoring/tracking effectiveness of implemented initiatives.
- Injury Data Analysis to determine
 - How and when are injuries are occurring
 - How injuries can be prevented
 - Safety Hazard Identification
 - Effectiveness or lack thereof of implemented efforts
 - Training and Resources Needed

Safety Plan Components

- Policy Statement for Department
- Roles and Responsibilities for Employees and Management
- Safety Programs/Training Provided
 - Legal and Other
- Department Injury Statistics and Analysis
 - Injury Classification
 - Accident Investigative Procedures
- 2009-2010 Safety Goals and Objectives

Worker's Compensation Expenditures

- WC Expenditures decreased 15.7% from 2008-2009
 - First decrease since 2002
 - WC expenditures increased an average of 11.8% between 2002-2008



Worker's Compensation Indicators

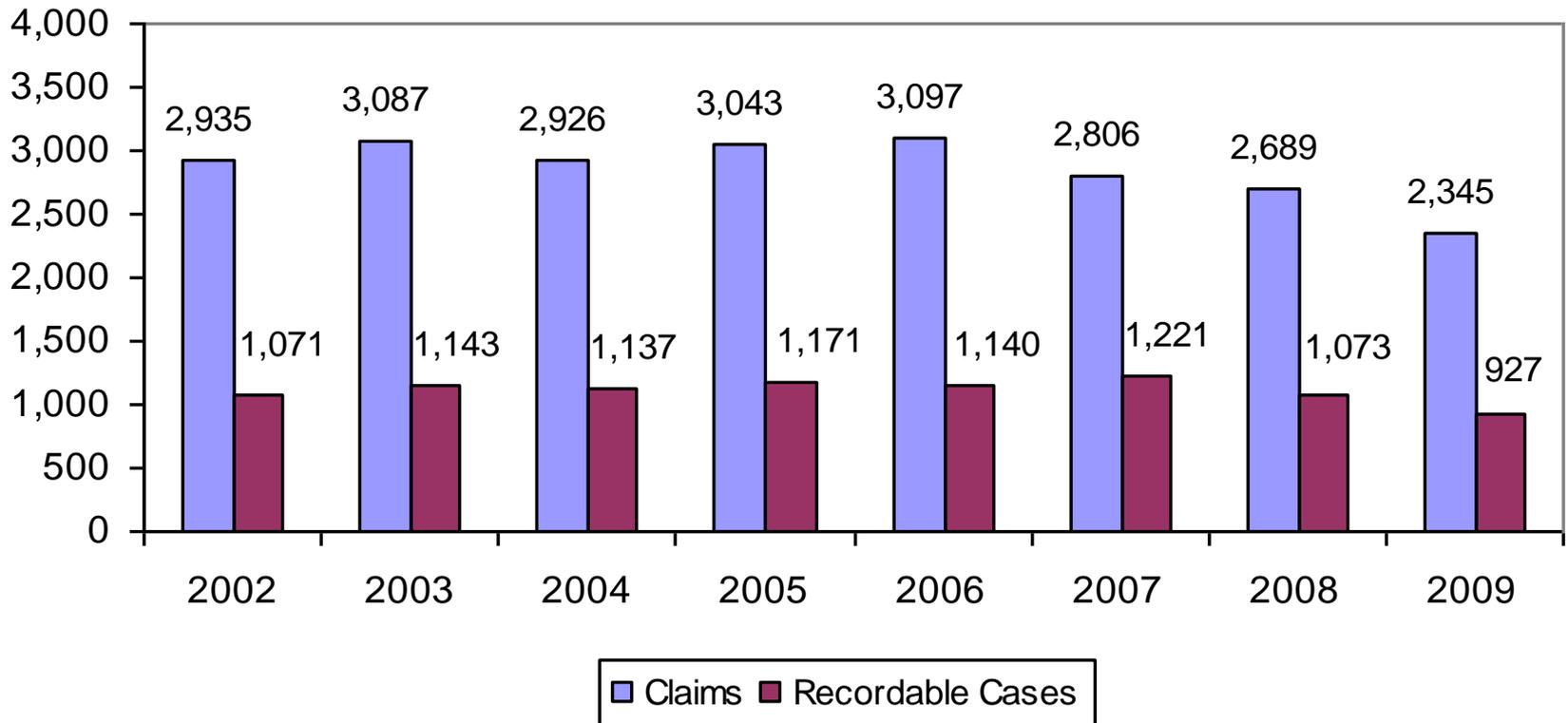
	2005	2006	2007	2008	2009	% Change Over Prior
City Wide Data						
Claims	3,043	3,097	2,806	2,689	2,345	-12.8%
Recordable Cases	1,171	1,140	1,221	1,073	927	-13.6%
Incidence Rate	16.87	17.75	18.31	16.01	14.22	-11.2%
Lost Workdays	24,456	21,279	19,488	24,817	15,441	-37.8%
Injury Hours	230,442	196,331	202,824	216,295	152,471	-29.5%
Injury Pay	\$4,046,831	\$3,576,848	\$3,680,257	\$4,029,686	\$3,014,263	-25.2%

Recordable Cases - work related injuries and illnesses that result in death, loss of consciousness, days away from work, restricted work activity, job transfer or medical treatment beyond first aid.

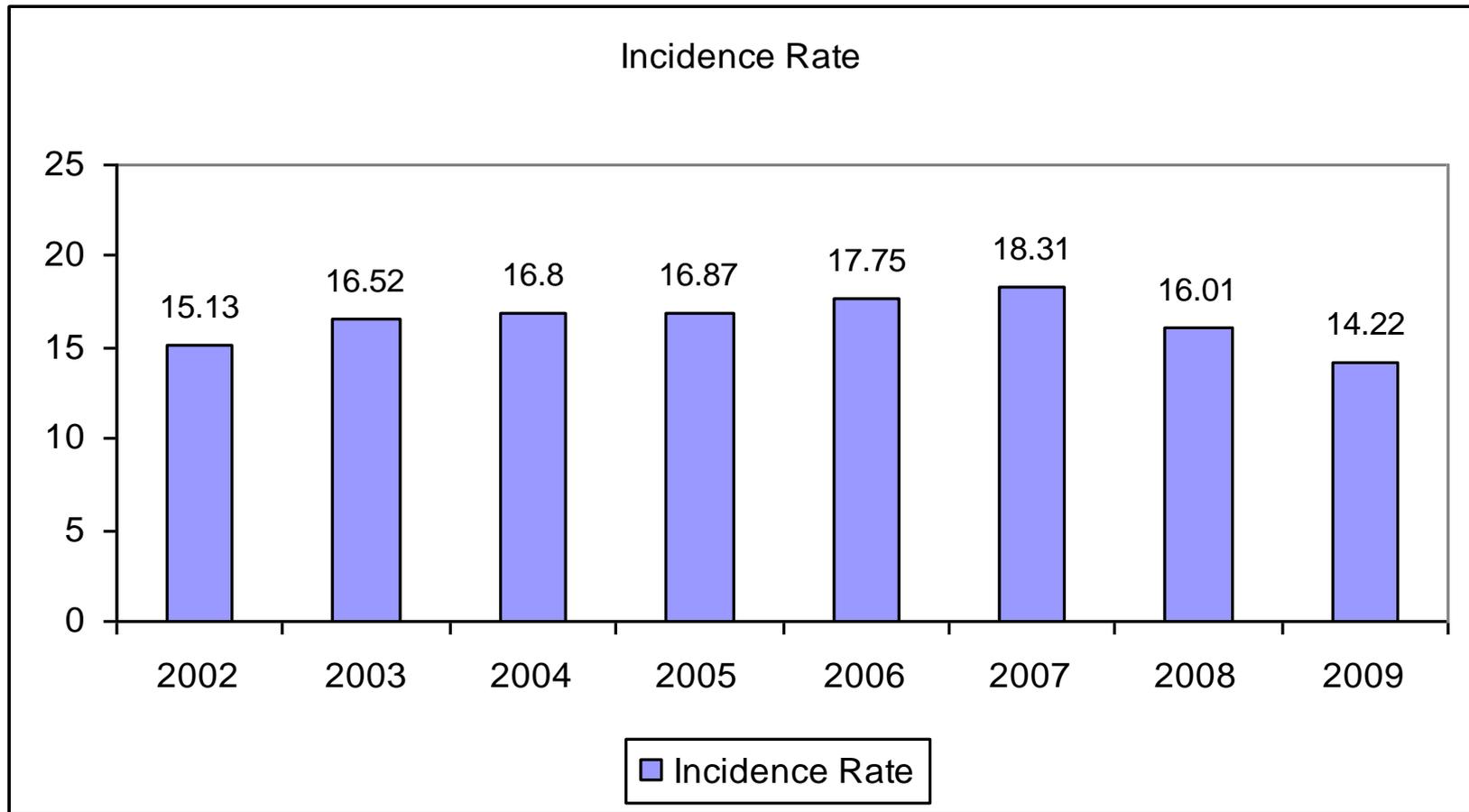
Incidence rate - number of recordable injuries occurring among a given number of full time workers over a given period of time. Indicator of the rate at which workplace accidents occur. (14.2 incidence rate means 14.2 claims filed for every 100 City employees)

Worker's Compensation Indicators

WC Claims & Recordable Cases

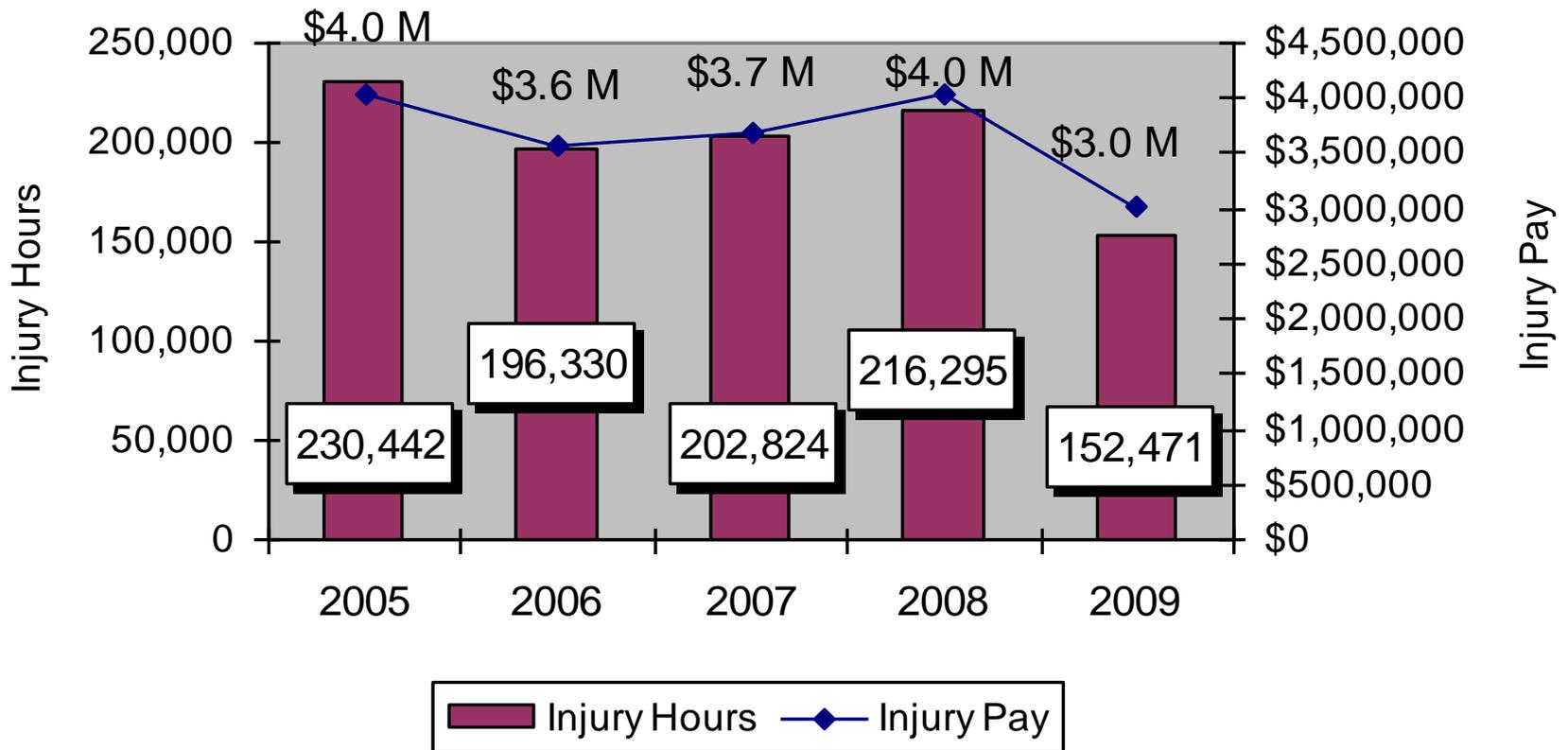


CITY WIDE Incidence rate



Worker's Compensation Indicators

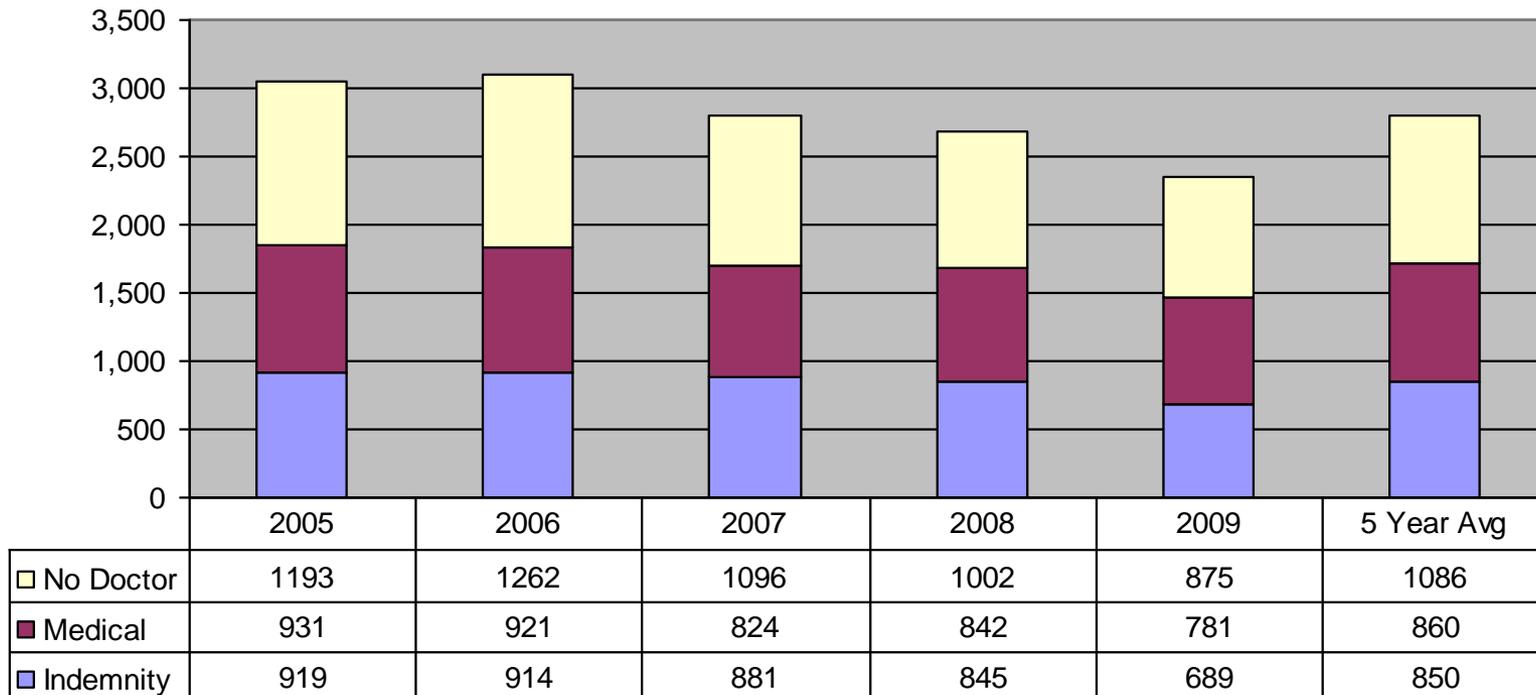
All City Departments



Worker's Compensation Indicators

- General Injury/Claims Reductions:
 - 21% decrease in traumatic injuries involving multiple body parts and 12% in single body part
 - 20% decrease in claims involving back injuries
 - 34% less medical expenditures than 2008
 - 20% decrease in claims involving knee injuries
 - 11% decrease in claims involving shoulder injuries
 - 17% less medical expenditures than 2008
 - 30% decrease in lifting injuries
 - 33% decrease in snow and ice injuries
 - 26% decrease in pushing/pulling injuries

WC Indicators by Claim Type



No Doctor Claim: Record only claim. The employee did not seek medical treatment for the injury and/or did not lose time from work.

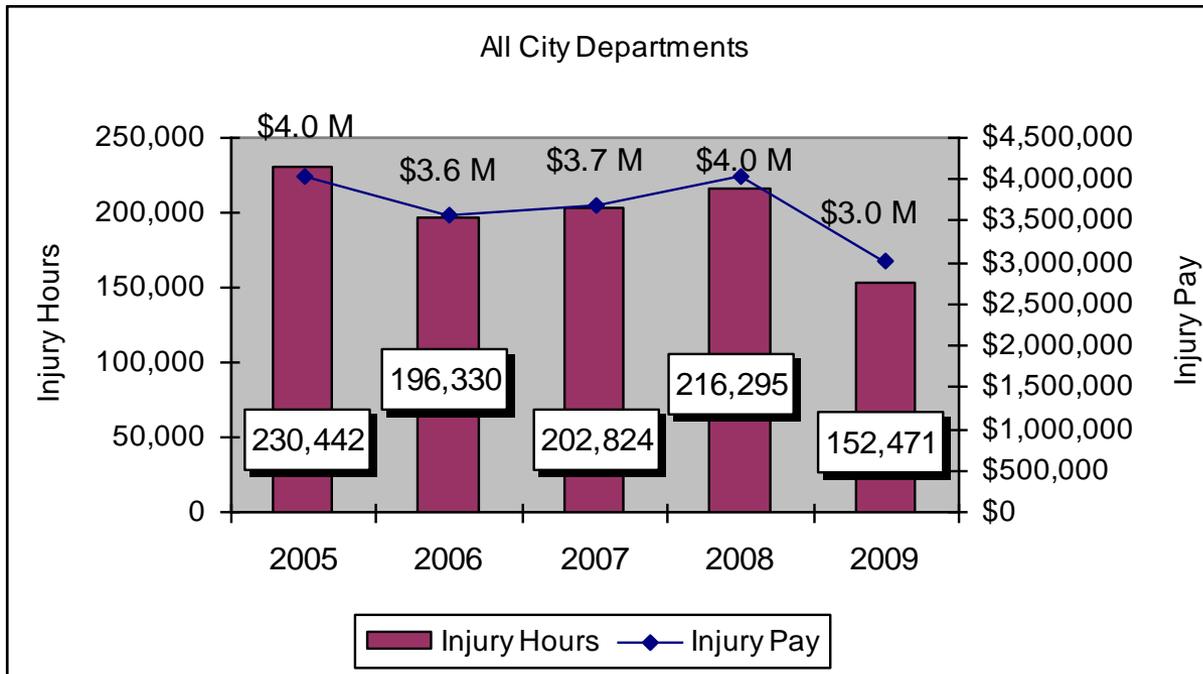
Medical Claim: Injured worker lost 3 days or less from work for a covered work injury and had medical treatment.

Indemnity Claim: Injured worker lost 4 or more days from work for a covered injury or sustained permanent partial disability or the injury resulted in death.

WC Indicators for MFD, MPD, & DPW

Department	2005	2006	2007	2008	2009	% Change Over Prior
MFD						
Claims	856	973	725	627	566	-9.7%
Recordable Cases	360	346	364	294	270	-8.2%
Incidence Rate	28.36	29.36	29.83	24.55	22.49	-8.4%
Lost Workdays	9,178	8,821	4,684	10,136	3,625	-64.2%
MPD						
Claims	877	920	891	865	775	-10.4%
Recordable Cases	316	300	280	251	244	-2.8%
Incidence Rate	13.51	13.55	12.00	10.69	10.78	0.8%
Lost Workdays	5,106	4,017	2,316	3,441	3,885	12.9%
DPW All Divisions						
Claims	1163	1069	1043	1075	887	-17.5%
Recordable Cases	444	443	509	474	374	-21.1%
Incidence Rate	23.84	25.74	28.74	26.01	21.25	-18.3%
Lost Workdays	9,393	8,032	11,852	10,341	7,567	-26.8%

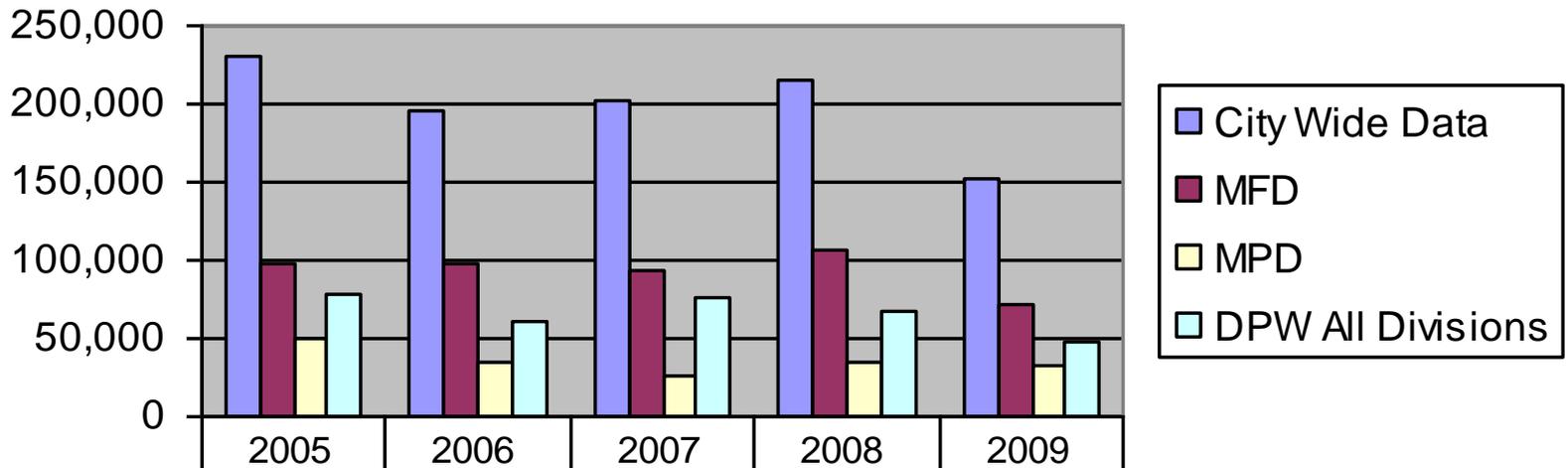
Injury Hours & Pay Data



Injury Hours	2005	2006	2007	2008	2009	% Change
DPW	78,056	61,191	76,407	66,359	47,007	-29.2%
Fire	97,308	98,590	92,937	107,094	72,401	-32.4%
Police	50,190	34,251	26,073	35,116	32,241	-8.2%

Injury Hours

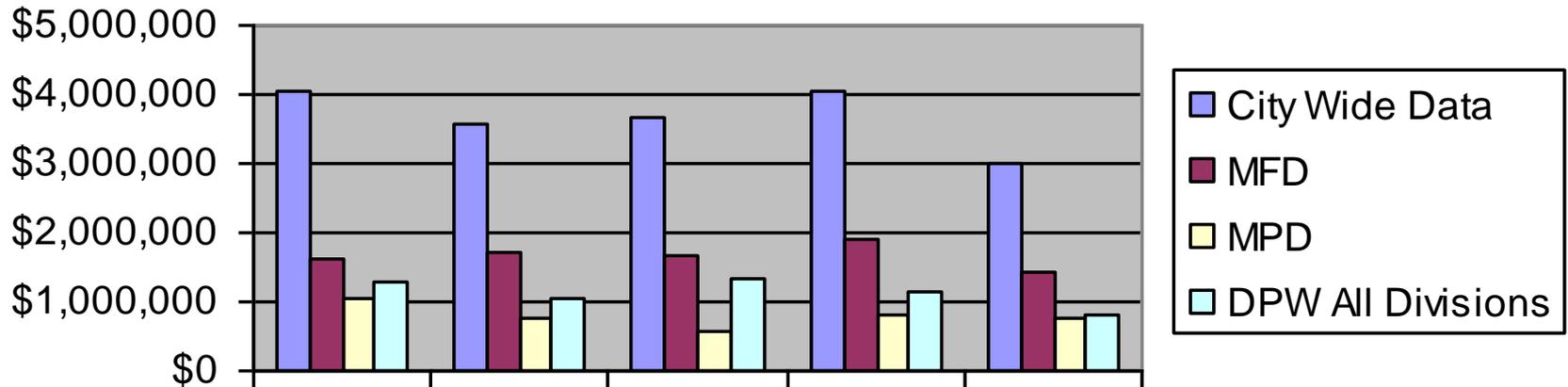
Injury Hours



City Wide Data	230,442	196,330	202,824	216,295	152,471
MFD	97,308	98,590	92,937	107,094	72,401
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Injury Pay Data

Injury Pay



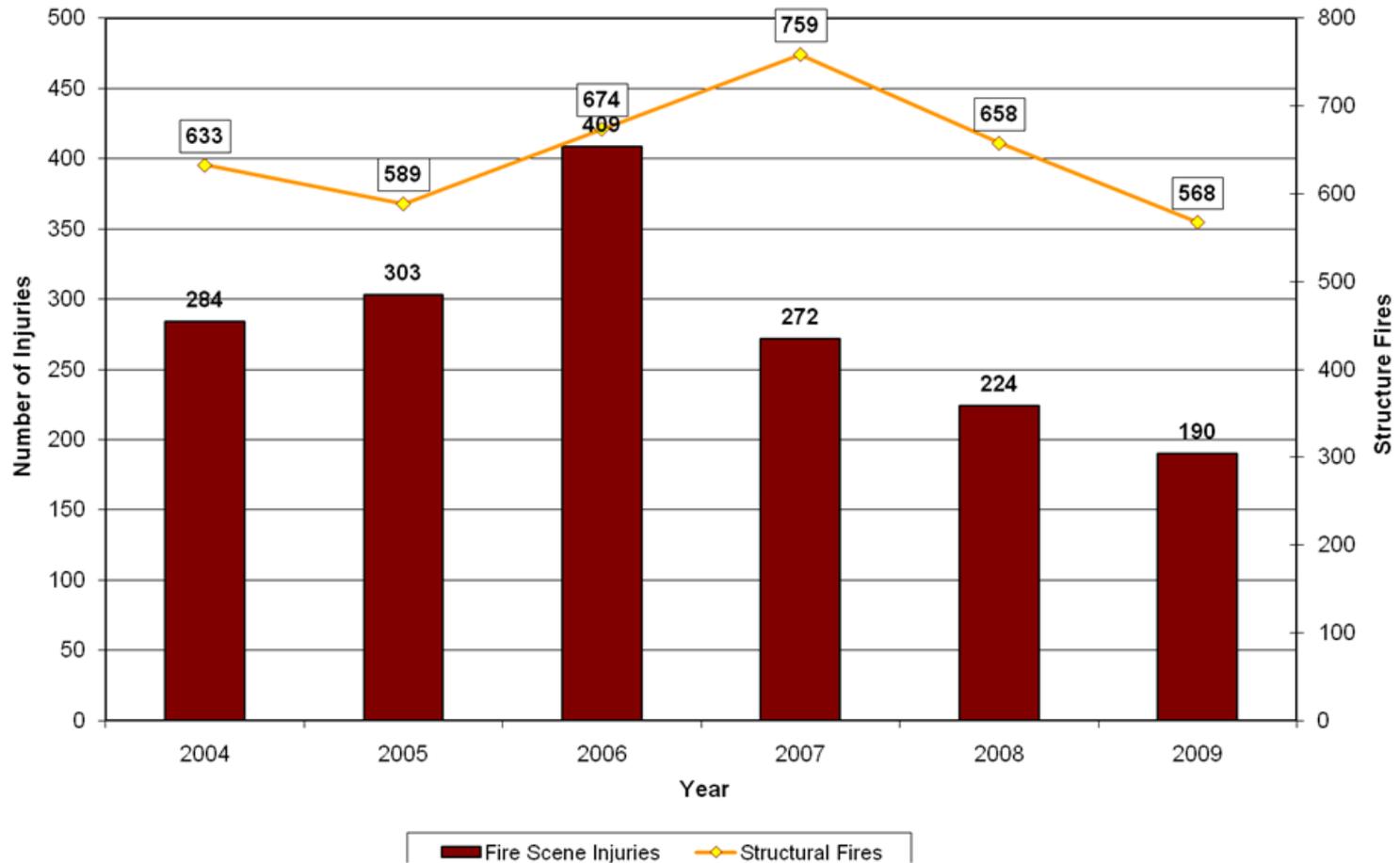
	2005	2006	2007	2008	2009
City Wide Data	\$4,046,831	\$3,576,848	\$3,680,257	\$4,029,686	\$3,014,263
MFD	\$1,628,876	\$1,721,210	\$1,646,649	\$1,923,497	\$1,417,731
MPD	\$1,064,451	\$764,500	\$586,322	\$822,229	\$768,734
DPW All Divisions	\$1,273,565	\$1,058,975	\$1,325,868	\$1,158,695	\$810,380

MFD

- 9% reduction in claims, 8% reduction in recordable cases, 64% reduction in lost workdays and 32.3% reduction in injury hours.
- 82 individuals participated in MFD's Return to Work Program.
 - A significant reduction in lost workdays for 2009 (64% when compared to 2008) can be attributed to the implementation of this Program.
- Injuries in emergent environment in 2009 represented 64% of claims and injuries in non-emergent environment represented 34% of claims.
- There was a 14% decrease in injuries in emergent environment: fire suppression, EMS calls, non-fire emergencies, and responding to fires.
- 11% decrease in injuries involving fire-ground activities, a 13% decrease in injuries involving EMS activities, and a 17% decrease in injuries performing other on duty or maintenance activities.

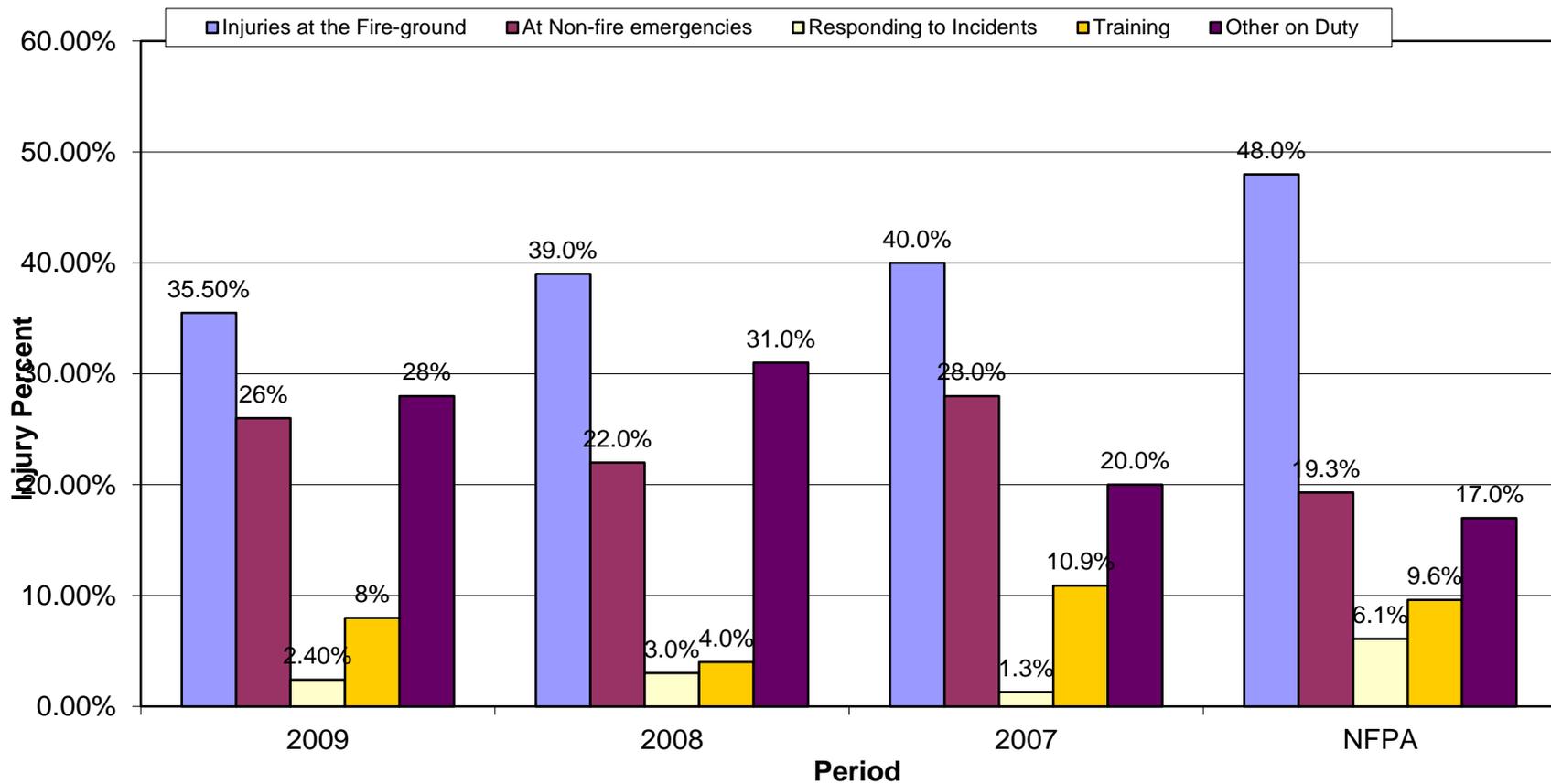
MFD Cont.

Milwaukee Fire Dept
Fire Scene Injuries & Number Structural Fires



Type of Duty

Milwaukee Fire Dept



DPW

- In 2009 claims decreased from 1075 to 887 for a 17.5% decrease and recordable cases decreased from 474 to 374 for a 21% decrease. Injury hours and lost work days also decreased by at least 25%.
- The number of claims filed by Operations Driver Workers decreased by 46% from 202 in 2008 to 109 in 2009.
- Lifting injuries decreased significantly in the following titles: Urban Forestry Specialist (36%), Electrical Mechanic (88%), Operations Driver Worker (47%).
- There was a dramatic decrease in the number of claims resulting from slips, trips, and falls on snow and ice from 153 in 2008 to 21 in 2009.
- A total of 129 injured employees participated in Transitional Duty Program in 2009 for a total of 16,632 hours.

MPD

- 10.4% reduction in claims and a 2.7% reduction in recordable cases. The reduction in injury hours was 8.1% and the reduction in injury pay was 6.5%.
- Patrol claims comprised 74% of all MPD claims and foot pursuits and controlling/arresting subjects accounted for 45% of those claims.
 - Compared to the number of arrests per year, foot pursuit and controlling/arresting subject injuries occur in fewer than 1% of arrests.
- Injuries stemming from investigation activities comprised 10% of claims, injuries stemming from booking prisoners comprised 4% of claims, and vehicle accidents comprised 7% of claims.
- 36% reduction in injuries involving booking/transporting prisoners and injuries to recruit officers dropped from 25 in 2008 to 8 in 2009.
- The average number of individuals assigned to the Differential Police Response Unit was between 55 and 60. The DPRU is staffed only with limited duty law enforcement personnel during Day and Early Shifts at Districts 1 - 7, which approximates to about 8 per District.

2010/2011 DPW Safety Goals

- Assess the reason for the increase in claims in the City Laborer classification assigned to Streets and Bridges.
- Continue to reduce the number of claims by an additional 10%.
 - Focus on Infrastructure Repair Workers / Crew Leaders injury claims.
- Expand and grow the Transitional Duty Program by 10%.
 - Allow more employees to participate in the Transitional Duty Program by expanding the type and number of Transitional Duty Jobs that are currently available.
- Examine new innovations and safety training for high injury classifications.
 - Review new equipment and revise training to address the following types of injuries: Entering/exiting a vehicle; Injuries involving a cart; Slip, Trips & Falls; Slip, Trips & Falls on Snow & Ice, and Injuries involving shoveling or digging.
- Revamp the Injury Review Committee.
 - Implement a workable committee format that encourages frank dialogue among employees and managers about injuries and prevention strategies
 - All employees placed in a transitional duty job will be interviewed

2010/2011 MFD Safety Goals

- Modify the injury reporting and hazard identification system including the following components:
 - Developing and implementing an electronic injury reporting system
 - Reducing the number of reports submitted without viable control measures
 - Formalizing case management processes to ensure hazards are addressed
 - Disseminating hazard information to all members.
- Re-assess training strategies and protocols to address the reason for the (76%) increase in training injuries in 2009
- Include apparatus information on all injury claims submitted to DER WC staff
- Develop and implement a wellness program for members including annual physicals and a fitness program.
- Update Infectious Disease Prevention Policy and formalize annual training program.
- Reduce recordable injuries in both emergent and non-emergent environment by 8%.
- Re-vamp accident investigation protocol and documentation to reflect tools and strategies learned in accident investigation training completed in the fall of 2010

2010/2011 MPD Safety Goals

- Provide specialized training for Command Staff and Bureau Supervisors on the use of the MPD Safety Plan, the *PE-27A Performance Evaluation Report – Management/Executive Level*, *PM-12E Injury Classification Form*, *PDD-63E Report of Hazardous Workplace Conditions Form*, and related SOP's to ensure compliance of mandatory requirements by members.
- Provide specialized training for all members on vehicle operations, ergonomics and communicable diseases to address 2009 injury claims data.
- Monitor the collection of vehicle accidents and injuries.
- Schedule Quarterly Injury Review Committee Meetings to review all data collected and determine which areas require continuing education and training.
- Provide specialized accident investigation training to supervisors responsible for the completion of injury claims.