

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
BOARD ACTION SUMMARY

DEPT: Chief Executive Office - Risk Management BOARD AGENDA #: B-6

AGENDA DATE: March 1, 2016

SUBJECT:

Acceptance of a Report on the County Employee Safety Program and Approval to use Fiscal Year 2014-2015 Savings in the Workers' Compensation Program to Fund Employee Recognition Activities

BOARD ACTION AS FOLLOWS:

No. 2016-111

On motion of Supervisor Withrow, Seconded by Supervisor Chiesa
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:



ATTEST:


CHRISTINE FERRARO TALLMAN, Clerk

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Chief Executive Office - Risk Management BOARD AGENDA #: B-6
Urgent Routine AGENDA DATE: March 1, 2016

CEO CONCURRENCE:   4/5 Vote Required: Yes No

SUBJECT:
Acceptance of a Report on the County Employee Safety Program and Approval to use Fiscal Year 2014-2015 Savings in the Workers' Compensation Program to Fund Employee Recognition Activities

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- STAFF RECOMMENDATIONS:**
1. Accept a report on the County Employee Safety Program.
 2. Approve the use of Fiscal Year 2014-2015 savings in the Workers' Compensation Program to fund employee recognition activities in the amount of \$11 per employee.

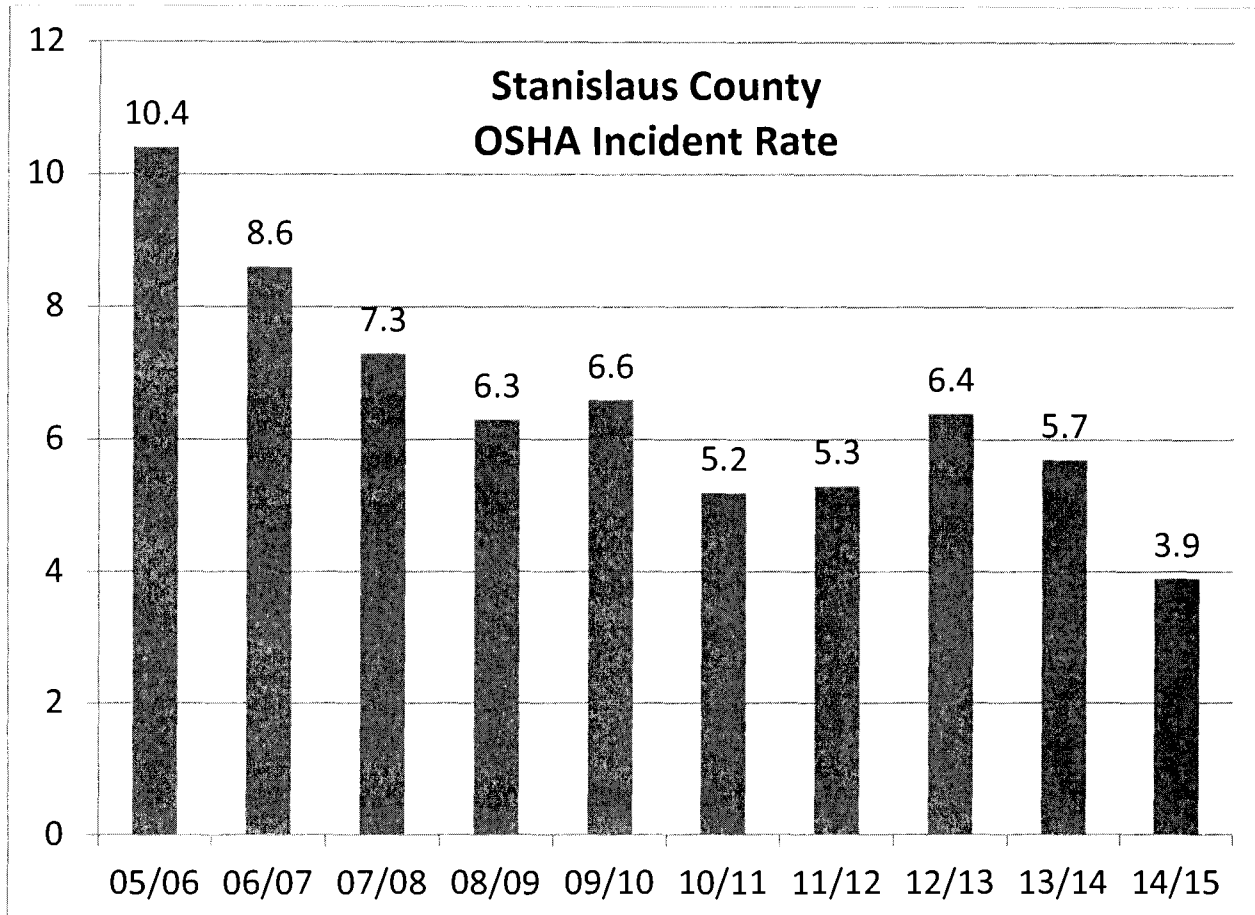
DISCUSSION:

Stanislaus County has maintained a comprehensive Employee Safety Program for approximately 20 years. The program is led by the County Safety Board, consisting of 13 members, including a member of the Board of Supervisors, the County Chief Executive Officer and eight participating County department heads. The Safety Board establishes strategic policy direction to guide implementation of the program by Department Safety Representatives and the Chief Executive Office – Risk Management Division. The program maintains a number of progressive policies and training opportunities to support compliance with OSHA standards and best practices in workplace safety for approximately 4,000 County employees.

Implementation of the Employee Safety Program has produced a long history of positive results in reducing employee injuries and illnesses. County staff utilize OSHA Incident Rates (OIR) to measure and benchmark safety performance across the organization and each individual department. The OIR is a common metric used by private and public organizations to evaluate safety performance across employers and industries. The OIR establishes the average number of OSHA reportable injuries and illnesses per 100 equivalent full-time employees. Data is available through the Bureau of Labor and Statistics to assist the County in benchmarking the OIR for Stanislaus County in comparison to other employers, including State and other Local Agencies. California's Office of Self Insurance Plans offers similar data allowing a comparison of incident rates to all self-insured Counties in California. This metric is our most reliable indicator of evaluating the safety of our workplace.

Acceptance of a Report on the County Employee Safety Program and Approval to use Fiscal Year 2014-2015 Savings in the Workers' Compensation Program to Fund Employee Recognition Activities

The County's OIR for Fiscal Year 2014-2015 was 3.9, which is an all-time low for the County and lower than all other Counties with comparable data. The following chart provides a summary of the historical safety performance for all County departments:



This record achievement in workplace safety is the culmination of many years of reduced trends in employee injuries and illnesses and was made possible by 15 County departments setting individual safety performance records in Fiscal Year 2014-2015.

The County benefits in numerous ways from the performance of workplace safety programs, including increases in employee productivity and reductions in workers' compensation costs. The record low accident rate in Fiscal Year 2014-2015 contributed to a savings of over \$470,000 in the County's self-insured Workers' Compensation budget in the prior fiscal year. In sharing this performance outcome with County departments, the County Safety Board has requested that a portion of the financial savings from Fiscal Year 2014-2015 be allocated for departments to implement employee recognition programs in support of workplace safety. The Safety Board is requesting to allow each department an allotment of \$11 per employee (regular and part-time) to celebrate safety, which is the equivalent of the daily per diem rate for lunch as provided in the County's travel policy. Departments will be given the flexibility to host recognition events or to purchase safety related gifts funded by savings in the Workers' Compensation budget.

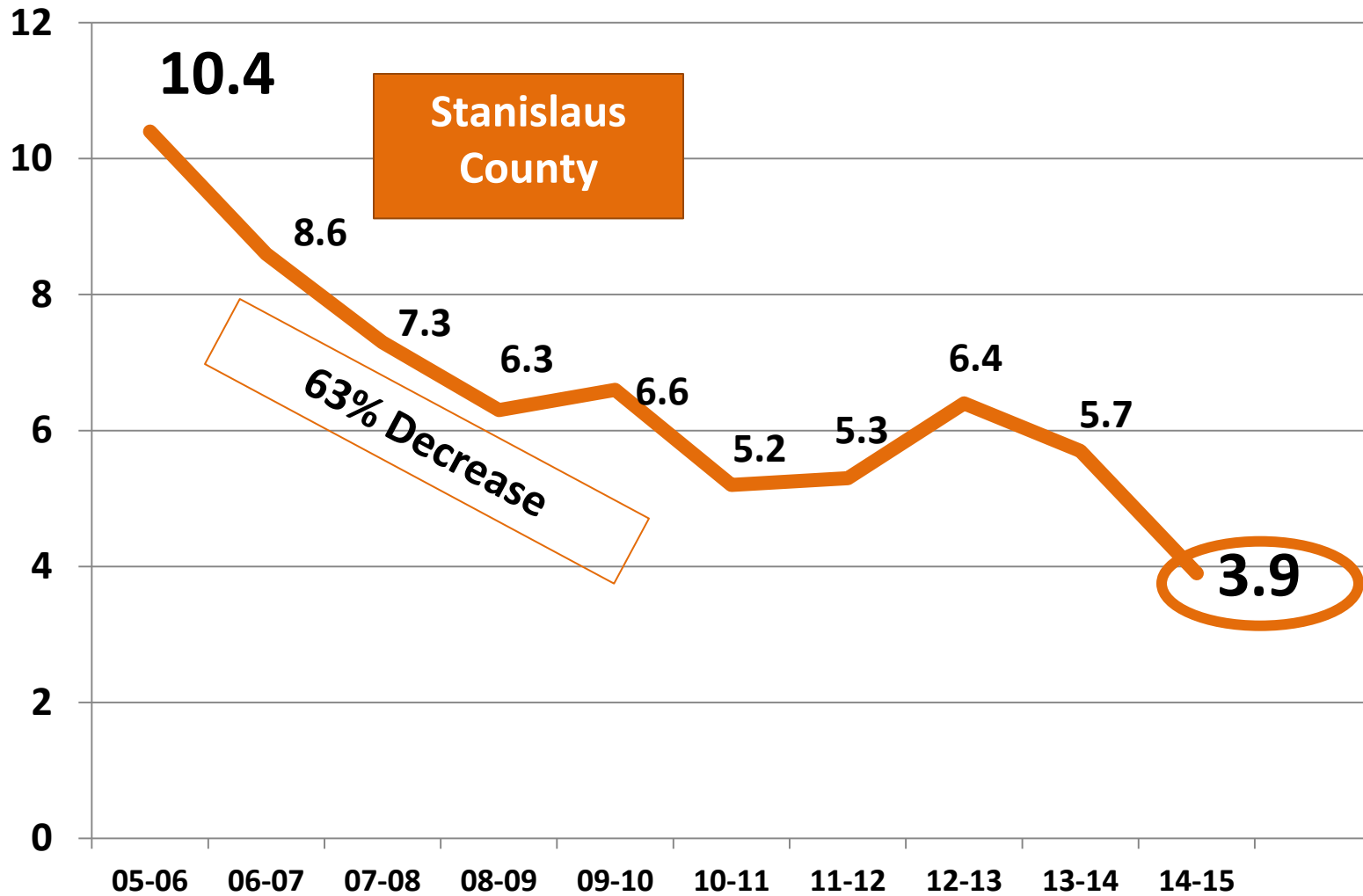


County Safety Program Report and Employee Recognition

March 1, 2016

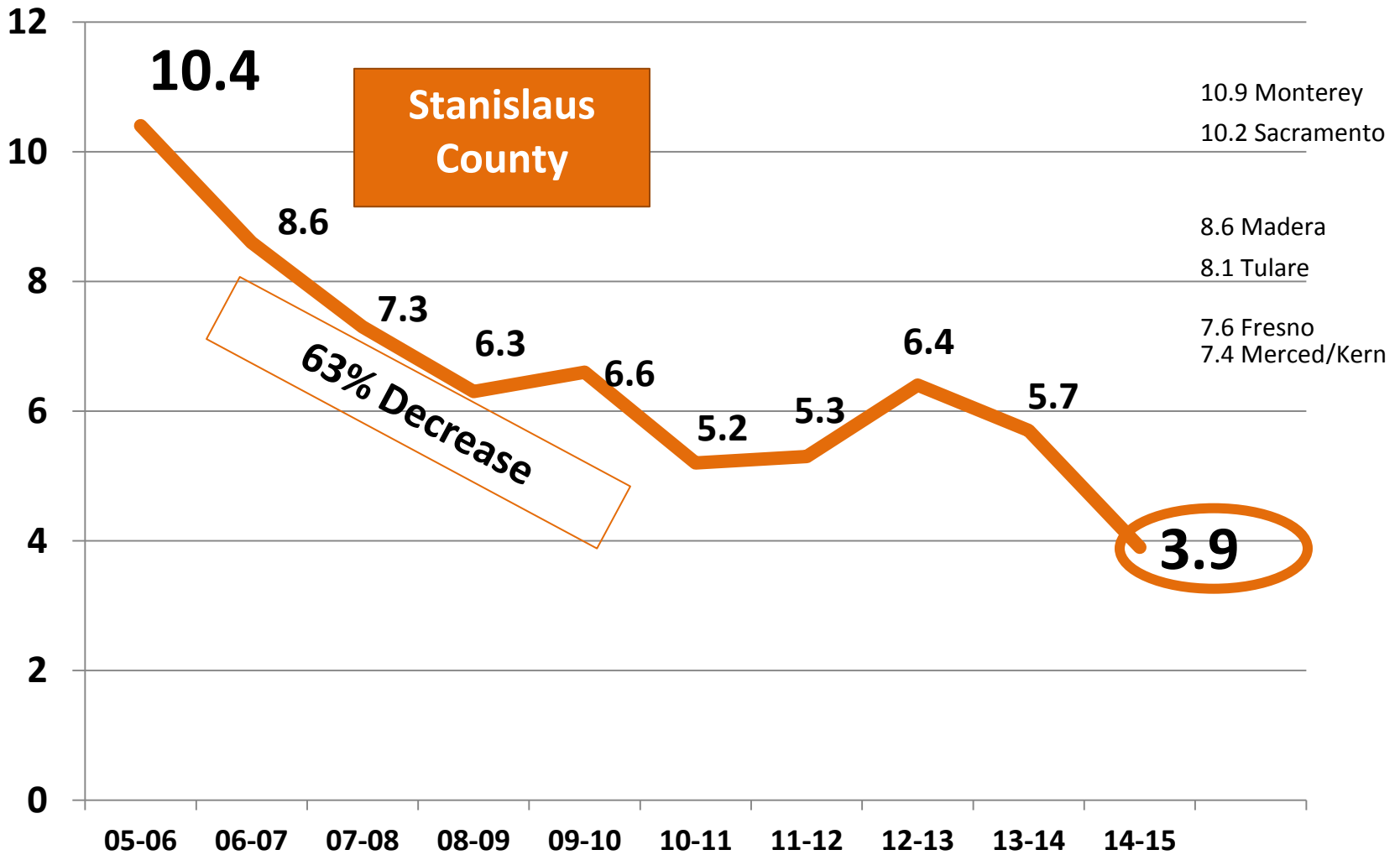
OSHA Incident Rate

Rate per 100 employees



OSHA Incident Rate

Rate per 100 employees



10-Year OSHA Incident Rate Trends

- ↓ 52% Community Services Agency
- ↓ 64% Health Services Agency
- ↓ 80% Behavioral Health and Recovery Services
- ↓ 41% Probation
- ↓ 78% Parks
- ↓ 87% Public Works
- ↓ 58% Sheriff
- ↓ 100% GSA
- ↓ 100% Emergency Dispatch

Accident Free in FY 14-15

Assessor
Aging/Vets
Alliance Worknet
Board of Supervisors
Children and Families Commission
Clerk-Recorder
Emergency Dispatch
GSA
Public Defender
StanCERA
SBT