

**Supplementary Report
Public Safety Committee
March 11, 2009**

DPW SAFETY INDICATORS

City of Milwaukee	2005	2006	2007			
Claims Recordable	3017	3006	2738			
Cases	1171	1140	1221			
Incidence rate	16.87	17.75	18.31			
DPW OPS				variance	average	% of city
Claims Recordable	771	688	707	2.7% Increase	722	26%
Cases	352	353	388	9.9% increase	364	32%
Incidence Rate	43.45	46.54	48.48	4% increase	46	
DPW INFRA						
Claims Recordable	229	186	172	7.5% decrease	196	6%
Cases	63	55	77	40% increase	65	6%
Incidence Rate	11.22	10.37	14.44	40% increase	12	

DPW Classifications with the most injury claims

OPERATIONS	2005	2006	2007
Operation Driver Worker	480	371	468
Urban Forestry Spec, Laborer & Crew Leaders	109	98	88
Vehicle Service Tech	25	30	16
Sanitation Worker	18	27	25
Garage Custodian/Attendant	8	8	1
Carpenter	5	10	6
Electrical Mechanics & Workers	12	5	6
INFRASTRUCTURE			
City Laborer Regular	48	41	40
City Laborer Seas Sewers	31	22	6
Electrical Mechanic	24	24	19
Electrical Worker	16	11	16
Iron Worker	11	8	5
Laborer (Elect Services)	18	19	20

DPW SAFETY RECOMMENDATIONS

1. Finalize injury classification structure and Analysis

Slip, Trip, Fall Entering / Exiting Vehicle	90	2.7%	23	2.2%	37	3.5%	30	2.6%
Any Injury involving Chemicals / Sewers / Garbage / Smoke	93	2.8%	35	3.4%	33	3.1%	25	2.1%
Any Injury involving Digging / Shoveling	104	3.2%	29	2.8%	35	3.3%	40	3.4%
Miscellaneous	114	3.5%	31	3.0%	36	3.4%	47	4.0%
Any Injury involving Vehicle Accident Occupant	115	3.5%	37	3.5%	43	4.0%	35	3.0%
Any Injury involving Vehicle Operating / Driving	115	3.5%	45	4.3%	27	2.5%	43	3.7%
Any Injury involving Branches / Brush / Mulch / Weeds	119	3.6%	32	3.1%	41	3.8%	46	3.9%
Any Injury involving Hand Tools	122	3.7%	35	3.4%	37	3.5%	50	4.3%
Any Injury involving Insect Bite	135	4.1%	35	3.4%	50	4.7%	50	4.3%
Any Injury involving Vehicle entering / exiting	147	4.5%	60	5.8%	38	3.6%	49	4.2%
Slip, Trip, Fall Different Level / Curb / Pot Hole / Stairs	155	4.7%	33	3.2%	66	6.2%	56	4.8%
Slip, Trip, Fall Same Level	168	5.1%	68	6.5%	54	5.1%	46	3.9%
Any Injury involving Struck by an Object	190	5.8%	37	3.5%	75	7.0%	78	6.7%
Slip, Trip, Fall Snow and Ice	251	7.7%	94	9.0%	57	5.3%	100	8.6%
Any Injury involving Lifting	301	9.2%	95	9.1%	96	9.0%	110	9.4%
Any Injury involving Garbage Cart	335	10.2%	136	13.0%	97	9.1%	102	8.7%
	3278		1043		1069		1166	
	total		2007		2006		2005	

DPW MOST FREQUENTLY OCCURRING INJURIES BY JOB TITLE

Urban Forestry Specialist	2005	2006	2007
Lifting	6	9	15
Tree Climbing	5	5	13
Any injury involving Branches, Brush, Mulch, and Weeds	25	13	16
Sewer Laborer II & II	2005	2006	2007
Lifting	5	1	1
Any injury involving Man Holes	5	3	1
Any injury involving Slip, Trips & Falls Same Level	2	2	1
Parking Checker	2005	2006	2007
Any injury involving Citizen	2	7	2
Any injury involving Vehicle Accident Occupant	10	22	8
Any injury involving Vehicle Operation / Driving	2	7	7
Labor ES	2005	2006	2007
Any injury involving Digging/Shoveling	6	8	4
Any injury involving Pushing / Pulling	0	2	5
Any injury involving Slip, Trip, Fall Same Level	1	2	3
Electrical Worker	2005	2006	2007
Lifting	2	0	2
Any injury involving Vehicle Entering/Exiting	1	1	3
Any injury involving Slip, Trip, Fall Diff Level/Curb/Pot Hole/Stairs	3	2	3
Electrical Mechanic / Apprentice	2005	2006	2007
Any injury involving Cable	4	2	3
Any injury involving Hand Tools	4	6	4
Lifting	5	4	12
Operations Driver Worker	2005	2006	2007
Any injury involving Garbage Cart	90	62	147
Lifting	42	47	92
Any injury involving Slip, Trip & Fall Snow & Ice	71	34	124
City Laborer Regular / Seasonal	2005	2006	2007
Any injury involving Digging/Shoveling	11	11	10
Lifting	12	10	16
Any injury involving Pushing/Pulling	3	4	17

2. Resume use of Injury Review Program

- Employees will be selected based on the number of **repeat injuries** in a pre-determined time period. Initially a two year window will be used and will include all employees with two or more injuries with any amount of lost time or one injury with 14 or more lost work days.
- The Injury Review meeting is meant to **assess the frequency, severity and nature** of injuries and engage in a discussion as to what can be done to minimize chances of re-occurrence.
- Employees should discuss the reasons for the injuries and **potential solutions** for avoiding injuries in the future.
- Recommendations or **follow up actions** are to be **documented** after the meeting.
- When necessary, **a follow - up meeting** with the employee will be scheduled, as determined by the Committee.
- The **Safety Specialist and Division Manager** will follow-up with the employee with site and work location visits.
- The employee will be encouraged to **share with his/her peers**, information discussed during the meeting.

The Injury Review Program will identify individuals with a pattern of repeated or re-occurring injuries over a period of time. For example, a review of 2005 to 2007 data shows that 265 employees in all of DPW have had 4 or more claims during that 3 year period for a total of 1606 claims.

3. Expand light duty program to the entire Department

- **In place within the Sanitation division since 1989, DPW intends to expand to the entire dept.**
- **Limited to employees who sustain work related injuries.**
- **Employee participation in the Transitional Duty Program shall be limited to a maximum 20 working days per calendar year**
- **Employees in the program may be assigned to a Transitional Duty assignment in any division within the Department of Public Works. These positions may be indoors or outdoors and are not seasonally restricted. The assignment will only be limited by the medical restrictions of the injured employee.**
- **Transitional duty positions will not be scheduled for overtime.**
- **If at the end of the transitional period the participant has not reached full duty status or the medical restrictions become permanent, other options for assignment or employment status will be determined on a case-by-case basis**

4. Expand role of first and second line supervisors in accident prevention and investigation

- **Increase responsibility for reporting, investigating, and analyzing accidents. Supervisors should make an assessment to determine if the injury occurred as a result of:
inadequate training,
faulty or inappropriate equipment,
worker fatigue,
violation of safety rule or protocol,
other factors.**
- **Safety Professionals need to have an increased field presence. They must have primary responsibility for monitoring field work and ensuring that employees are working safely. In addition to monitoring all injuries, they must analyze trends and patterns and identify opportunities for intervention in the form of training, policy changes, or personal protective equipment.**
- **First line supervisors must understand that safety of their employees is their responsibility. This must be documented in their job descriptions and used in conjunction with performance reviews.**