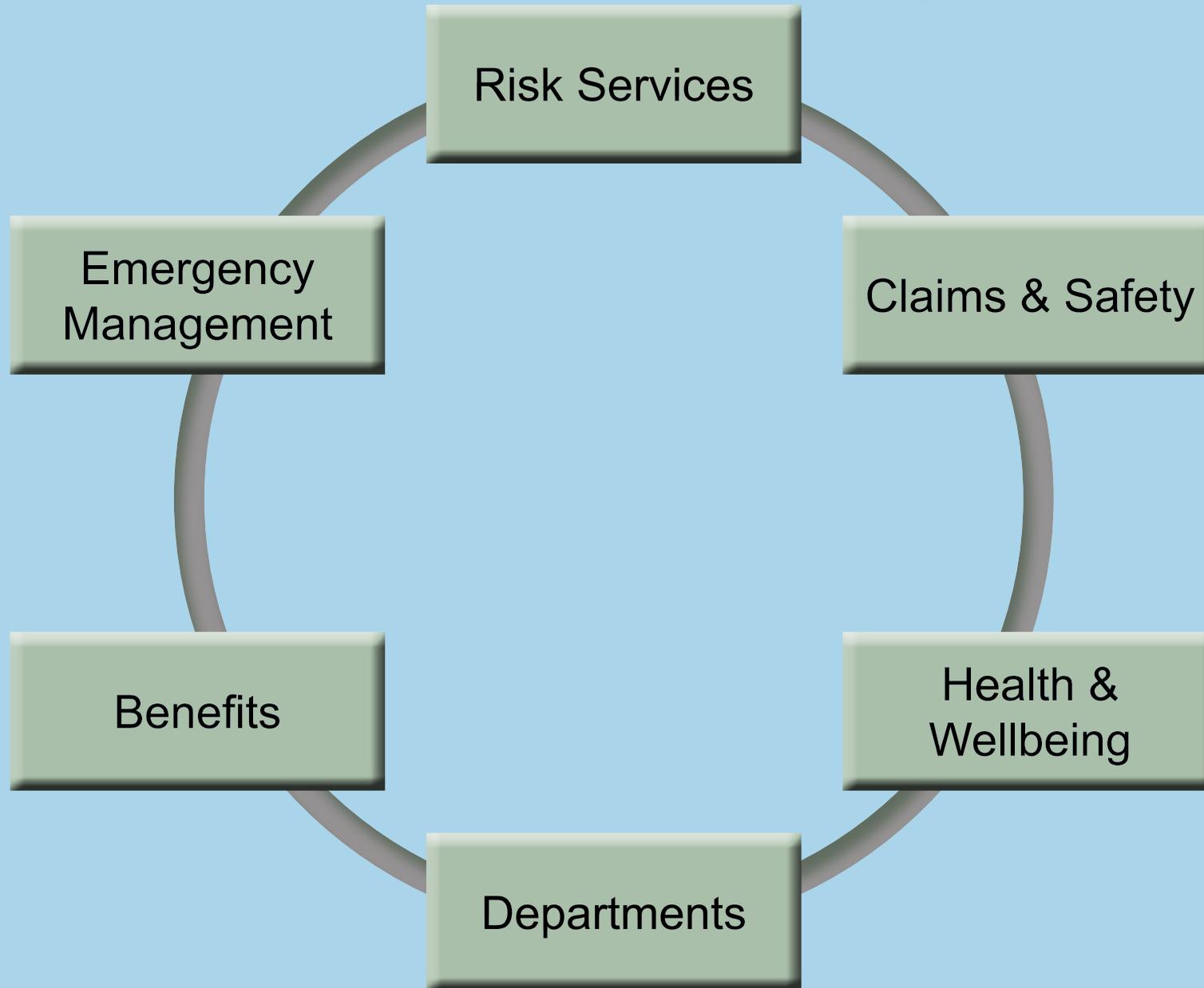


RISK SERVICES DIVISION

2018 REPORT

RISK SERVICES DIVISION
940 WILLAMETTE STREET SUITE 200 EUGENE, OR 97401
541.682.5665 WWW.EUGENE-OR.GOV/RISKSERVICES

Risk Report Central Navigation



Risk Services

MISSION STATEMENT

Risk Services provides strategic guidance and advice to the organization on risk issues in order to assist the organization in achieving its goals. Our goal is to foster a culture of proactive risk management throughout the organization, creating an environment where risks and opportunities are identified and managed effectively.

In addition, Risk Services assists the organization in safeguarding the City's property, financial and human resources from the adverse impact of loss by purchasing insurance, responding to and resolving risk claims and developing programs, plans and procedures to make the organization safe, healthy, and more resilient.

RISK MANAGEMENT SERVICES

The Risk Services Division offers a variety of risk management services to a wide range of customers including the public, City Council, City departments, employees and five labor unions. Services include (but are not limited to):

Internal Consulting Services: Includes risk assessments, risk management and employee benefits policy/procedure development, review of City contracts for insurance requirements and indemnification language.

Training: Employee and supervisory training on various risk-related topics, including tort liability, workers' compensation, loss control, employee safety, benefits, health and wellness.

Workers' Compensation Program Management: Coordinate and oversee claims processing by third party administrator, consults and assists attorneys on litigated claims, and coordinates modified duty assignments and vocational rehabilitation programs.

Liability/Property Program Administration: Administer and manage self-insured liability claims filed against the City, consults and assists attorneys on litigated claims, man-

ages insured property losses, administers unemployment claims, and pursues claims for damage to City property caused by third parties.

Safety, Loss Control and Environmental Services: Manage OR-OSHA-mandated safety programs and the Commercial Driver's License (CDL) and Federal Transit Administration (FTA) regulated random drug and alcohol testing programs. Reviews employee driving records, motor vehicle accidents and OSHA-recordable injuries/illnesses. Assists divisional safety committees and consults on employee safety and environmental issues. Acts as OSHA compliance liaison.

Employee Benefits: Administer the City's health, life and long-term disability insurance programs, Flexible Spending Accounts (FSA), deferred compensation, PERS and Employee Assistance Programs (EAP). Manages the City's self-insured health plans. Consults with supervisors and employees on complex benefits issues. Administers vacation and leave policies, including the Family Medical Leave Act and Oregon Family Medical Leave Act.

Employee Health & Fitness Program: Includes management/operation of the City's Wellness Center; employee health/risk appraisals, ergonomic consultations, physical rehabilitation programs for injured workers,

Emergency Management: Manage and coordinate emergency planning activities for Eugene, leads the Disaster Operation Task Team, oversees development and maintenance of the City's Emergency Operations Plan, oversees the security and usability of the Emergency Operations Center and activates the Center as needed, plans/organizes/evaluates emergency exercises, liaison with Oregon Emergency Management, develops community emergency preparedness education programs for the public.

Insurance Marketing: Includes purchasing, and administration of property, excess liability, workers' compensation, and other miscellaneous insurance policies and bonds.

Risk Services

Introduction and Overview

For the FY17 Risk Report, Risk Services introduced a new interactive format and for FY18 we have heightened our efforts to enhance access to the data. Risk's goal is to help guide the Organization in mitigating risks to person, property, and funds both immediately and into the future.

The FY18 Risk Report summarizes the experience of the City of Eugene's Risk Services programs during the fiscal year. The purpose of the Risk Report is to provide a reference tool and resource which will help Department and Division Managers understand and manage their risk-related exposures and losses. The Risk Services staff understands that the data can be overwhelming and is committed to supporting the Organization in analyzing the data then implementing risk mitigation controls which promote health, safety, well-being, and limit financial loss.

Please take the time to review the data presented then reach out to Risk Services staff for further discussion.

Total Worker Health®

In an effort to further promote health, safety, and well-being, Risk Services has attained Total Worker Health® Affiliate status. [What is Total Worker Health \(TWH\), you ask?](#) The National Institute for Occupational Safety and Health (NIOSH) defines TWH as policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being. Simply put, the TWH approach integrates workplace interventions that protect workers' safety and health with activities that advance their overall well-being. The TWH approach always prioritizes a hazard-free work environment that protects the safety and health of all workers. Simultaneously it advocates for integration of all organizational policies, programs and practices that contribute to worker safety, health and well-being, including those relevant to the control of hazards and exposures, the organization of work, compensation and benefits, work-life management, and a health-supporting built environment.

For further information on this exciting program please reach out to Risk Services staff.



Risk Services Team

[Randi Bowers-Payne](#), Risk Services Director

The Risk Services Director is responsible for all division administration including risk finance, program planning, budgeting, staffing, implementation, and monitoring. The central focus of the Risk Services Director's role is coordination of the Risk program areas in order to maintain the highest standards of risk management for the organization.

[Jamie Iboa](#), Risk Claims Manager

The Risk Claims Manager is responsible for managing the City's self-insured, self-administered liability program, managing the City's self-insured workers' compensation program, and overseeing the processing of workers' compensation claims by the City's third party administrator. In addition, the Risk Claims Manager consults with and assists attorneys on complex and litigated claims, educates employees and supervisors regarding the claims programs, coordinates the City's return-to-work program, and works closely with the Risk Services Director on risk finance and insurance purchasing.

[Jason Mead](#), Liability/Property Program Analyst

The Liability/Property Program Analyst is responsible for administering self-insured liability and property claims. The Claims Analyst also administers the City's third-party recovery claims program for damage to City property and reviews contract insurance and indemnification language.

[James Lenhart](#), Risk Program Coordinator

The Risk Services Program Coordinator assists with overseeing the processing of workers' compensation claims by the City's third party administrator, works with the Risk & Safety Analyst on OSHA reporting, and assists in the administration of the City's insurance, risk management, and claims programs.

[Paul Furnari](#), Risk & Safety Analyst

The Risk & Safety Analyst is responsible for development and implementation of the Safety & Loss Control program to address safety and environmental issues impacting the City and to minimize liability. In addition, The Risk & Safety Analyst facilitates the delivery of services including safety training, accident investigation, OR-OSHA compliance and reviews, analyzes and monitors real property transactions for potential environmental liability.

[Kevin Holman](#), Emergency Management Program Manager

The Emergency Management Program Manager is responsible for the development, implementation, and evaluation of the City's emergency preparedness program. This includes the maintenance of the City's Emergency Management Plan; and emergency preparedness, response, and recovery activities. The Emergency Management Program Manager also leads the Disaster Operations Task Team (DOTT).

[Katie Terrazas](#) and [Jessica Gourley](#), Emergency Management Analysts

The two Emergency Management Analysts create and update strategic and operational plans; manage special projects; conduct training and exercises and assume roles and responsibilities in the City's Emergency Operations Center.

[Patence Winningham](#), Emergency Management Senior Program Coordinator

The Senior Program Coordinator for Emergency Management assists the Emergency Manager in all aspects of the Emergency Management Program and coordinates the Eugene-Springfield Community Emergency Response Team (CERT) program.

Risk Services Team

[Steve Auferoth](#), Employee Health & Fitness Director

The Employee Health and Fitness Director provides fitness testing, personal fitness prescriptions, and health and wellness educational programs to all City employees. In addition, the Employee Health & Fitness Director manages the Wellness Center, supervises medically prescribed fitness programs for injured employees, and administers the Hearing Conservation and Blood borne Pathogen Programs.

[Tina Dixon](#), Benefits Supervisor

The Benefits Supervisor is responsible for overseeing the City's employee benefit programs and supervision of employee benefits staff, including communication of benefit policies and programs to employees, developing and implementing program enhancements, coordinating enrollment and applications for the various benefit programs.

[Janice Gross](#), Benefits Analyst

The Benefits Analyst sets up and maintains benefit plan tables in HRIS system, prepares budget recommendations and monitors expenditures for Risk and Benefits Funds, and provides analytical support for the Employee Benefits Program.

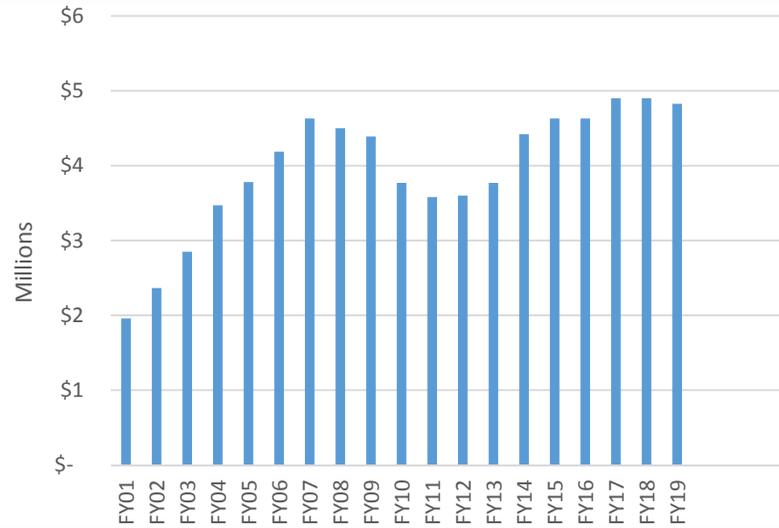
[Tracy Bridge](#), Senior Benefits Coordinator

The Senior Benefits Coordinator communicates benefit policies and programs to employees, manages premium payments related to employee insurance benefits and reconciles bank accounts, administers the FMLA/OFLA program, and assists employees with benefits-related questions or issues.

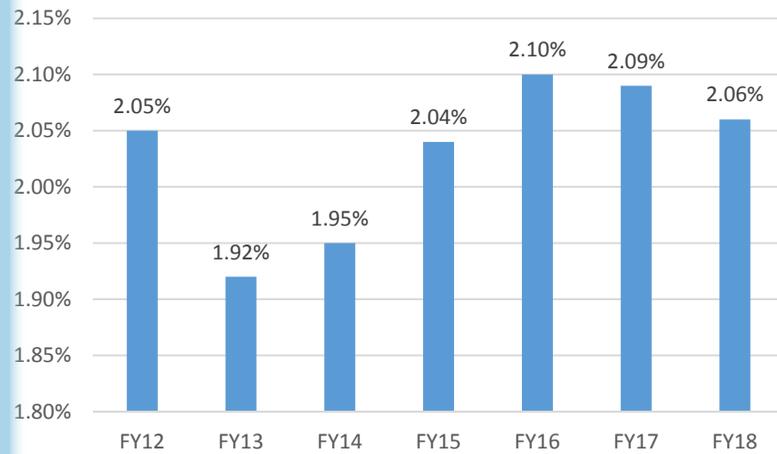
[Christina Bucich](#), Senior Benefits Specialist

The Benefits Specialist provides staff support for the Employee Benefits and Health & Fitness programs.

City Risk Overview



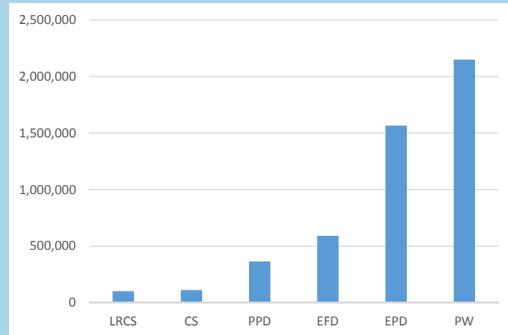
Risk Rates



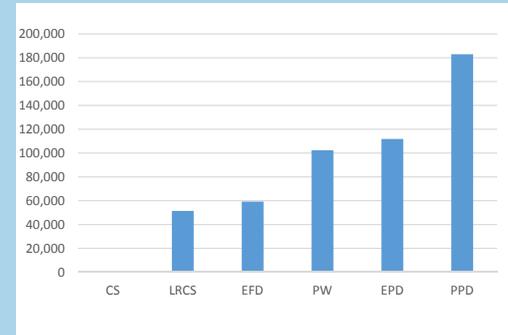
Cost of Risk

Automotive Overview

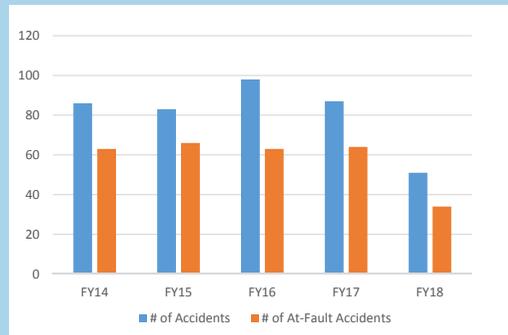
[Automotive](#)
[General Liability](#)
[Recovery/Property](#)
[Unemployment](#)
[Workers' Comp](#)



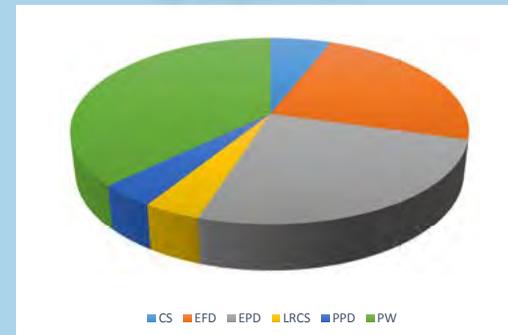
Vehicle Mileage by Department



Miles Driven per Accident by Department



At-Fault vs Not-at-Fault Accidents



Accidents by Department

In FY18, City employees drove 4,889,225 miles and reported 51 vehicle accidents. 67% of FY17 accidents were classified as “at-fault”.

By department, Police, Fire and Public Works accounted for 25%, 24%, and 37% respectively of all FY18 accidents. After comparing statistics with Fleet, the city experienced an abnormally low automobile claims year in FY18.

Fourteen out of 22 automotive claims in FY18 were either denied or resulted in recoveries due to the City.

Four out of 22 automotive claims in FY18 resulted in incurred levels of over \$1,000.00.

70% of “at-fault” claims involve striking a parked or stationary object.

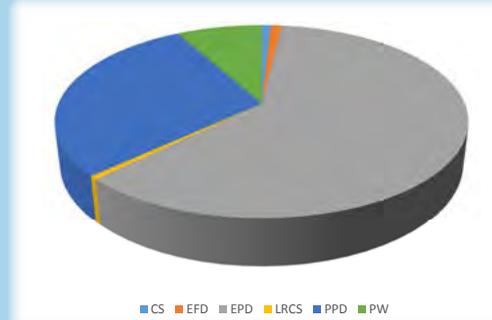


General Liability Overview

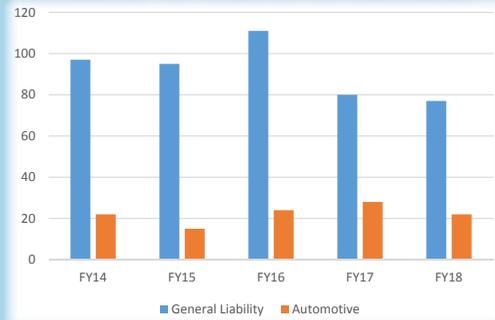
[Automotive](#)
[General Liability](#)
[Recovery/Property](#)
[Unemployment](#)
[Workers' Comp](#)



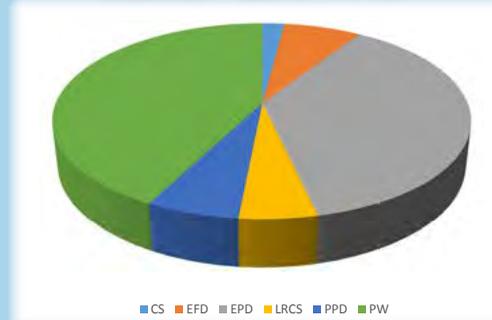
Incidents vs Claims vs Lawsuits



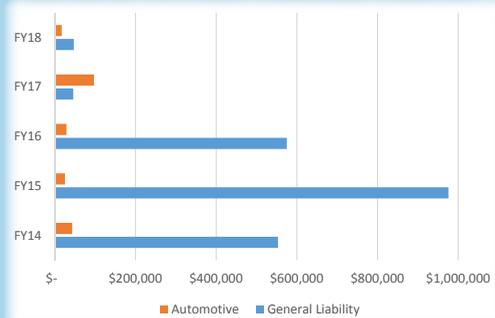
Liability Paid in FY18



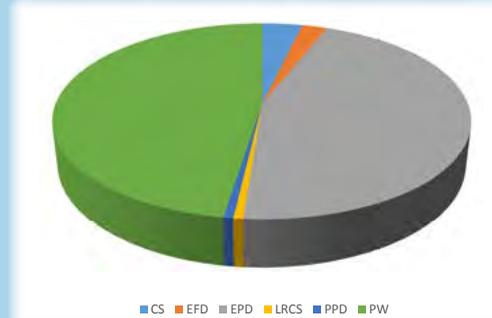
General vs Auto Liability Claims



Liability Claims by Department



General vs Auto Liability Incurred



Liability Incurred by Department

Annual Claim Costs

The total paid during FY18 for liability and property claims decreased and there was a slight increase for unemployment claims.

Unfortunately, the total paid for workers' compensation claims increased by over \$581,000. Over \$551,000 was paid out on six claims from prior years and account for 39% of the total paid for FY18. Each of those six claims incurred over \$70,000 in costs; CS, LRCS, and PW each had one claim and EPD had three.

General and Auto Liability

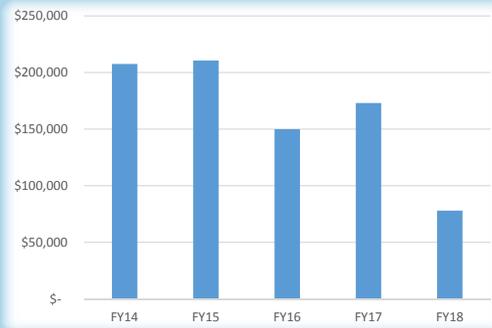
For claims against the City for injury or damage to third parties, Risk Services administers the Organization's self-insured liability program. The in-house administration of the liability claims has proven to be very cost-effective for the City, while offering fast, responsive service to claimants.

There was a slight decrease in the number of incidents and the number of claims filed is the lowest in the five-year reporting period. There have been no lawsuits filed for claims that occurred in FY18. During the five year reporting period only 14 lawsuits were filed, coming to only 2.6% of the five year average of claims filed .

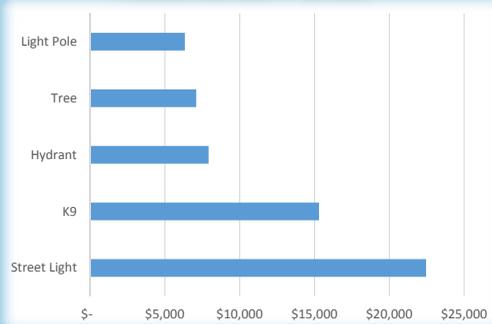
As of June 30, 2018, there were 116 open claims; 45 of those claims are from PW and 53 are from EPD.

Recovery & Property Overview

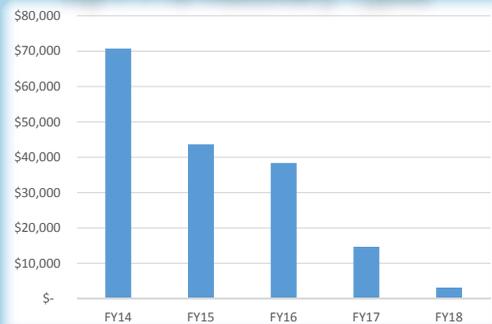
[Automotive](#)
[General Liability](#)
[Recovery/Property](#)
[Unemployment](#)
[Workers' Comp](#)



Recovered Funds



Top FY18 Recovery Types



Property Losses

Property Losses

The City's property insurance policy includes a \$25,000 deductible. Claims under the deductible are paid by the Risk Fund except claims of \$1,000 or less which are paid directly by the Department that incurs the loss.

The five year average of property losses is \$34,113

Recovery Claims

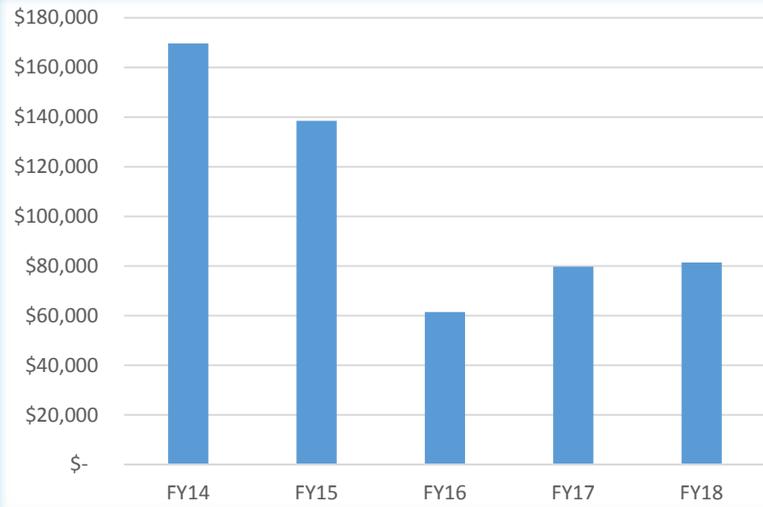
The Risk Services Claims Team aggressively pursues recovery of costs for damaged city property, injured employees, and other inflicted losses. When at all possible, recovered funds are returned to the Department that incurred the loss.

The five year total for recoveries is \$819,104

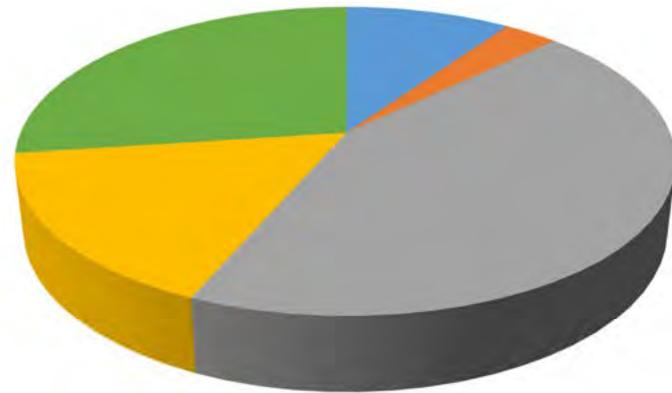


Unemployment Overview

- [Automotive](#)
- [General Liability](#)
- [Recovery/Property](#)
- [Unemployment](#)
- [Workers' Comp](#)



Unemployment Claims Costs



Unemployment Claims

Unemployment

The City of Eugene is self-insured for employment related claims. The Risk Services staff coordinate with Human Resources and supervisors to determine when a claim should be challenged and that decision is made on a case-by-case basis.

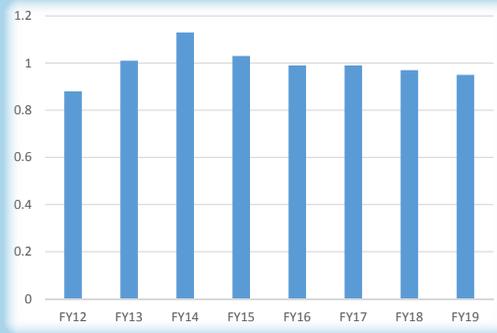
The five year average of Unemployment claim costs is \$106,169

The total cost of Unemployment claims in FY17 was 23% below the five year average

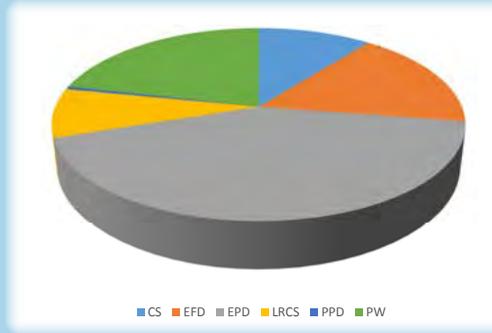


Workers' Compensation Overview

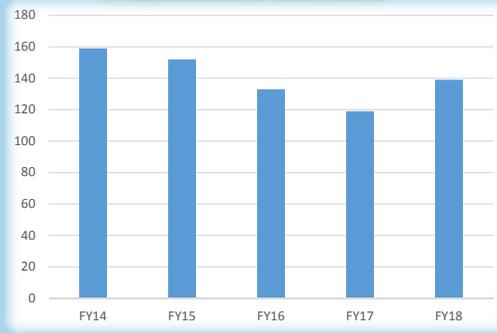
- [Automotive](#)
- [General Liability](#)
- [Recovery/Property](#)
- [Unemployment](#)
- [Workers' Comp](#)



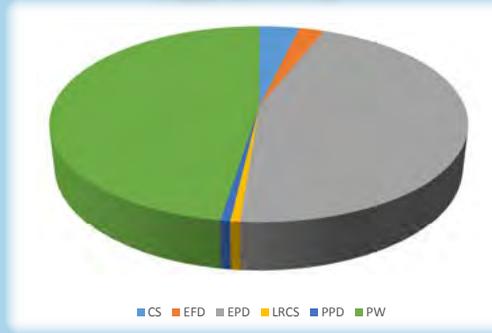
Experience Modifier



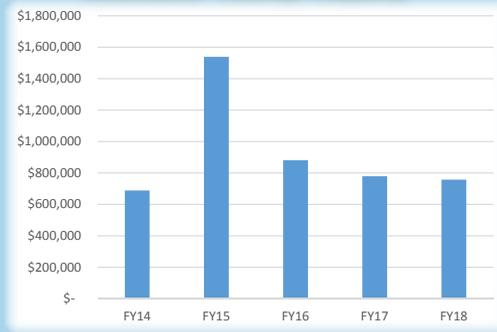
Paid in FY18



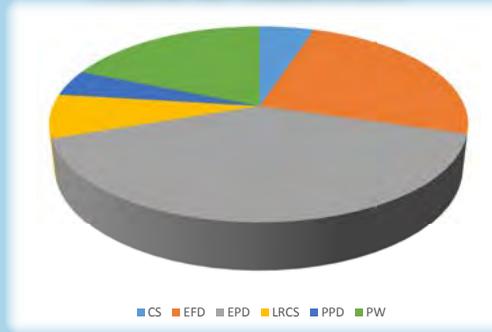
Workers' Comp Claims



Claims by Department



Workers' Comp Incurred



Incurred by Department

A third-party administrator processes the City's self-insured Workers' Compensation Program and Risk's Claims Team oversees that processing. Risk Services staff also work closely with injured employees, supervisors, and medical providers to ensure that proper medical care is received and that the employee is returned to a light duty assignment as soon as possible after injury. A summary of FY18 and the resulting trends are reported below:

FY18 Trends:

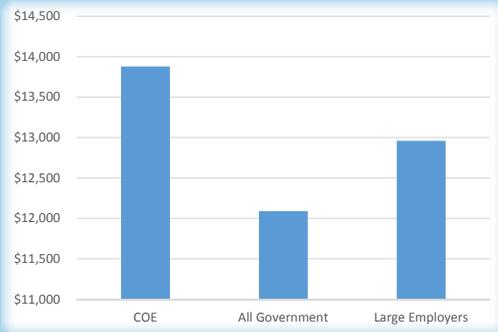
- 85 claims remained open as of June 30, 2018
- The average claim cost over the five year reporting period is \$6,616
- The five year average claims count is 140.4
- The number of claims increased by 20 in FY18 but the total incurred is \$22k less
- Only 27% of the FY18 claims are indemnity* claims but account for 78% of the total incurred

Experience Modifier

The experience modifier is a risk rating which compares the City's past actual experience (payroll and loss data) to the expected or average experience of other Oregon cities of similar size. An experience modifier of 1.0 is average and a higher modifier means the experience is worse than average. The City's experience modifier has been dropping since its all-time high in FY14.

**indemnity claims are those claims where the employee misses time from work or receives an award for permanent impairment.*

Employee Benefits



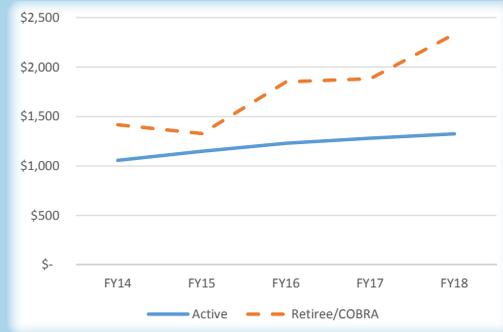
Annual Health Plan Cost Comparison



FY18 Highest Cost Chronic Conditions

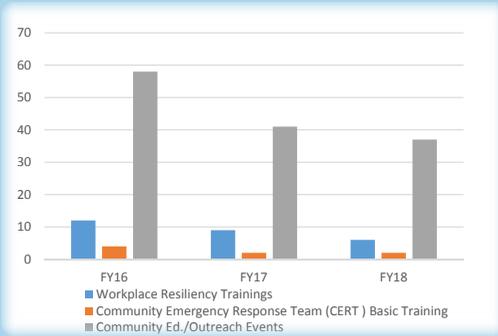


Average Annual Employer Cost per Active Employee

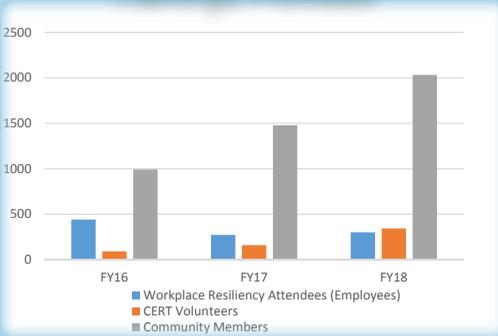


Health Insurance Active vs Retiree/COBRA

Emergency Management



Trainings Provided

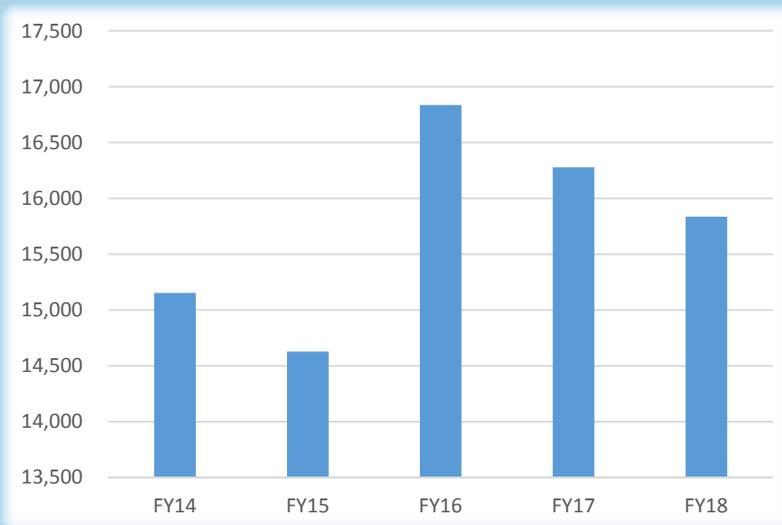


Training Participants

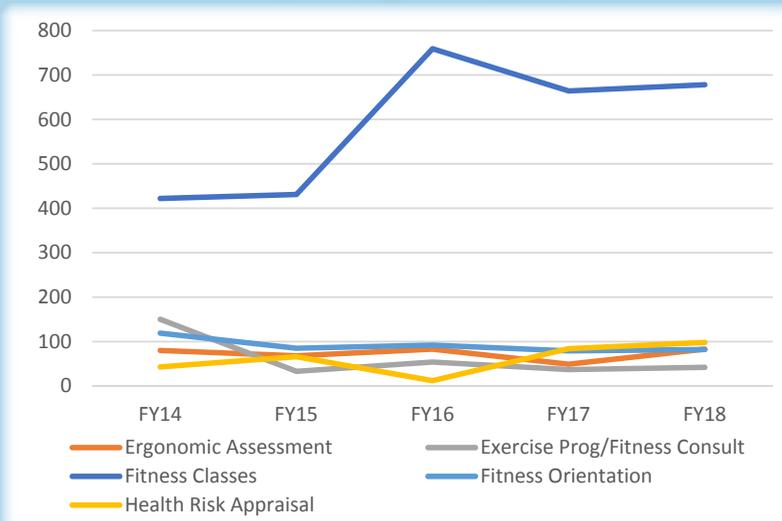


Preparedness Kit Ordering

Employee Health & Wellness



Annual FitCity Attendance



Health and Wellness Provided Services

Health and Fitness

The City's award-winning Health and Fitness program is one of the City's key long-term strategies to control future healthcare costs by offering employees and their dependents health risk appraisals along with a variety of programs that focus on prevention, nutrition, fitness and risk reduction for heart disease, diabetes, cancer and other chronic health conditions. The graph to the lower right shows the major services provided through the Health & Fitness Program over the past five years.

Health Risk Appraisal Program

This powerful program offers a comprehensive detailed analysis of each individual's health and fitness including safe and effective ways to improve their overall health and wellness. Employees in each department are eligible to participate every three years.

Wellness Initiative

Designed to enhance wellness services for all those covered under the City's health plans, the Wellness Initiative programs include:

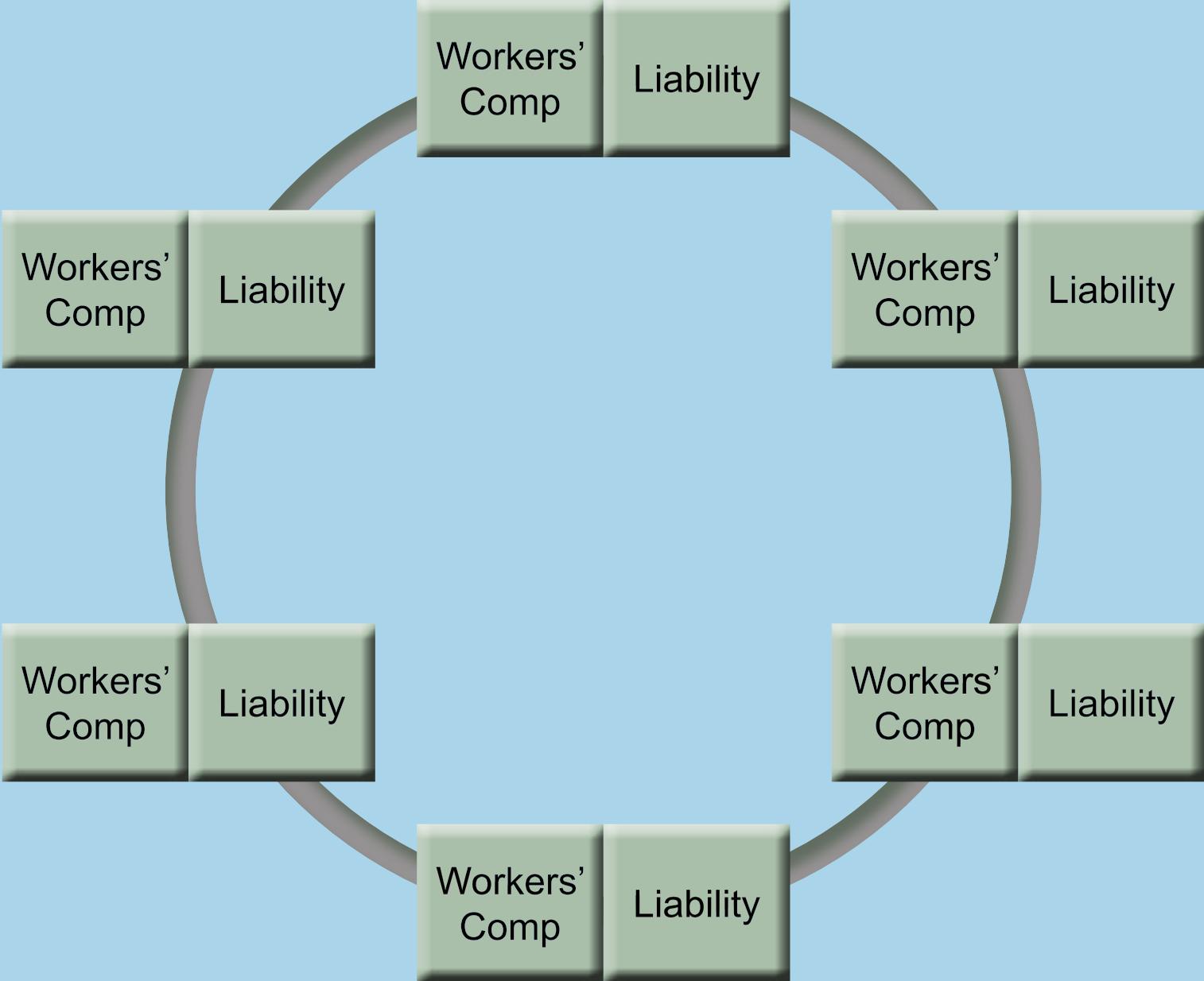
- BeWell Initiative with Executives sponsoring each monthly focus
- Free Health & Fitness Classes
- Wellness Education Classes

FitCity Wellness Center

The City's downtown Wellness Center is open to all regular and temporary employees, as well as dependents (age 18 and over) and retirees covered under the City's health plans. Fit-City is equipped with a variety of exercise machines, wheelchair accessible exercise equipment, and a variety of other exercise modalities. FitCity offers a variety of exercise classes, wellness education, CPR/AED classes, exercise programming, health and wellness screenings, and flu shot clinics.

In FY18 the 5-year average for participation increased approximately 2% to 15,746.

Department Navigation



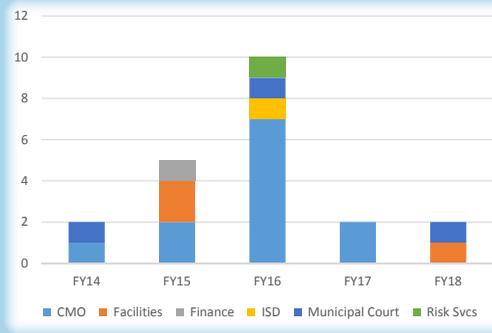
Central Services Department

Workers'
Comp

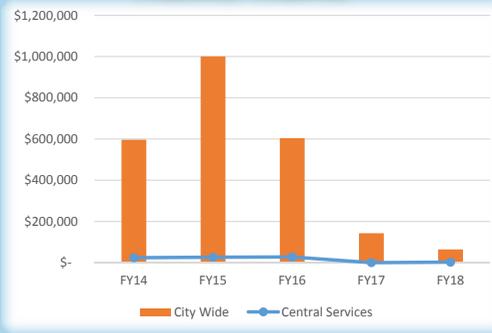
Liability



Liability Claims



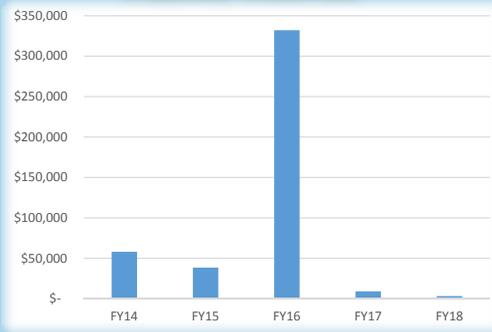
Liability Claims by Division



Liability Incurred



Liability Incurred by Division



Liability Total Paid

The Five Year Average

- 4.2 liability claims per year
- \$20,013 total incurred¹
- \$88,204 in total paid²
- 65% decrease in total paid YOY³
- FY18 represents the lowest total paid in the prior five years

In FY18

- Two new liability claims were filed in FY18; one for Municipal Court and one for Facilities
- As of June 30, 2018, 1 claim remained open for all fiscal years

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).

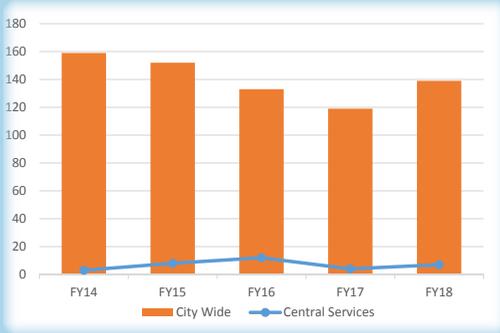
³ Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.



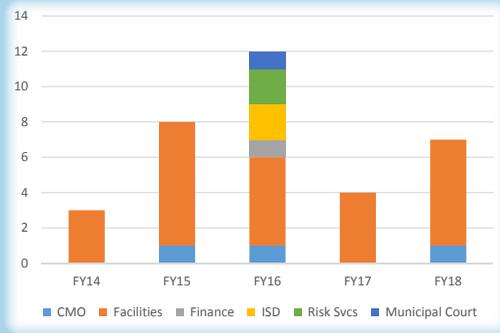
Central Services Department

Workers' Comp

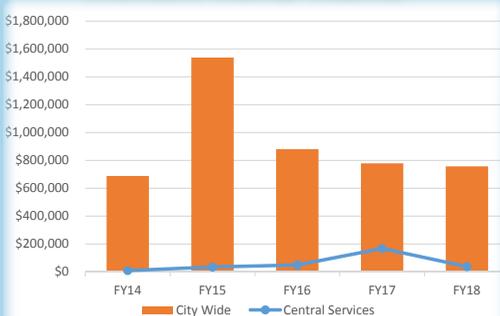
Liability



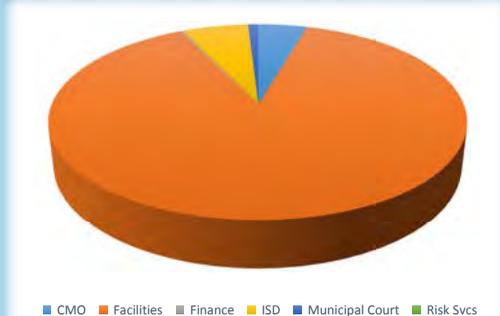
Workers Comp Claims



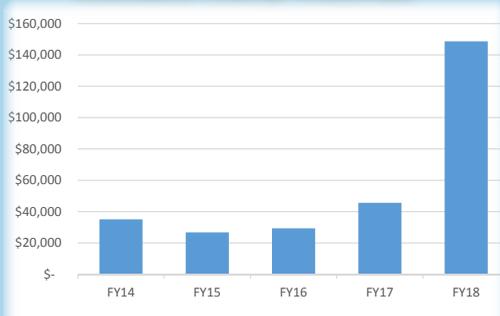
Workers Comp Claims by Division



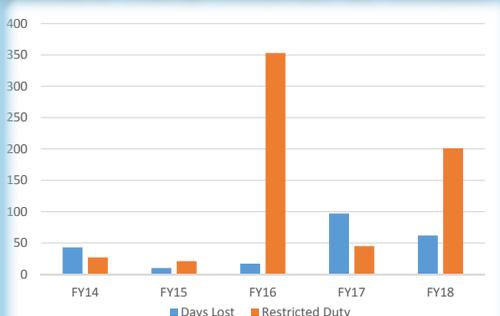
Workers Comp Incurred



Workers Comp Incurred by Division



Workers Comp Total Paid



Time Loss & Modified Duty

The Five Year Average

- 6.4 workers' compensation claims per year
- \$37,596 average incurred¹ annually
- Most common injuries are low back strains from lifting or overexerting
- \$57,088 in total paid²
- 69% increase in total paid YOY³
- FY18 represents the highest total paid in the prior five years

In FY18

- 7 new workers' compensation claims; one from CMO and six from Facilities
- Total incurred for FY18 is 88% less than FY17
- Two claims are indemnity⁴ claims and account for 76% of the total incurred
- As of June 30, 2018, 6 claims remained open for all fiscal years
- A total of 62 days were missed by injured employees and 201 days were spent on light duty
- The spike in total incurred for FY17 is attributable to one claim which accounts for 83% of the total
- Total number of claims filed represents 3 claims per 100 budgeted FTE

Recommendations

- Risk conducted back safety training for Facilities crews and we will continue to reinforce the skills and techniques provided
- Consider the use of lifting equipment whenever practical

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).

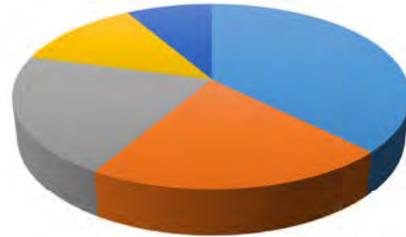
³ Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.

⁴ Indemnity claims are those where the employee misses time from work or receives an award for permanent impairment

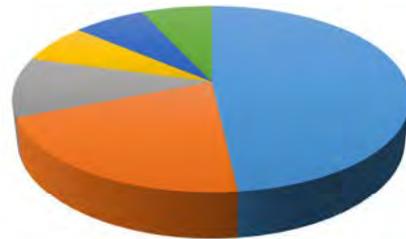
Central Services Department

Workers'
Comp

Liability



Top Injury Locations



Top Injury Types



Top Injury Causes

The Five Year Average

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- \$37,596 average incurred¹ annually
- Most common injuries are low back strains from lifting or overexerting
- \$57,088 in total paid²
- 69% increase in total paid YOY³
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- Total incurred for FY18 is 88% less than FY17
- Two claims are indemnity⁴ claims and account for 76% of the total incurred
- As of June 30, 2018, 6 claims remained open for all fiscal years
- A total of 62 days were missed by injured employees and 201 days were spent on light duty
- The spike in total incurred for FY17 is attributable to one claim which accounts for 83% of the total
- Total number of claims filed represents 3 claims per 100 budgeted FTE

Recommendations

- Risk conducted back safety training for Facilities crews and we will continue to reinforce the skills and techniques provided
- Consider the use of lifting equipment whenever practical

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).

³ Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.

⁴ Indemnity claims are those where the employee misses time from work or receives an award for permanent impairment

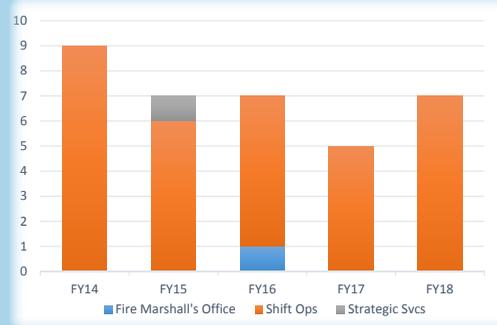
Eugene Fire Department

Workers' Comp

Liability



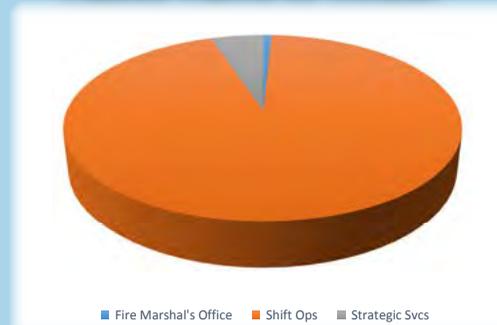
Liability Claims



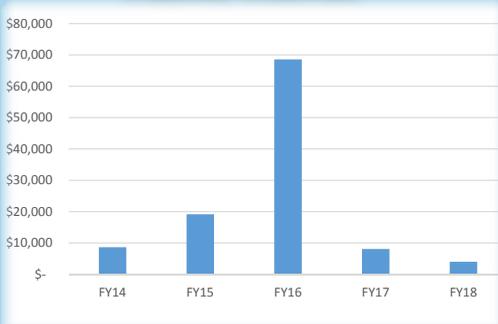
Liability Claims by Division



Liability Incurred



Liability Incurred by Division



Liability Total Paid

The Five Year Average

- \$21,332 average total incurred¹
- \$21,688 average total paid²
- 6.6 new liability claims per year on average

In FY18

- Only \$1,477 was incurred and is the lowest total in the five year reporting period
- 71% of the claims filed were automotive incidents
- All of the claims were from Shift Ops

¹ Total Incurred is the combination of costs paid to date (money out) plus Reserves (anticipated potential expenses) to cover claim until closure/completion.

² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).



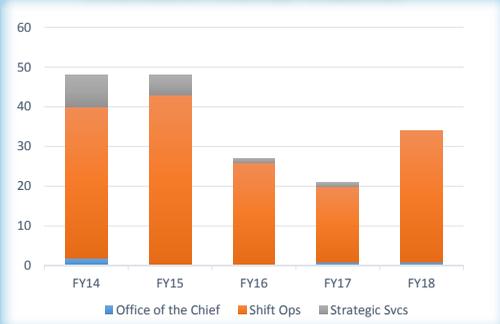
Eugene Fire Department



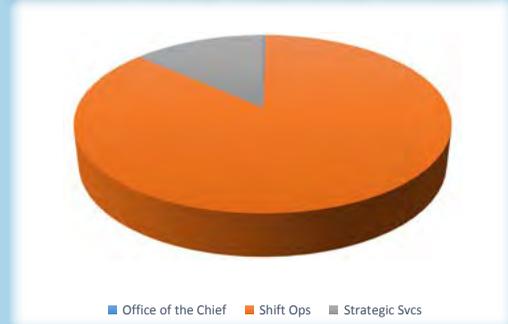
Workers Comp Claims



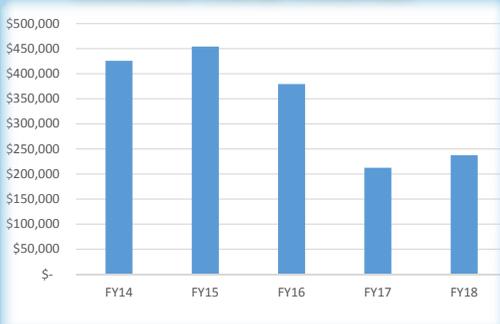
Workers Comp Claims by Division



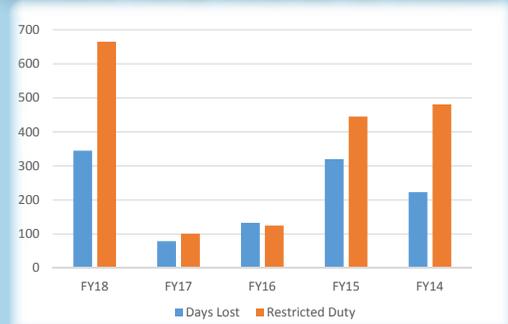
Workers Comp Incurred



Workers Comp Incurred by Division



Workers Comp Total Paid



Time Loss & Modified Duty

The Five Year Average

- Average incurred¹ YOY² increased by 25% to \$355,478
- Average paid³ YOY decreased by 10% to \$341,796

In FY18

- Second lowest year of total incurred
- Claims 38% higher than FY17
- Most common Logistics injury over the reporting period were low back strains from lifting
- 24% of the claims filed were indemnity* but accounted for 81% of the total incurred
- Total number of claims filed represents 16.5 claims per 100 budgeted FTE

Recommendations

- Encourage sound lifting techniques
- Have appropriate material handling equipment on hand

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

² Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.

³ Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).

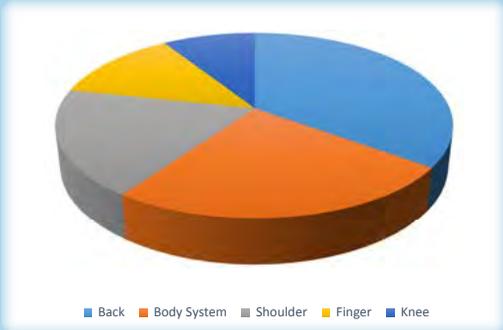
⁴ Indemnity claims are those where the employee misses time from work or receives an award for permanent impairment



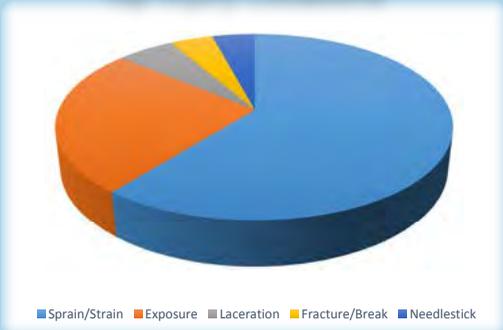
Eugene Fire Department

Workers'
Comp

Liability



Top Injury Locations



Top Injury Types



Top Injury Causes

Trends

- Three activities most commonly resulting in claims continue to be:
 - Medical Calls
 - Fire Incidents
 - Training/Exercising
- In FY 18 there were 10 injuries from training and 10 from medical calls
- Training injuries were significantly more severe with average claim cost three times higher than medical calls
- Injuries from lifting patients have declined over the last ten years! This is likely attributable to power gurneys and related patient-moving equipment. However, we cannot discount better training and higher awareness. Keep up the great work!

FY09 – 9	FY14 – 3
FY10 – 6	FY15 – 3
FY11 – 10	FY16 – 0
FY12 – 9	FY17 – 3
FY13 – 5	FY18 – 3

Recommendations

Continue to monitor training activities closely and ensure that employees are well coached in lifting techniques.



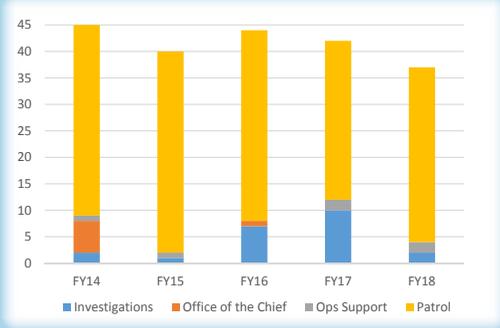
Eugene Police Department

Workers'
Comp

Liability



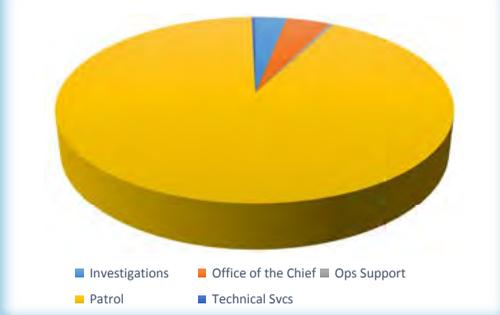
Liability Claims



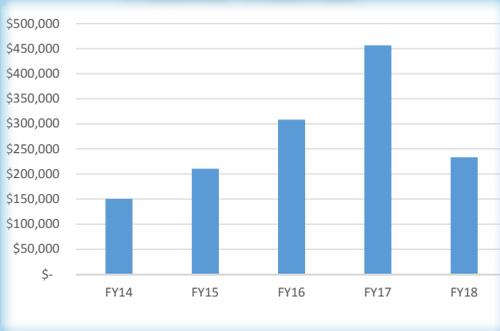
Liability Claims by Division



Liability Incurred



Liability Incurred by Division



Liability Total Paid

The Five Year Average

- Total incurred¹ decreased by 15% to \$314,275
- Total paid² decreased by 2% to \$271,841
- Average number of claims decreased to 41.8 claims

In FY18

- Number of claims decreased to 37
- Total incurred decreased by 27% to \$29,070; the lowest number in the five year period
- 50% of the total incurred for FY18 was due to at-fault motor vehicle crashes
- 72% of the total paid was for costs associated with litigation from claims from prior years

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

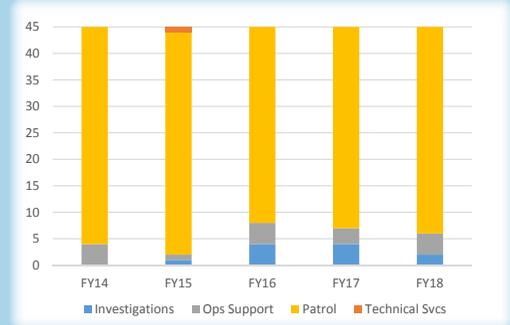
² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).



Eugene Police Department



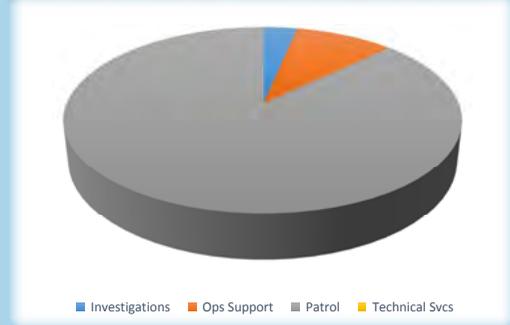
Workers Comp Claims



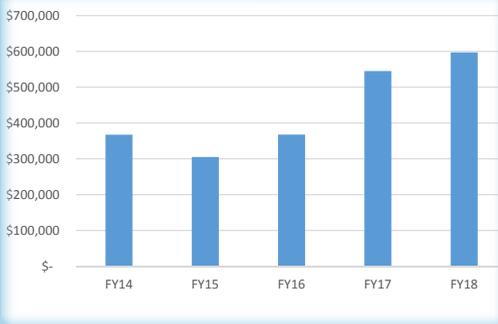
Workers Comp Claims by Division



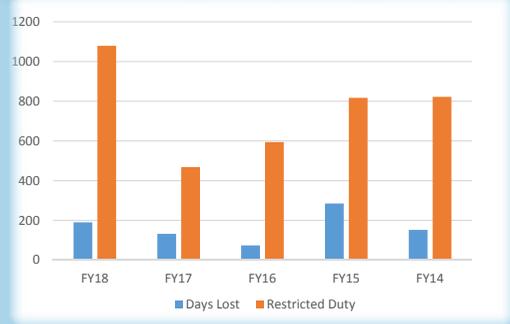
Workers Comp Incurred



Workers Comp Incurred by Division



Workers Comp Total Paid



Time Loss & Modified Duty

The Five Year Average

- Total incurred¹ average increased by 21% to \$397,468
- Total average paid² increased by 8% to \$436,491
- Average number of claims YOY³ was virtually unchanged

In FY18

- Claims filed increased by two and is the second highest total in the five year period
- 50% of the total paid is from four claims from prior years that each incurred in excess of \$50,000
- Total paid for FY18 is the highest in the five year period
- 34% of the claims were indemnity⁴ claims but accounted for 58% of the total incurred
- Total number of claims filed represents 17 claims per 100 budgeted FTE

Time Loss

- The number of days employees were on restricted duty increased by 57%
- Over the last 10 years, an average of at least two EPD employees have been on lost time or light duty due to on-the-job injuries every day. Reducing this number will have a significant effect on public safety in our community.

Recommendations

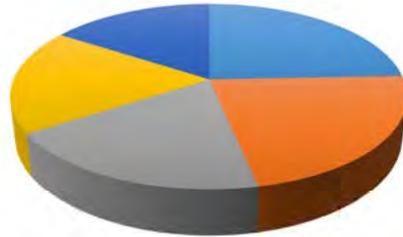
Implementing a formal safety plan and promoting the efforts of the EPD Safety Committee

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.
² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).
³ Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.
⁴ Indemnity claims are those where the employee misses time from work or receives an award for permanent impairment

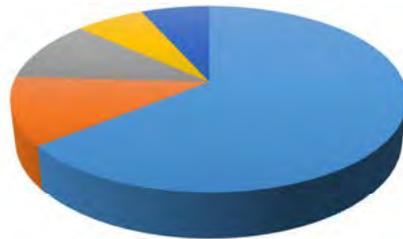
Eugene Police Department

Workers'
Comp

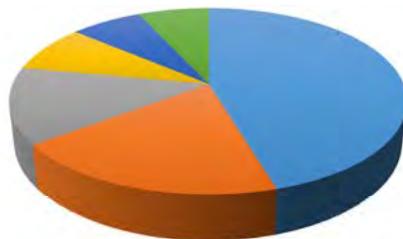
Liability



Top Injury Locations



Top Injury Types



Top Injury Causes

Injury Trends

- Driving/vehicle related injuries decreased by two claims but the total incurred increased by 95%
 - Two of the claims were the result of not-at-fault crashes
- Arrest injuries increased by three claims but the total incurred increased by 47%
 - Seven of the claims were due to exposures to bodily fluids
 - Eight of the claims were for hands/wrists
- Training/exercise injuries increased four claims but the total incurred increased by 54%
 - Four claims were from defensive tactics training
 - Three claims were from exercise/physical fitness activities
 - Four of the claims incurred in excess of \$20,000 each claim
- During the five year reporting period 99 claims from arrests were filed and 42 claims from training/exercise claims were filed but the average incurred cost for training/exercise claims is 58% higher than arrest claims
- Upper extremities are the most commonly injured body part during arrests, but lower extremities are more commonly injured during defensive tactics training

Recommendations

DT training exercises should be monitored to prevent injuries unrelated to situations officers face during the course of their work

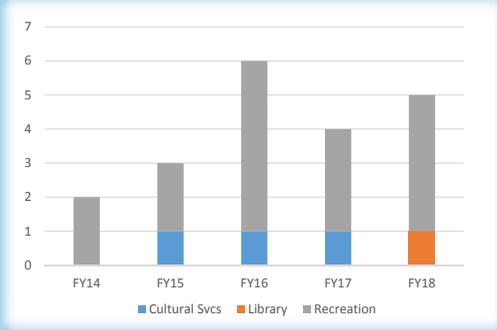
Library, Recreation, & Cultural Services Department

Workers' Comp

Liability



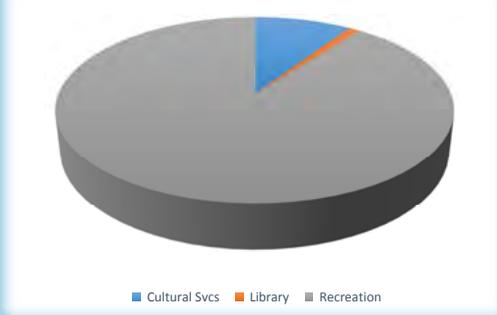
Liability Claims



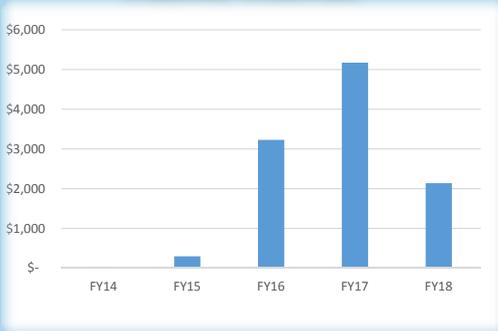
Liability Claims by Division



Liability Incurred



Liability Incurred by Division



Liability Total Paid

The Five Year Average

- 3.8 liability claims per year
- \$1,902 total incurred¹ per year
- Highest incurred was \$5,272 and was the result of two automobile claims

In FY18

- Total paid² for FY18 was 46% higher than FY17
- FY18 was the second highest year for total paid in the five year reporting period
- Only one claim in FY18 was auto related
- Four of the five claims were from the Recreation Division

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).



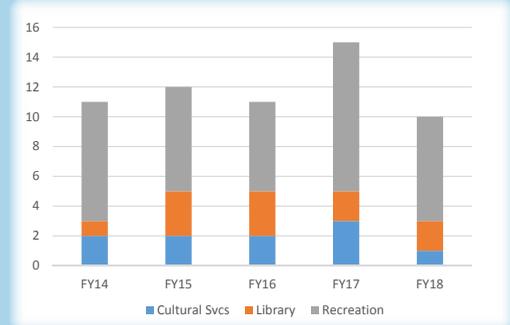
Library, Recreation, & Cultural Services Department

Workers' Comp

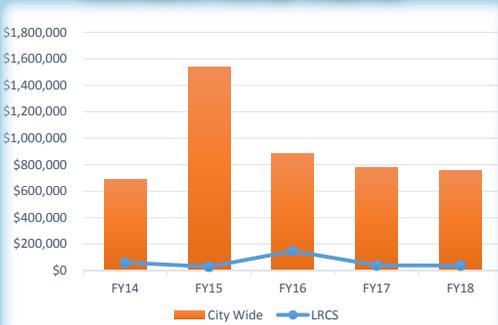
Liability



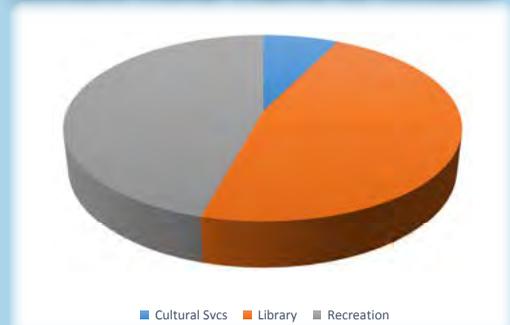
Workers Comp Claims



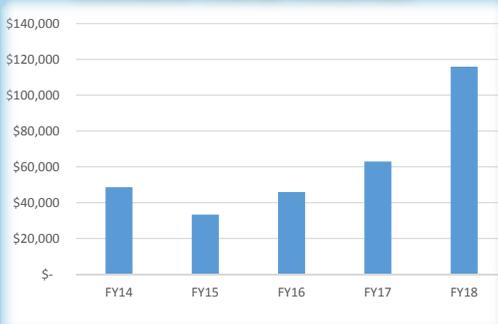
Workers Comp Claims by Division



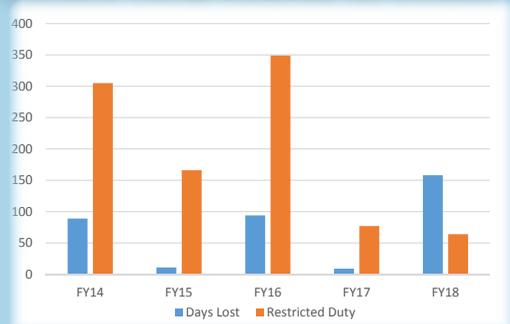
Workers Comp Incurred



Workers Comp Incurred by Division



Workers Comp Total Paid



Time Loss & Modified Duty

The Five Year Average

- 11.8 claims per year
- \$234,564 paid over the five year reporting period for an average of \$46,913
- \$3,976 average cost per claim, 7% higher than last year's average
- Four out of 10 Cultural Services claims over the reporting period were for stagehands struck by objects
- Three out of 11 Library claims over the reporting period were incurred while handling books

In FY18

- Total number of claims was lowest in five year reporting period
- Total incurred¹ 58% higher than FY17
- Only one claim was indemnity² but accounted for 79% of the total incurred
- Total number of claims filed represents 5 claims per 100 budgeted FTE

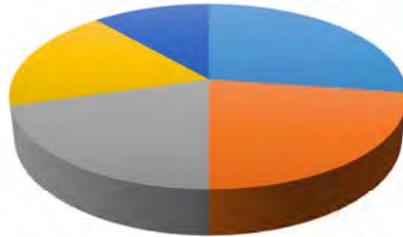
Five year claim counts for Recreation by section/workgroup are as follows:

- Adaptive & Senior Services – 4
- Aquatics – 5
- Athletics – 2
- Outdoors – 10
 - Seven out of the 10 Outdoors claims were incurred by sailing instructors and those injuries tended to be much more severe than other Recreation claims (average incurred cost of \$5,270 compared to \$2,535 for other Recreation claims)
- Youth & Family – 12
 - Seven out of the 12 Youth and Family claims (plus four other Recreation claims) occurred while the employee was in direct contact with children

Library, Recreation, & Cultural Services Department

Workers'
Comp

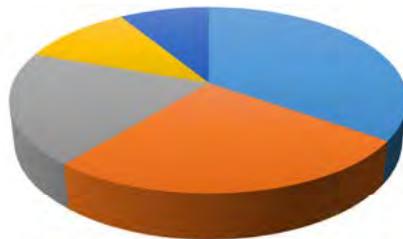
Liability



Top Injury Locations



Top Injury Types



Top Injury Causes

Recommendations

- Children are unpredictable and employees should maintain situational awareness when working with or around children
- Continue to emphasize safe work practices
- Continue to train staff on proper ergonomics of material handling
- Sailing can be inherently dangerous and activities should be closely monitored for changing conditions
- Increased safety and risk mitigation training will facilitate Recreation and Cultural Services continued growth; mitigating their increased Risk exposure.

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² Indemnity claims are those where the employee misses time from work or receives an award for permanent impairment



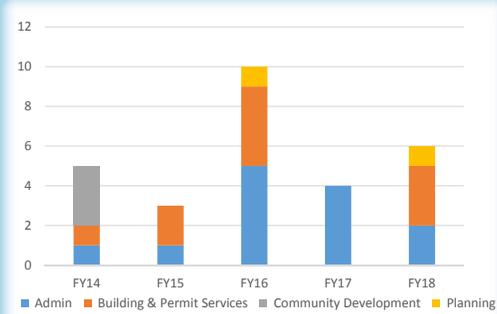
Planning and Development Department

Workers'
Comp

Liability



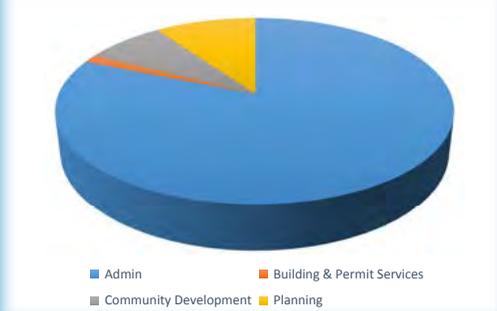
Liability Claims



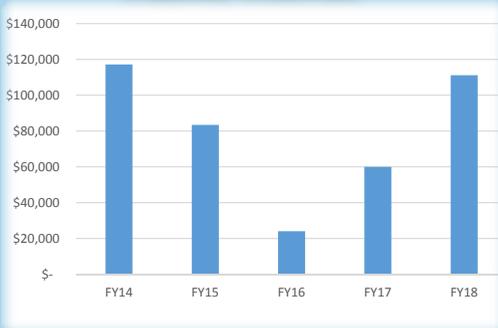
Liability Claims by Division



Liability Incurred



Liability Incurred by Division



Liability Total Paid

The Five Year Average

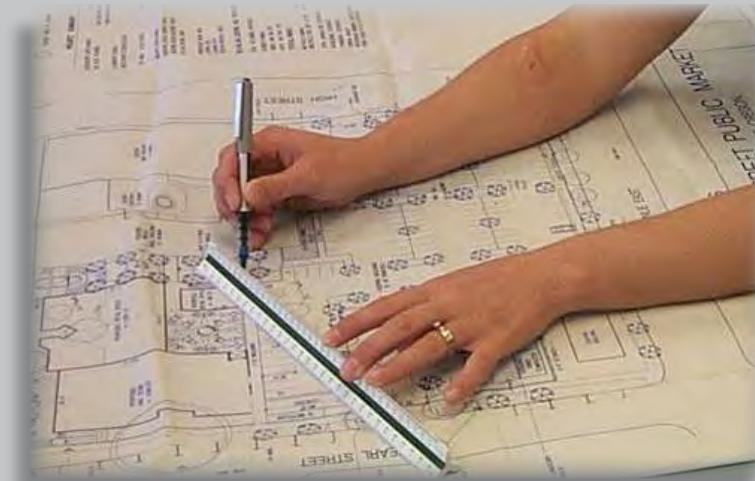
- \$21,667 average incurred¹ is virtually the same as last year's average
- Average number of claims increased to 5.8

In FY18

- The number of liability claims filed decreased by one
- The total incurred decreased to \$400
- All of the FY18 claims have been denied
- Total paid² for FY18 was 46% higher than FY17
- FY18 was the second highest year for total paid in the five year reporting period

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).



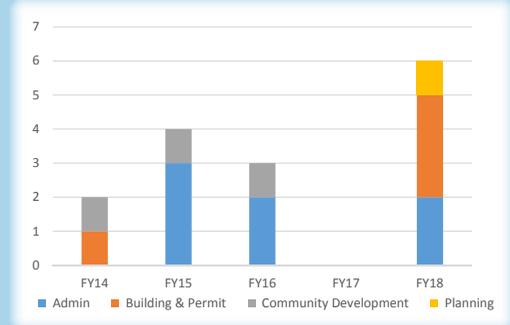
Planning and Development Department

Workers' Comp

Liability



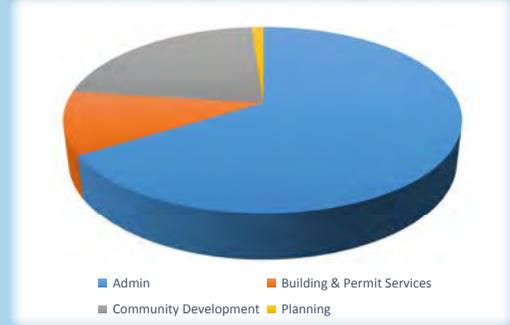
Workers Comp Claims



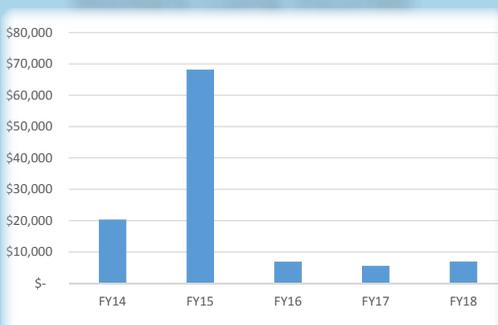
Workers Comp Claims by Division



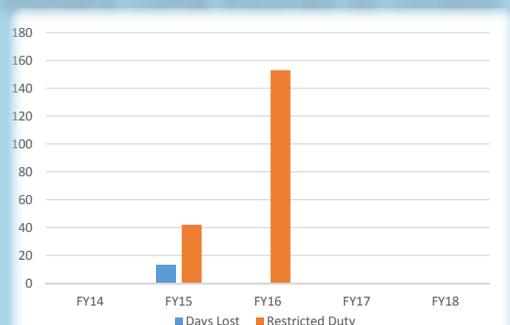
Workers Comp Incurred



Workers Comp Incurred by Division



Workers Comp Total Paid



Time Loss & Modified Duty

The Five Year Average

- 3 workers' compensation claims per year
- \$21,668 average incurred¹ cost per year
- \$1,444 average incurred cost per claim
- 68% decrease YOY² in the five year average total paid³ to \$21,602
- Third year of significantly less paid than the highest year of the reporting period (FY15)
- Eight of the 15 claims filed during the reporting period were for Parking Enforcement Officers and most were upper extremity injuries from chalking tires.

In FY18

- Six claims filed in FY18: three from BPS, one from Planning, and two from Admin
- All but one of the claims have closed
- Total number of claims filed represents 5.3 claims per 100 budgeted FTE

Recommendations

Continue to evaluate technological options to replace chalking.

¹ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

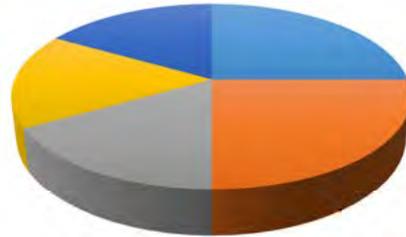
² Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.

³ Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).

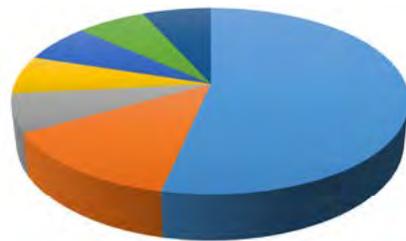
Planning and Development Department

Workers'
Comp

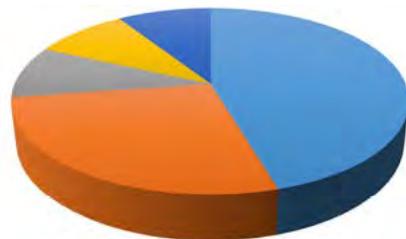
Liability



Top Injury Locations



Top Injury Types



Top Injury Causes

The Five Year Average

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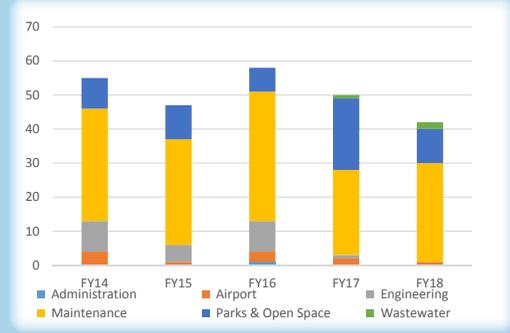
Public Works Department

Workers'
Comp

Liability



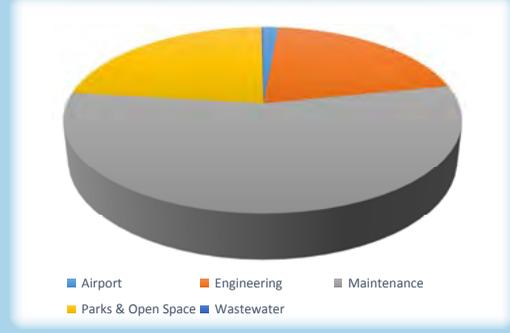
Liability Claims



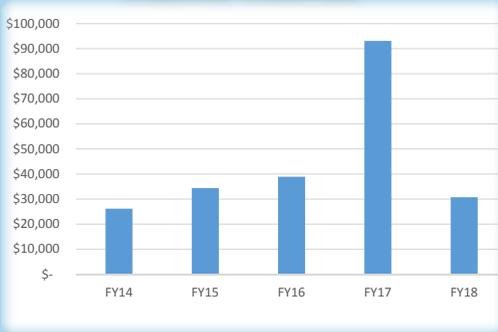
Liability Claims by Division



Liability Incurred



Liability Incurred by Division



Liability Total Paid

The Five Year Average

- Claims filed YOY¹ decreased by three claims
- Decrease of \$5,000 YOY in both total paid² and total incurred³

In FY18

- Number of claims decreased by 19%
- Total incurred decreased by 22% and was the lowest in the five year period
- The highest total incurred on a single claim was \$2,000
- 17% of the claims were automobile related

¹ Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.

² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).

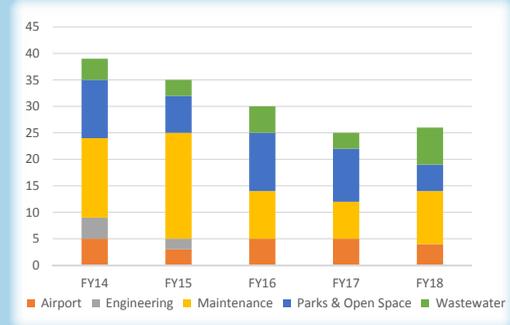
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Public Works Department



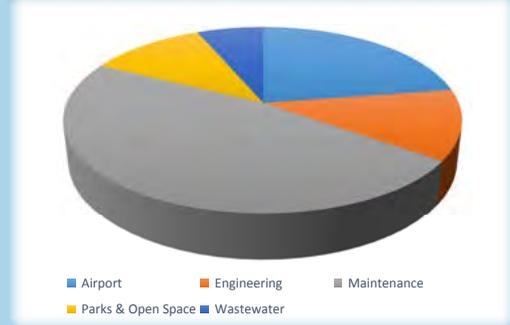
Workers Comp Claims



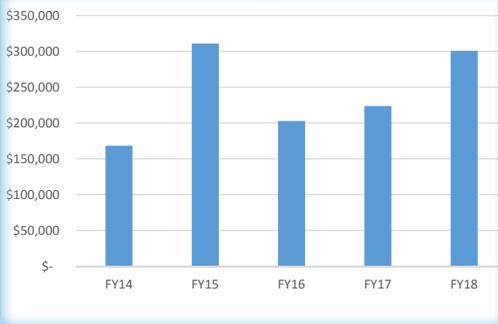
Workers Comp Claims by Division



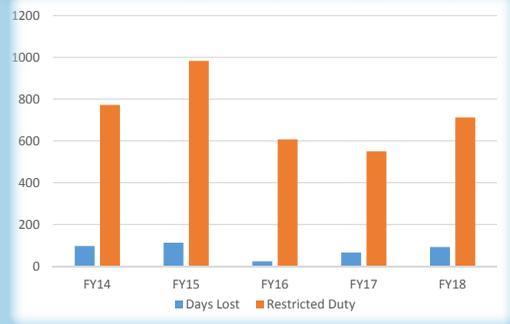
Workers Comp Incurred



Workers Comp Incurred by Division



Workers Comp Total Paid



Time Loss & Modified Duty

The Five Year Average

- YOY¹ Number of claims remained the same
- Total paid² increased by 10% YOY
- 22% decrease YOY in total incurred
- Most common injury for the Airport was lowback strains from lifting
- Along with Lifting and Material Handling, Tool/Equipment usage is a common source of sprains/strains

In FY18

- Number of claims filed decreased by one and was the lowest in the five year period
- Total incurred³ decreased by 19%
- Two claims accounted for 42% of the total incurred
- 26% of the claims filed were indemnity⁴ claims but accounted for 63% of the total incurred
- Sprains/strains made up 38% of the claims
- Total number of claims filed represents 5.9 claims per 100 budgeted FTE
- Three out of the five claims for Wastewater were eye injuries

Recommendations

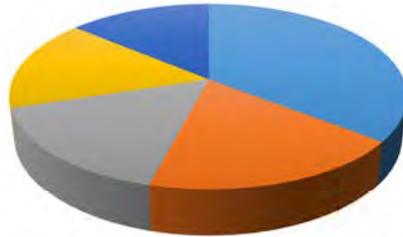
- Ensure that properly fitted eye protection is available
- Risk can provide back safety training and consider the use of lifting equipment whenever practical
- Consider lightweight, powered, or ergonomic tools whenever practical
- Encourage employees to seek assistance whenever possible and to pace their work appropriately

¹ Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.
² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).
³ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.
⁴ Indemnity claims are those where the employee misses time from work or receives an award for permanent impairment

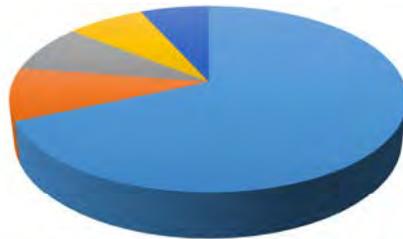
Public Works Department

Workers'
Comp

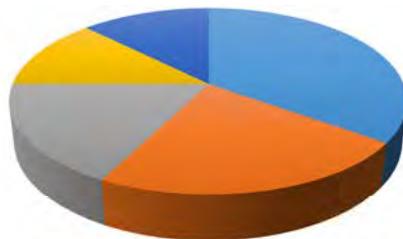
Liability



Top Injury Locations



Top Injury Types



Top Injury Causes

The Five Year Average

- YOY¹ Number of claims remained the same
- Total paid² increased by 10% YOY
- 22% decrease YOY in total incurred
- Most common injury for the Airport was lowback strains from lifting
- Along with Lifting and Material Handling, Tool/Equipment usage is a common source of sprains/strains

In FY18

- Number of claims filed decreased by one and was the lowest in the five year period
- Total incurred³ decreased by 19%
- Two claims accounted for 42% of the total incurred
- 26% of the claims filed were indemnity⁴ claims but accounted for 63% of the total incurred
- Sprains/strains made up 38% of the claims
- Total number of claims filed represents 5.9 claims per 100 budgeted FTE
- Three out of the five claims for Wastewater were eye injuries

Recommendations

- Ensure that properly fitted eye protection is available
- Risk can provide back safety training and consider the use of lifting equipment whenever practical
- Consider lightweight, powered, or ergonomic tools whenever practical
- Encourage employees to seek assistance whenever possible and to pace their work appropriately

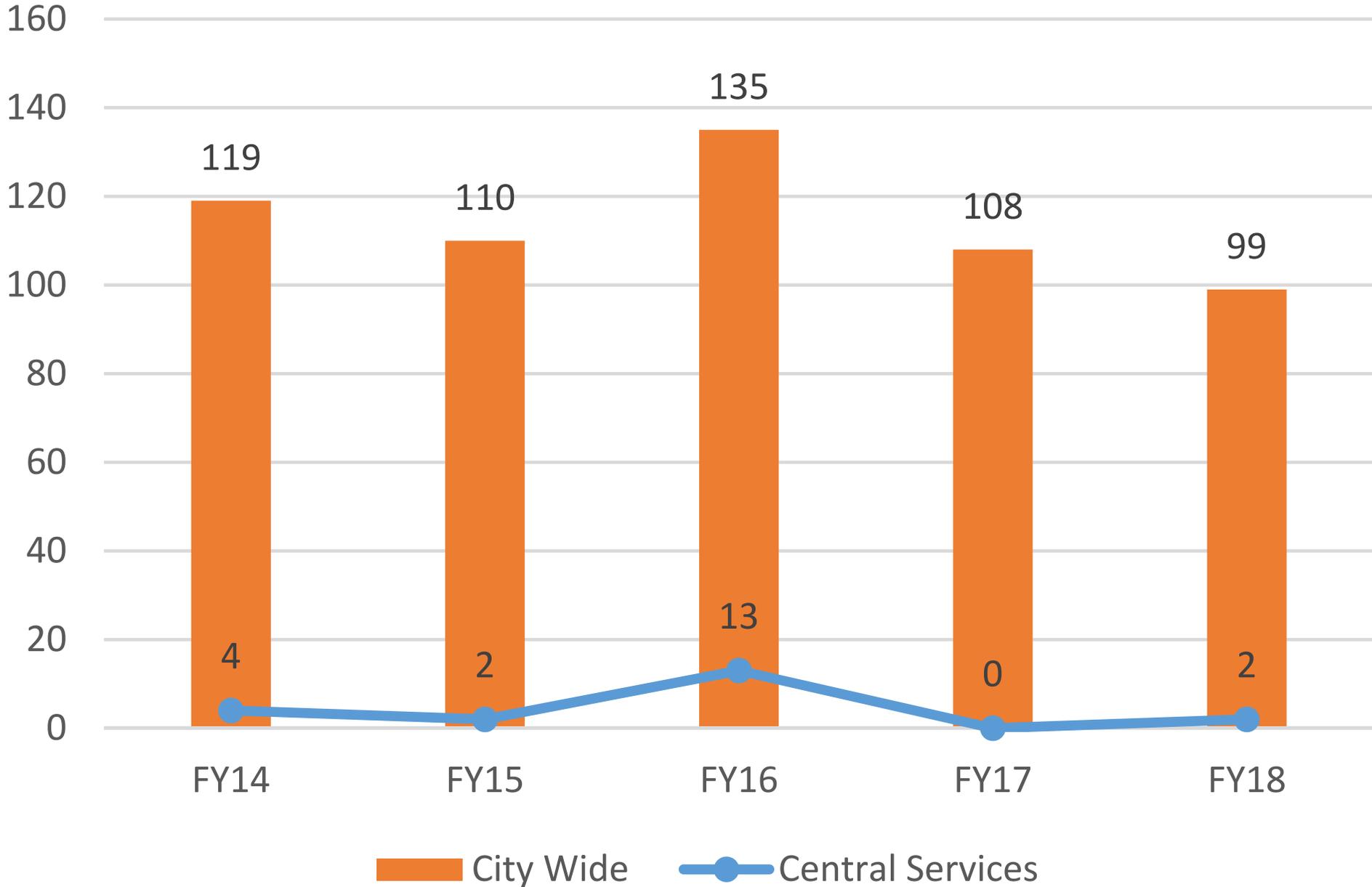
¹ Year over year (YOY) comparison is used to compare statistics as of June 30th each fiscal year.

² Total Paid refers to all moneys paid out on a specific claim, not including Reserves (anticipated and unpaid costs).

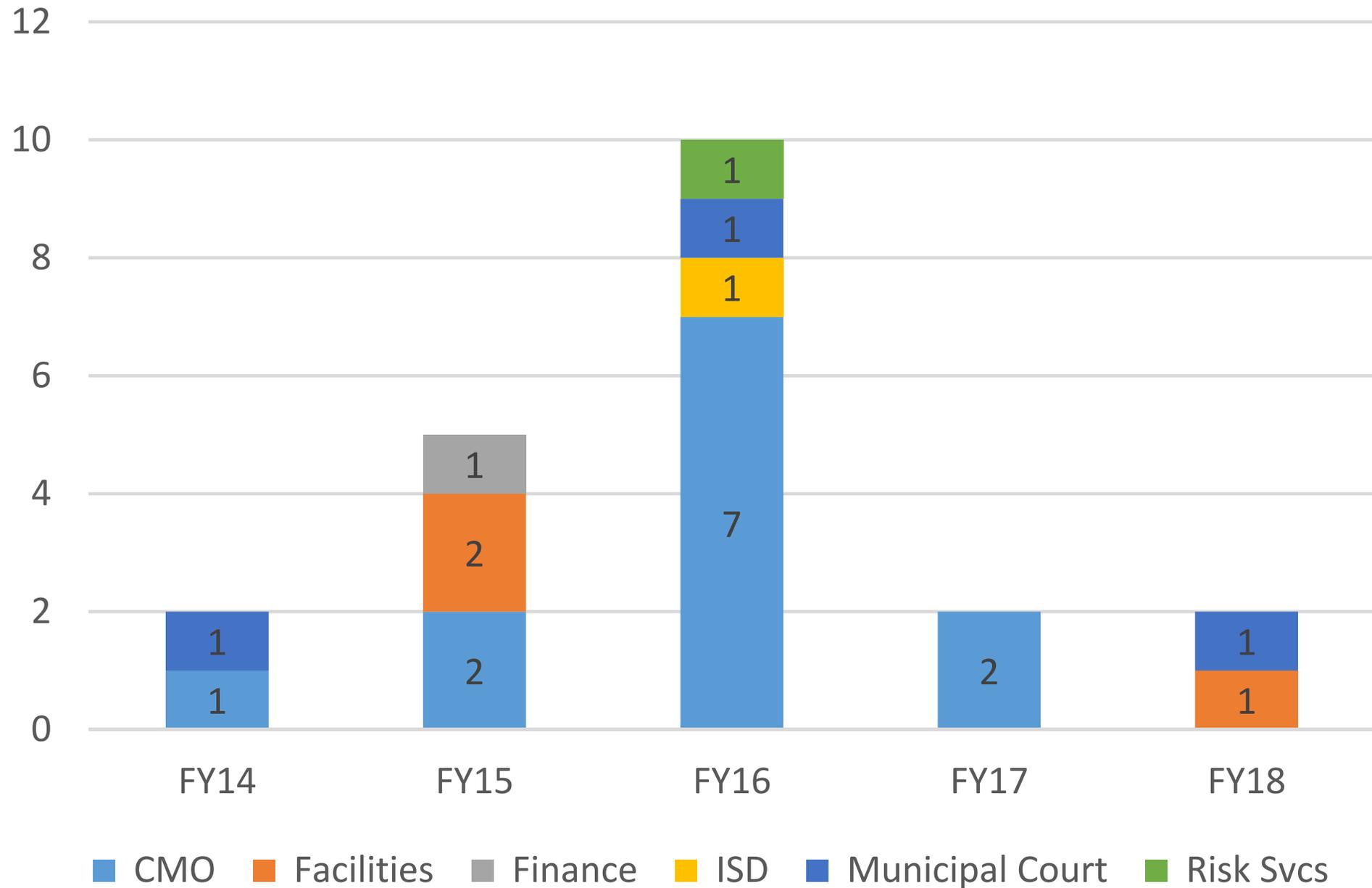
³ Total Incurred is the combination of costs paid to date (money out) plus reserves (anticipated potential expenses) to cover claim until closure/completion.

⁴ Indemnity claims are those where the employee misses time from work or receives an award for permanent impairment

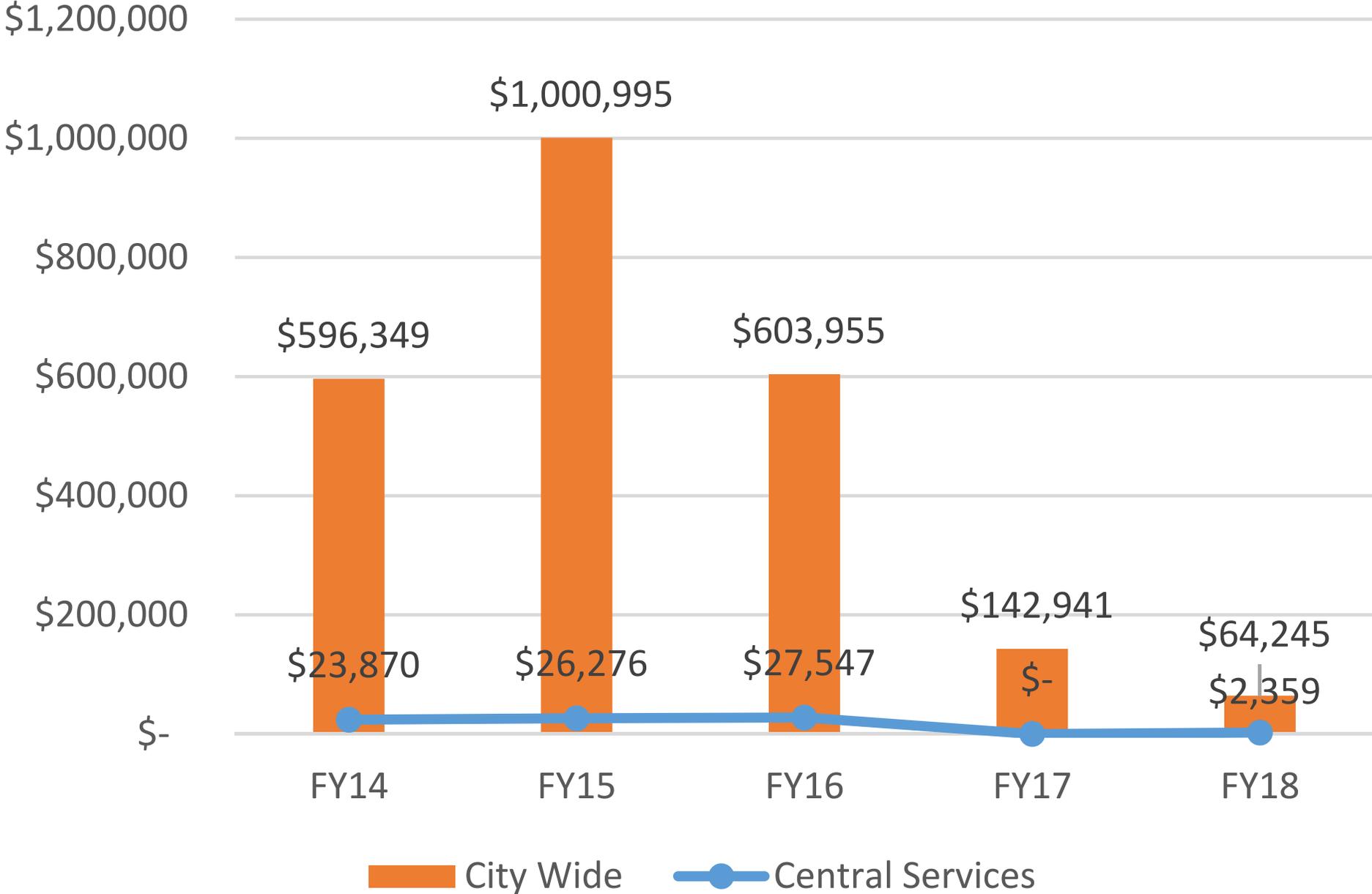
CS vs City-Wide Liability Claims



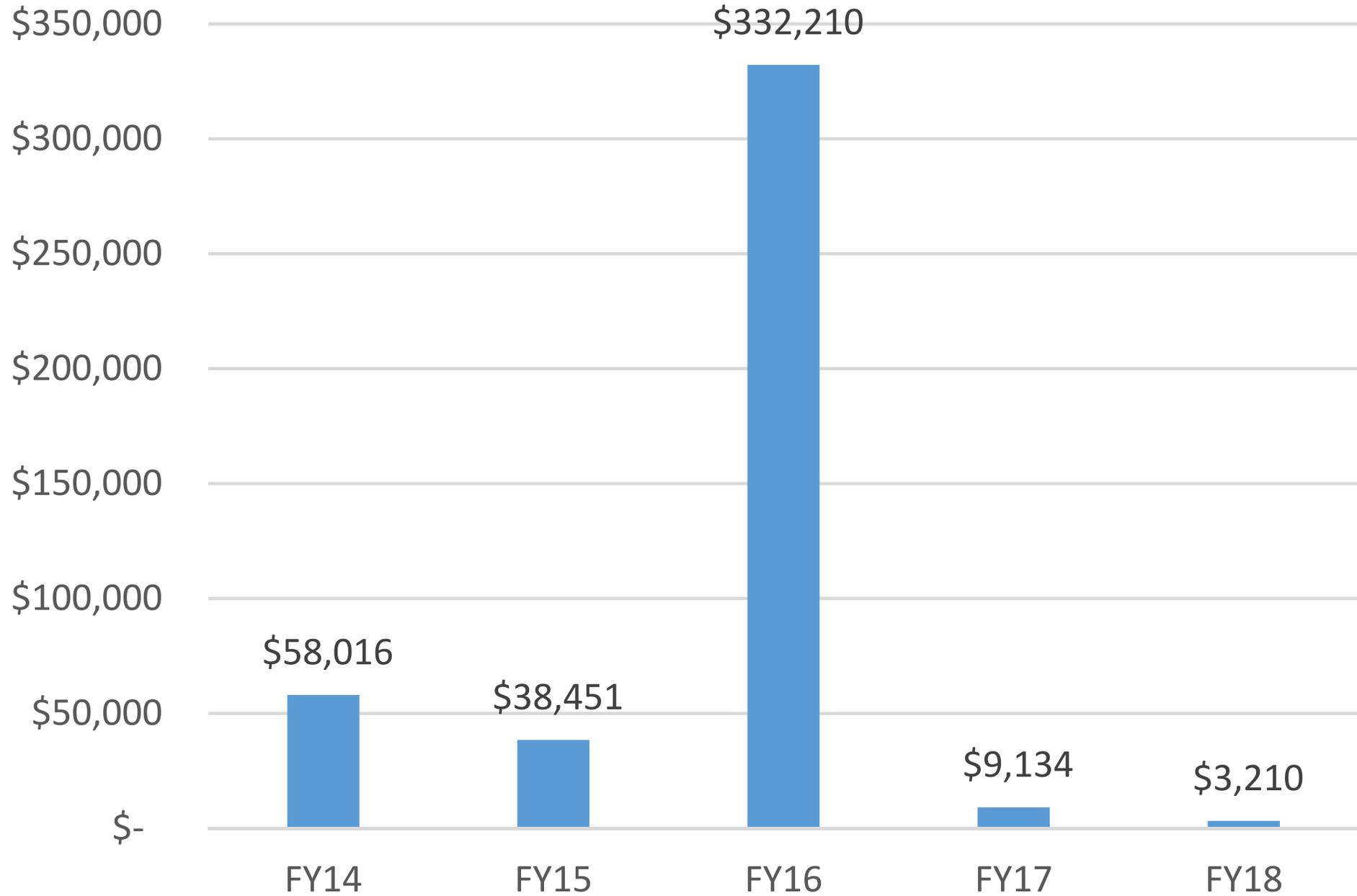
Central Services Liability Claims by Division



CS vs City-Wide Liability Incurred

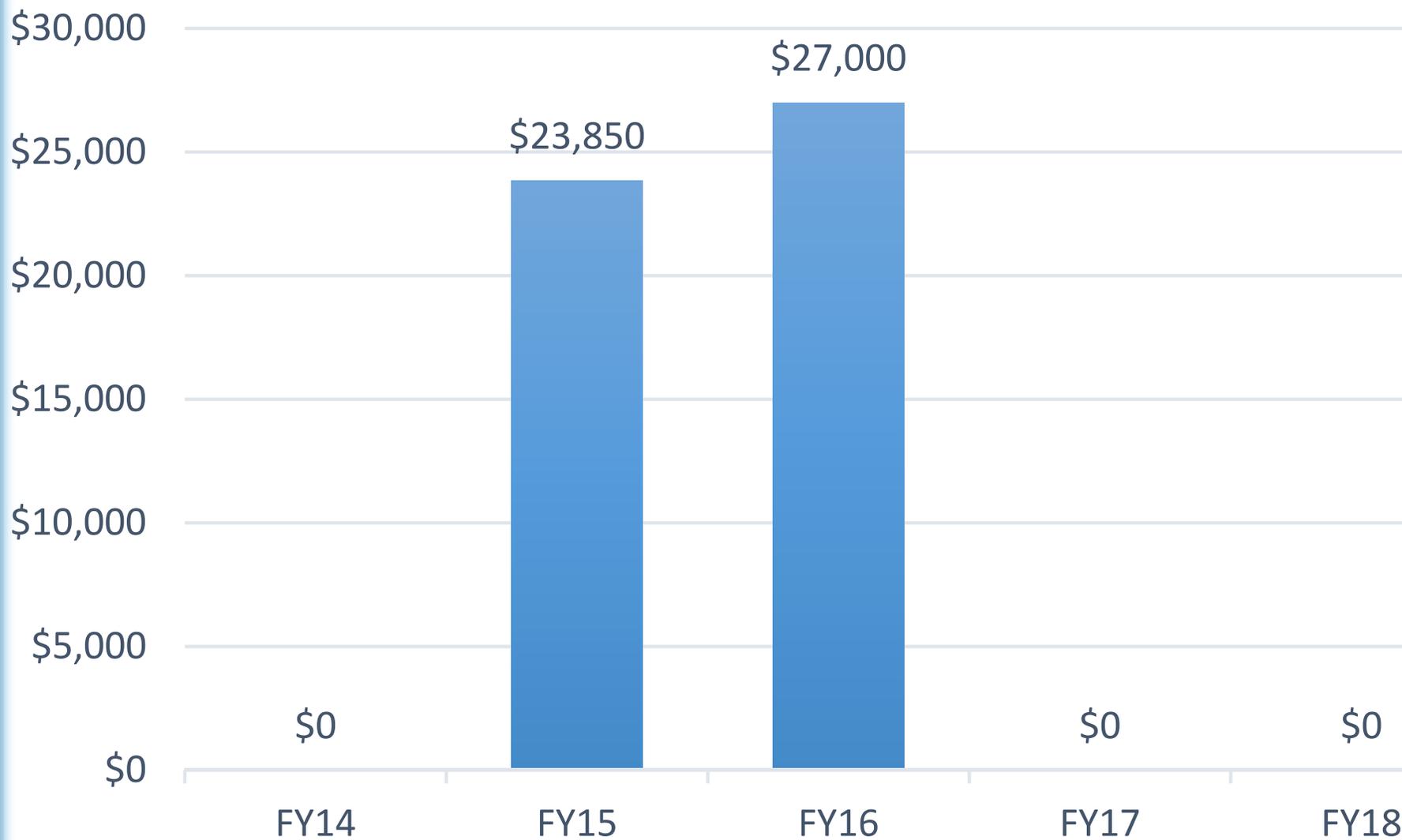


CS Liability Total Paid



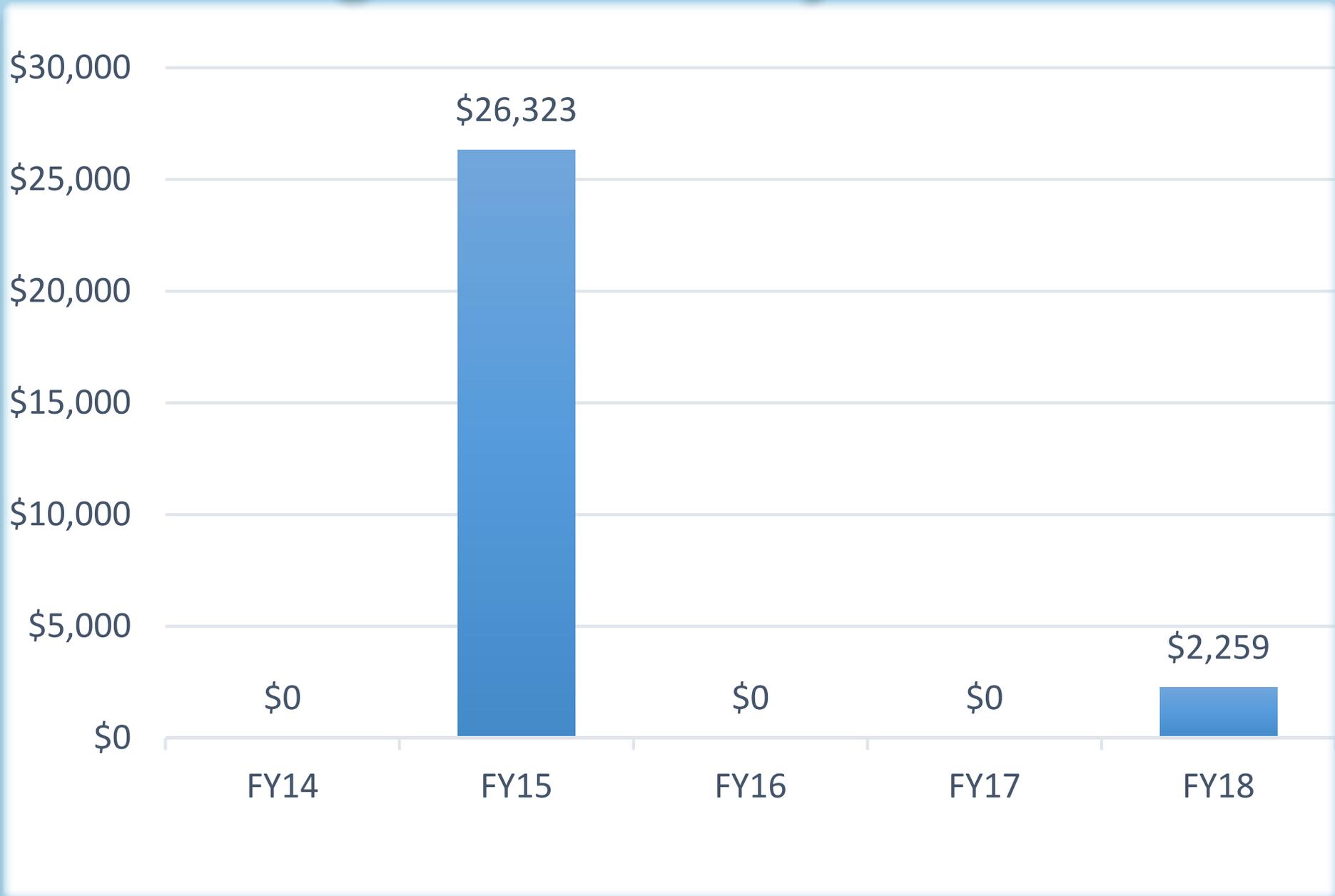
City Managers Office Liability Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)



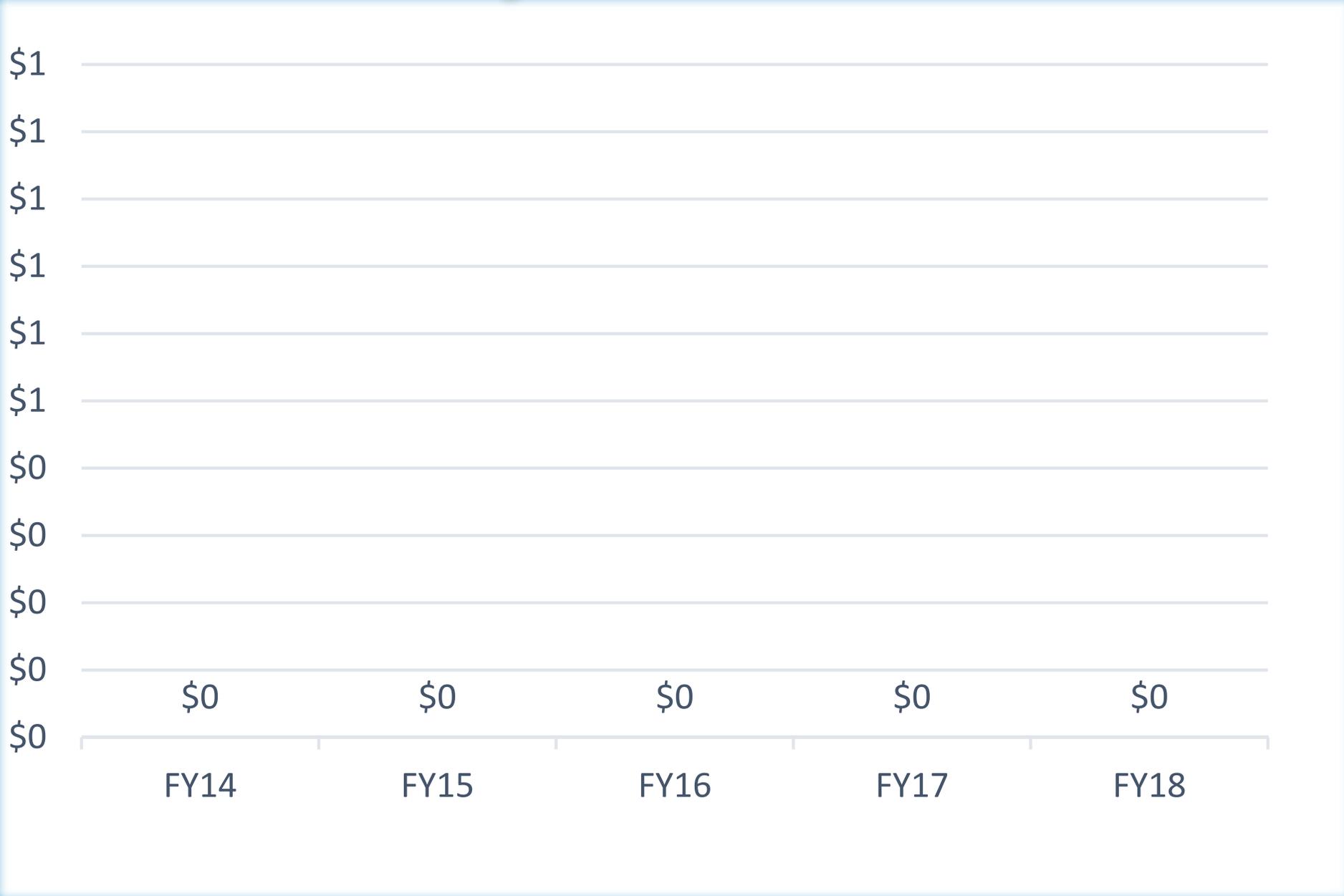
Facilities Management Liability Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)



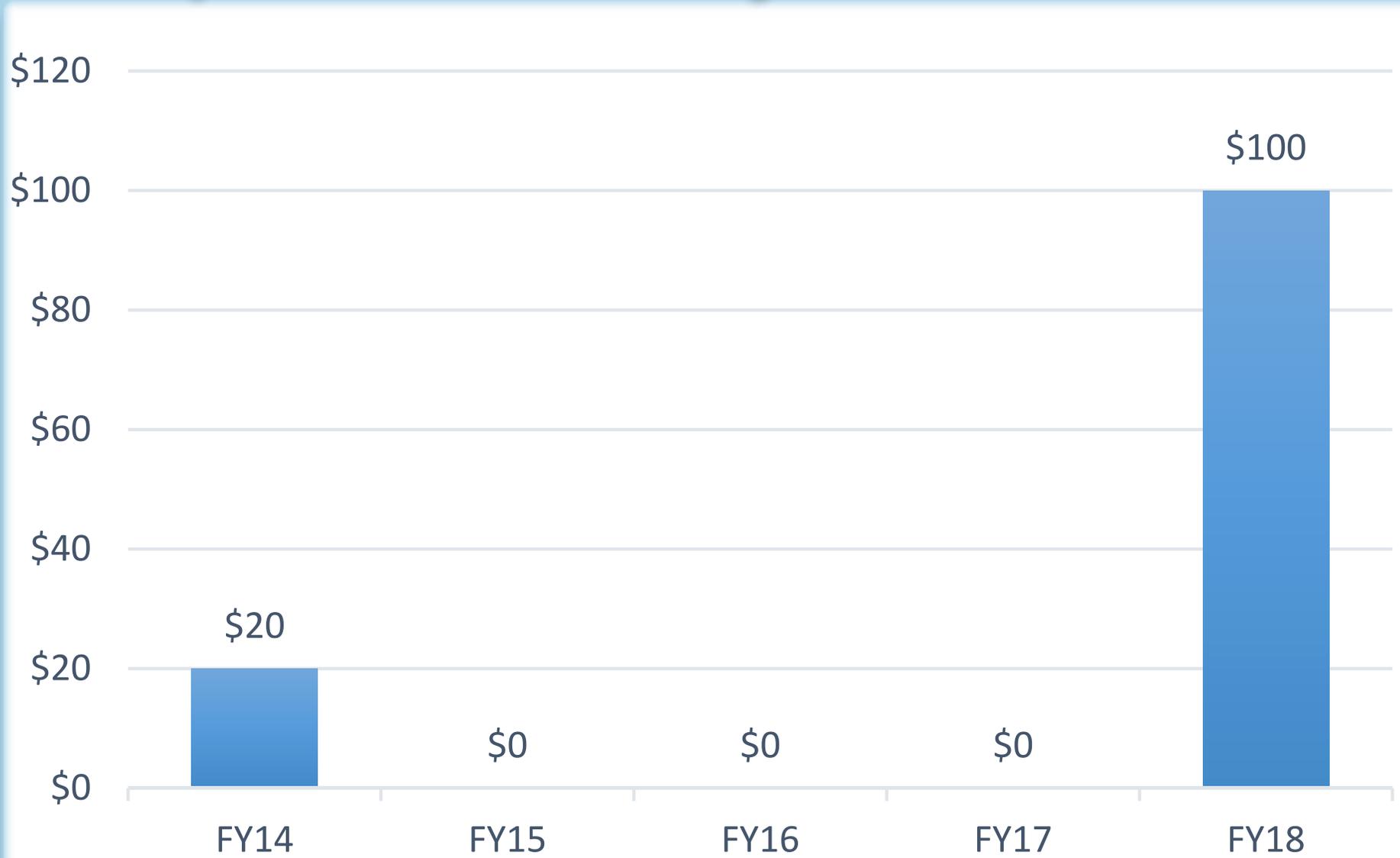
ISD Liability Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)



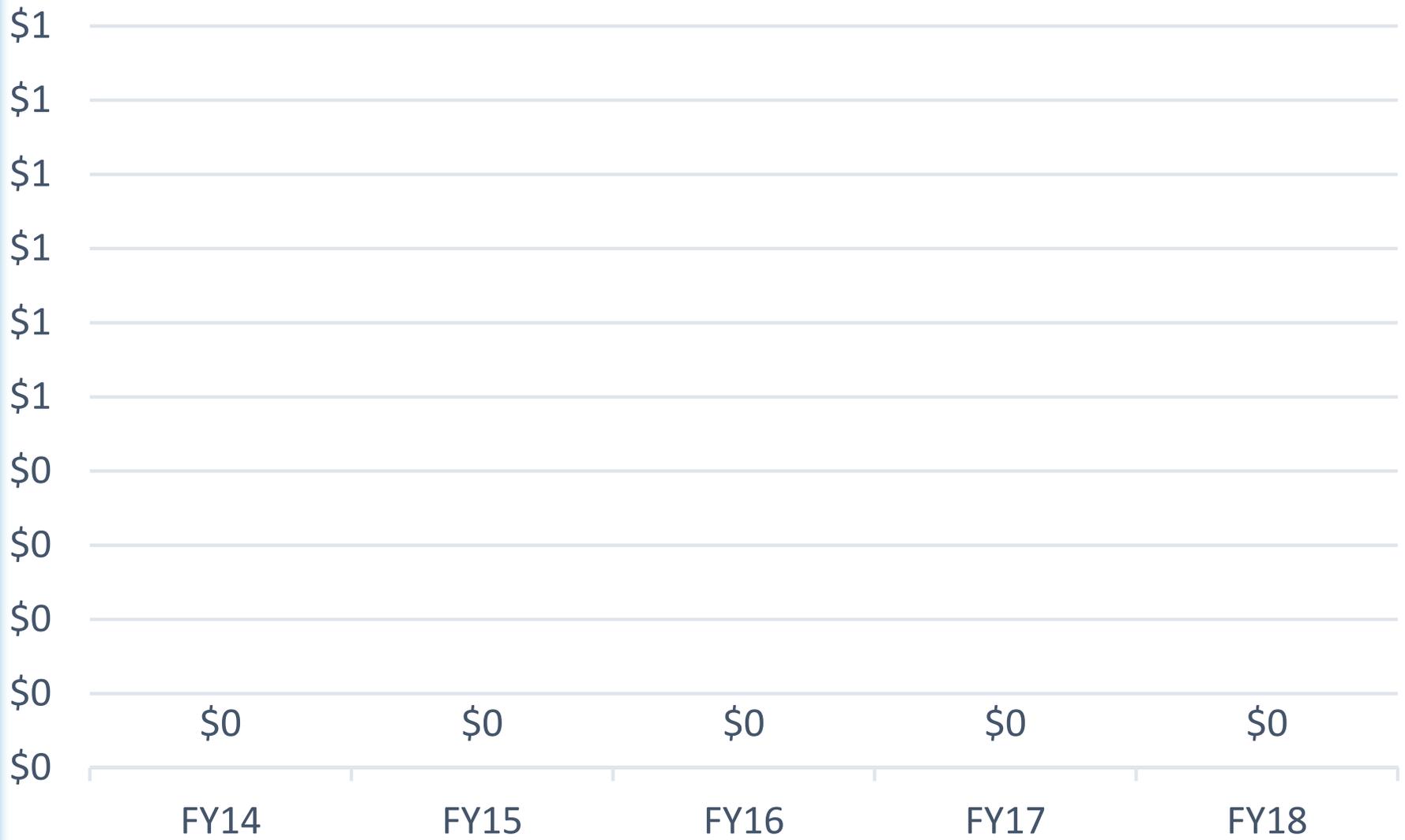
Municipal Court Liability Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)

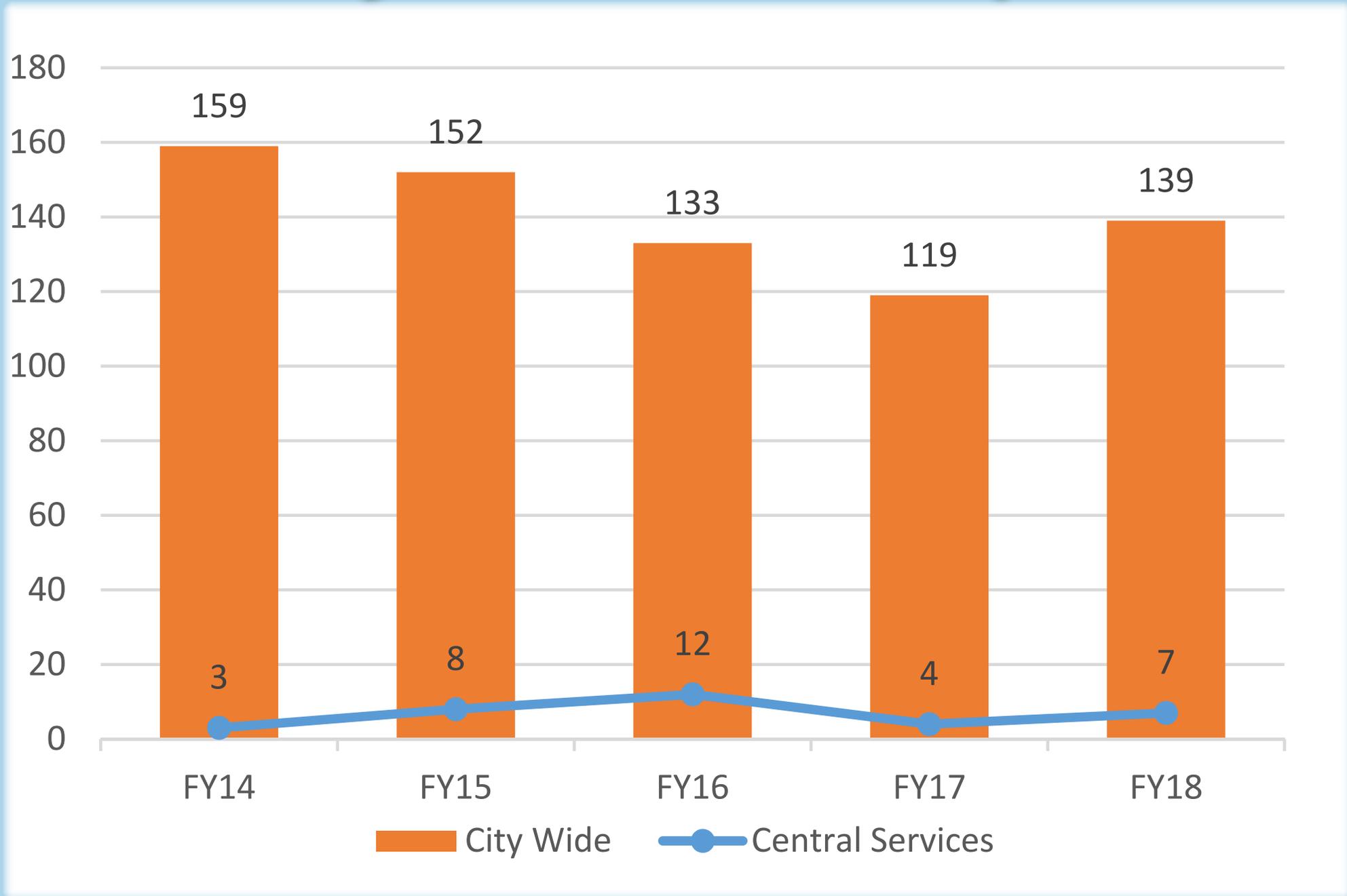


Risk Services Liability Incurred

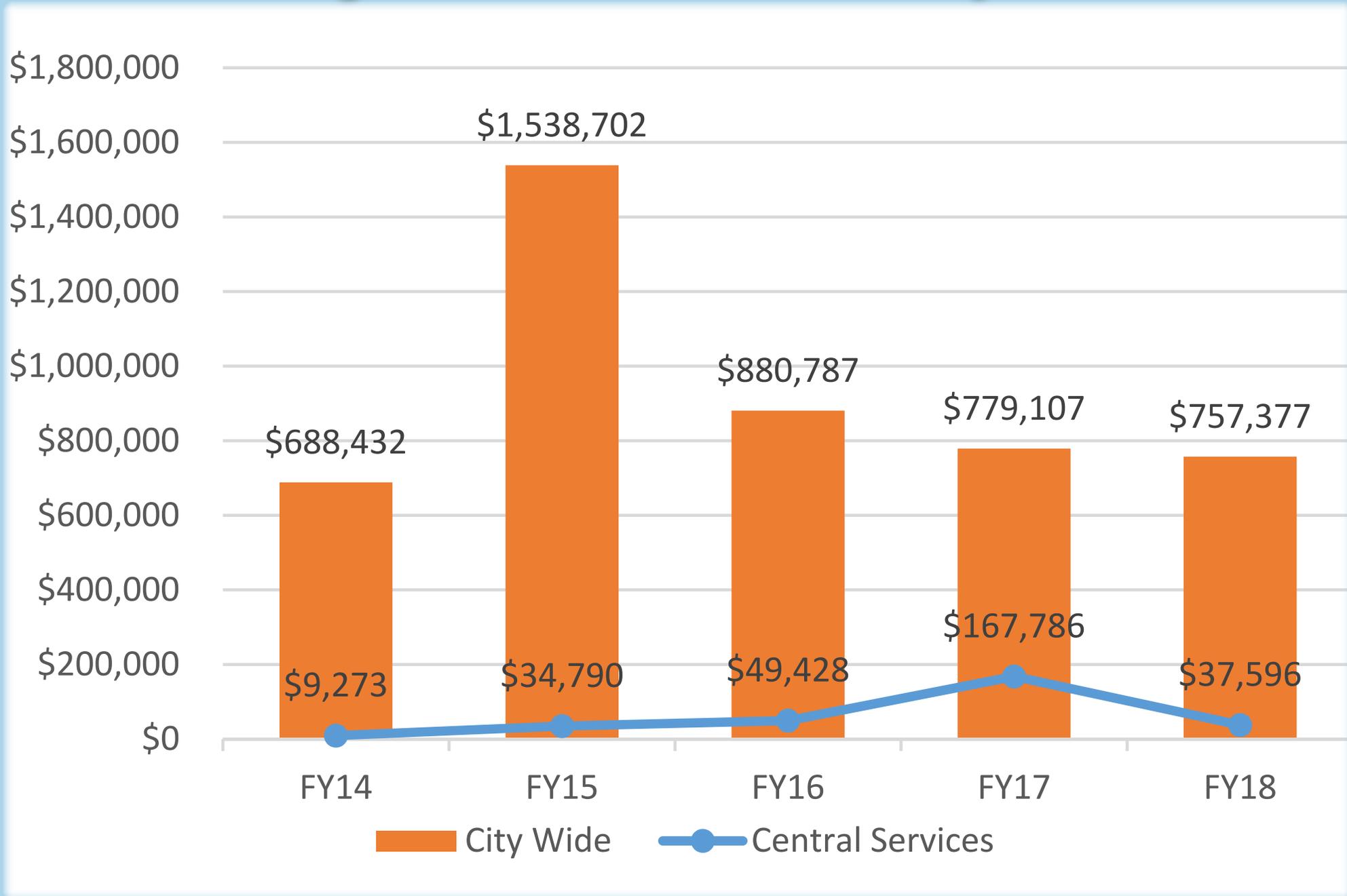
- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)



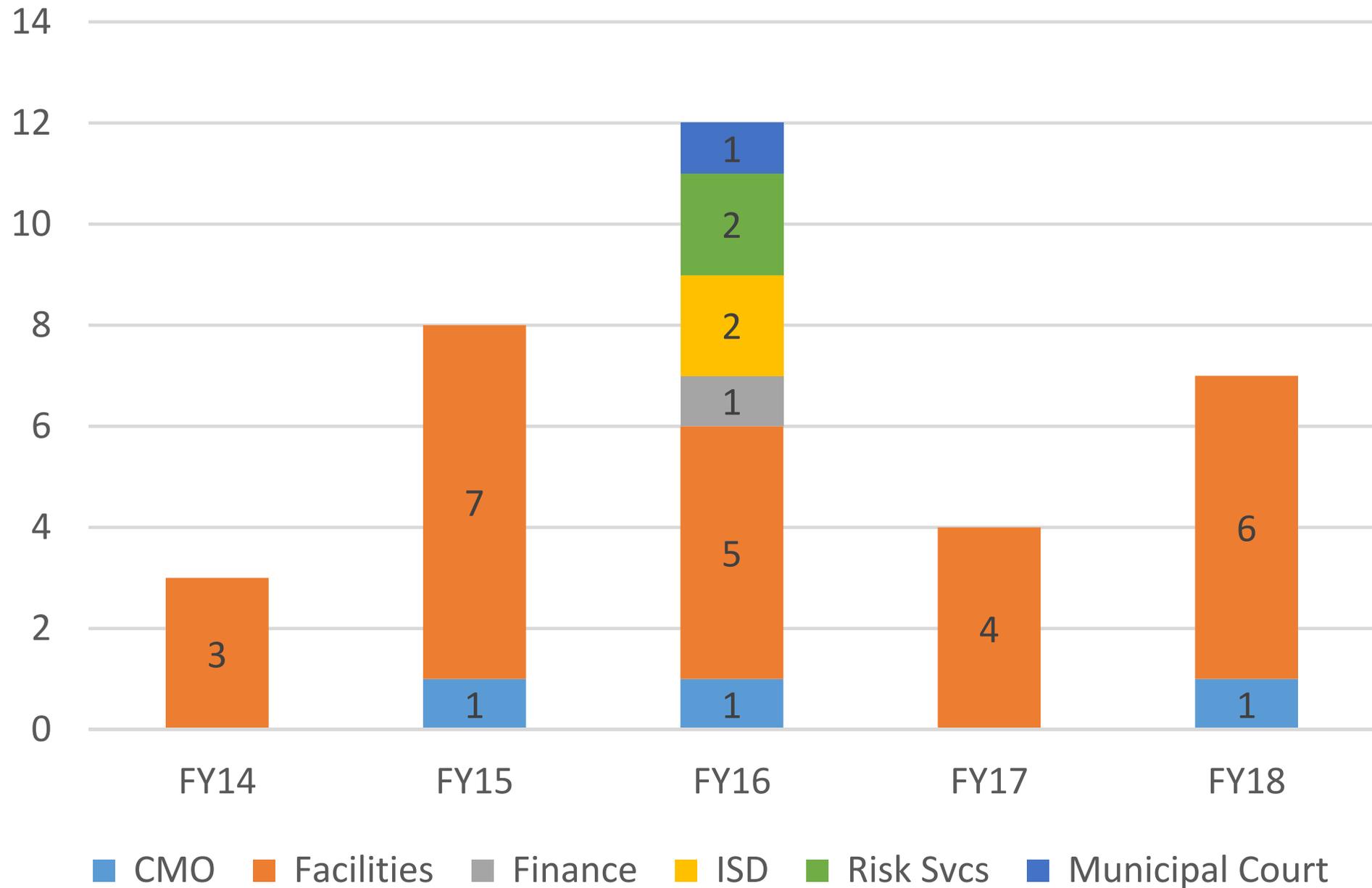
CS vs City-Wide Workers Comp Claims



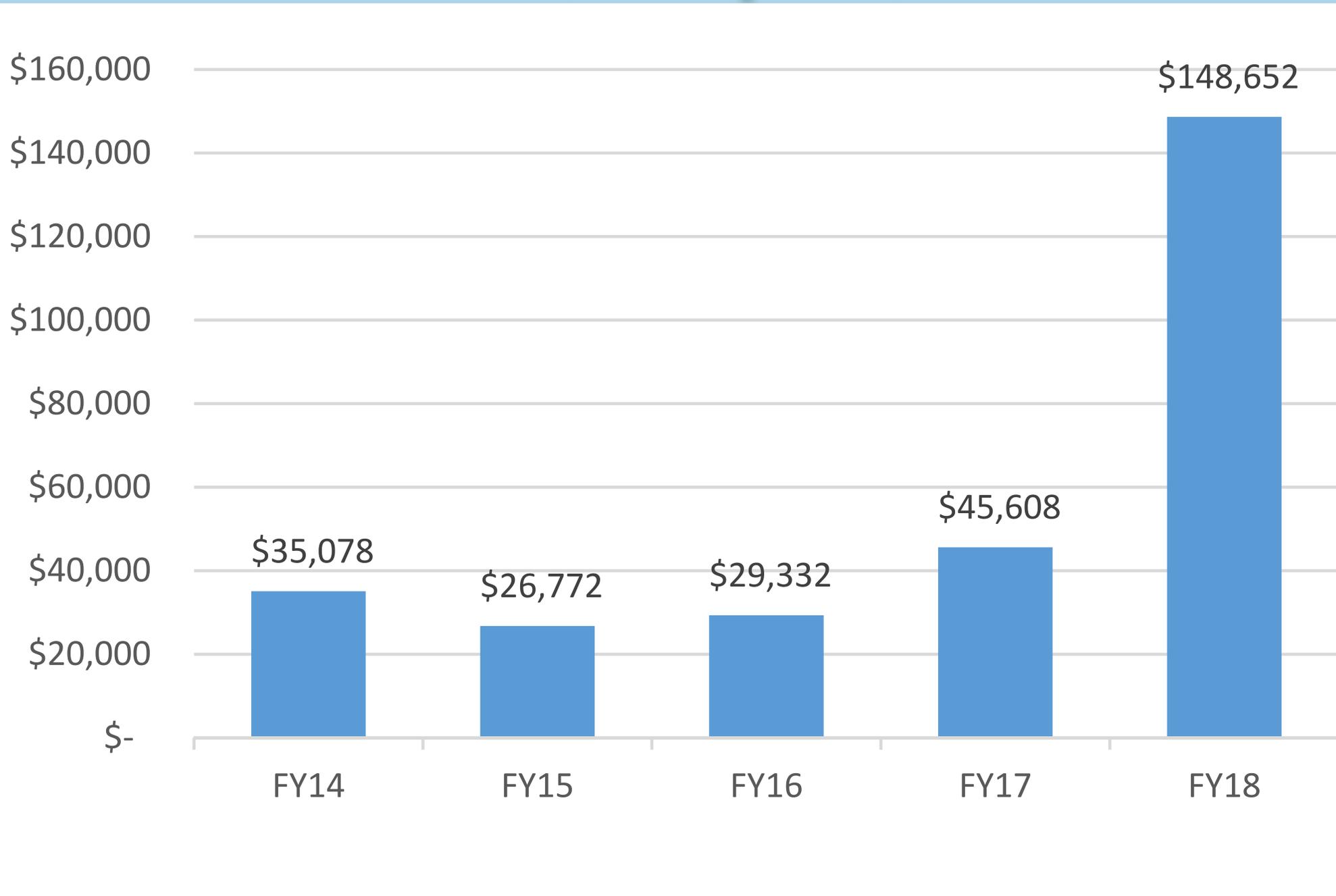
CS vs City-Wide Workers Comp Incurred



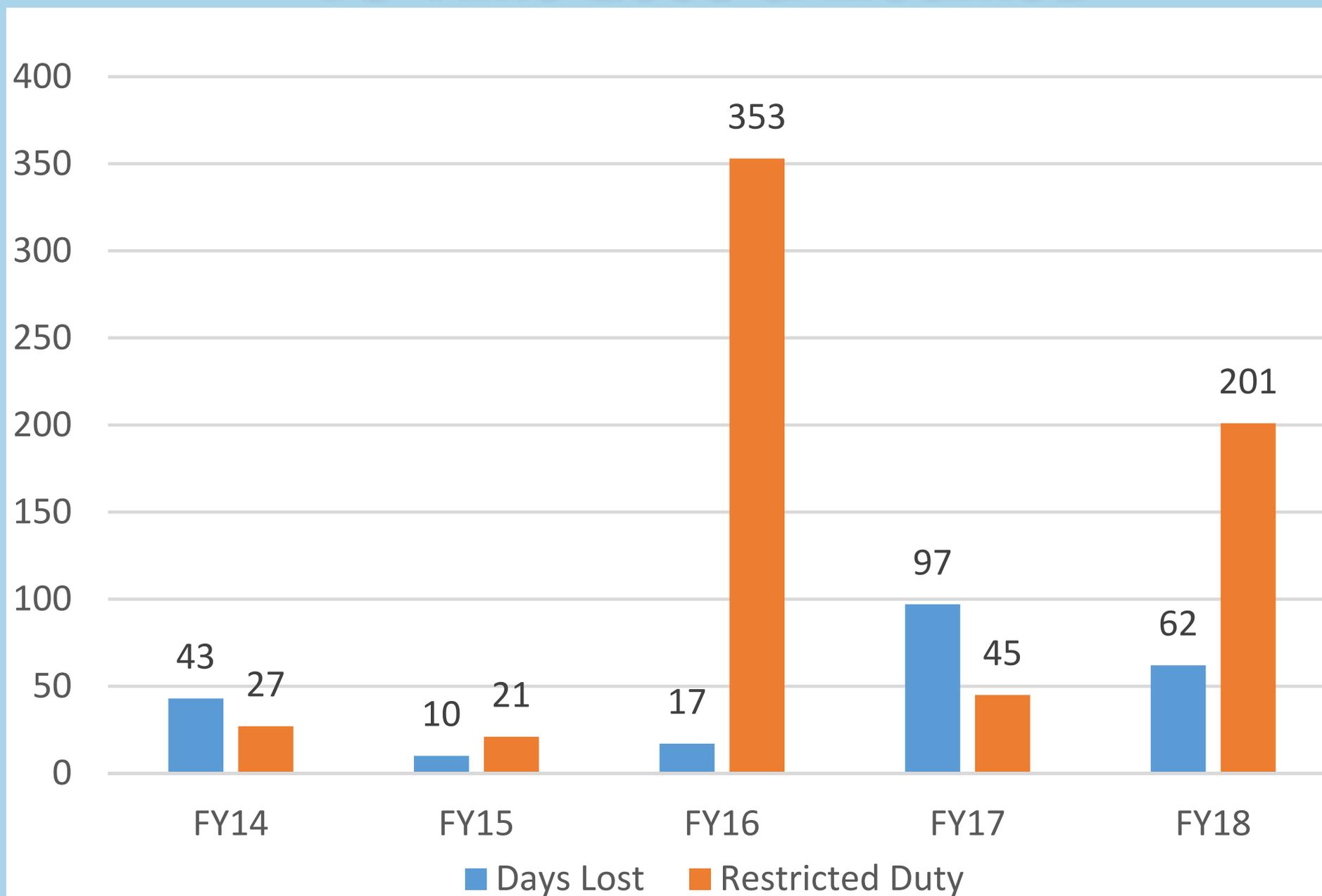
CS Workers Comp Claims by Division



CS Workers Comp Total Paid

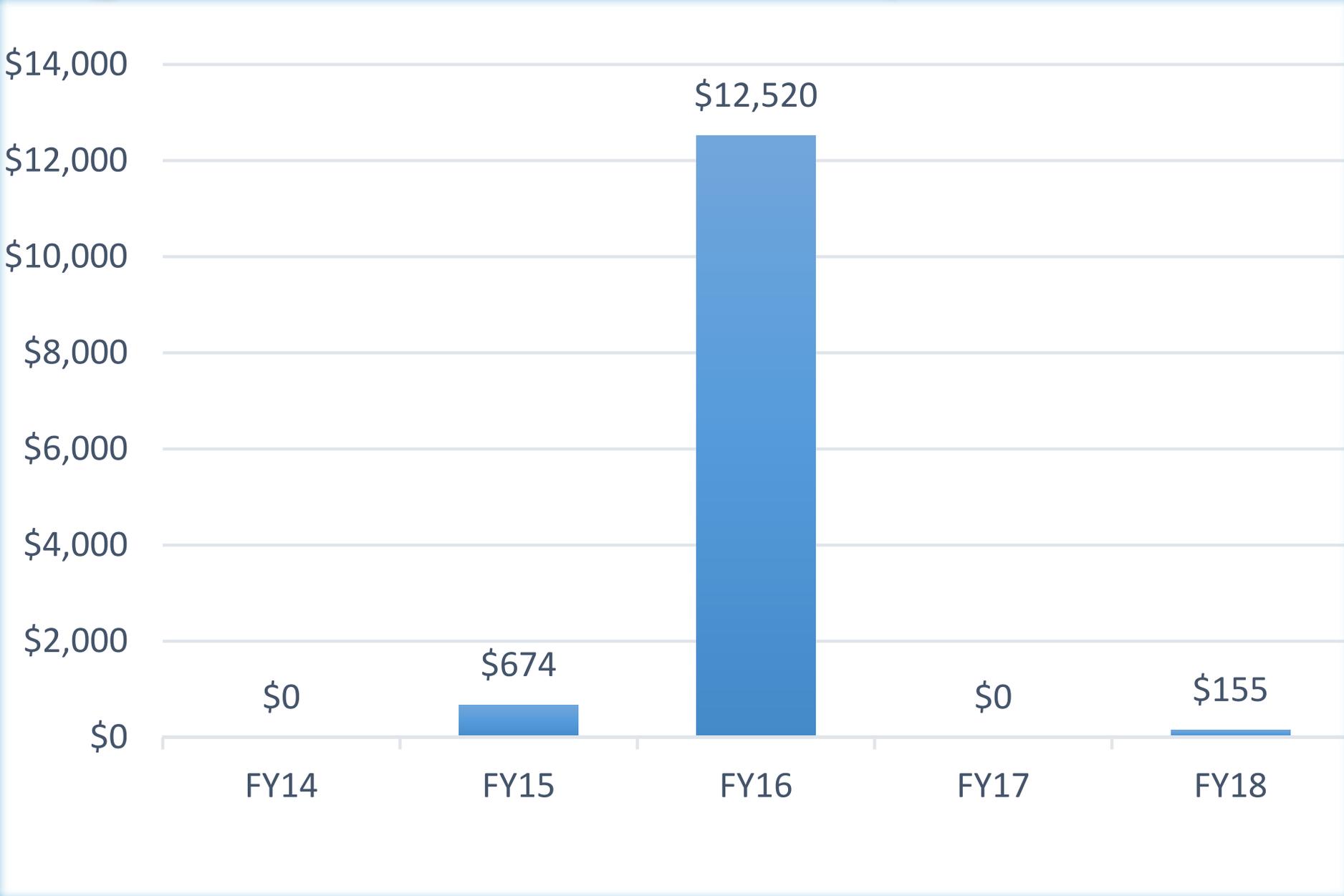


CS Time Loss & Modified



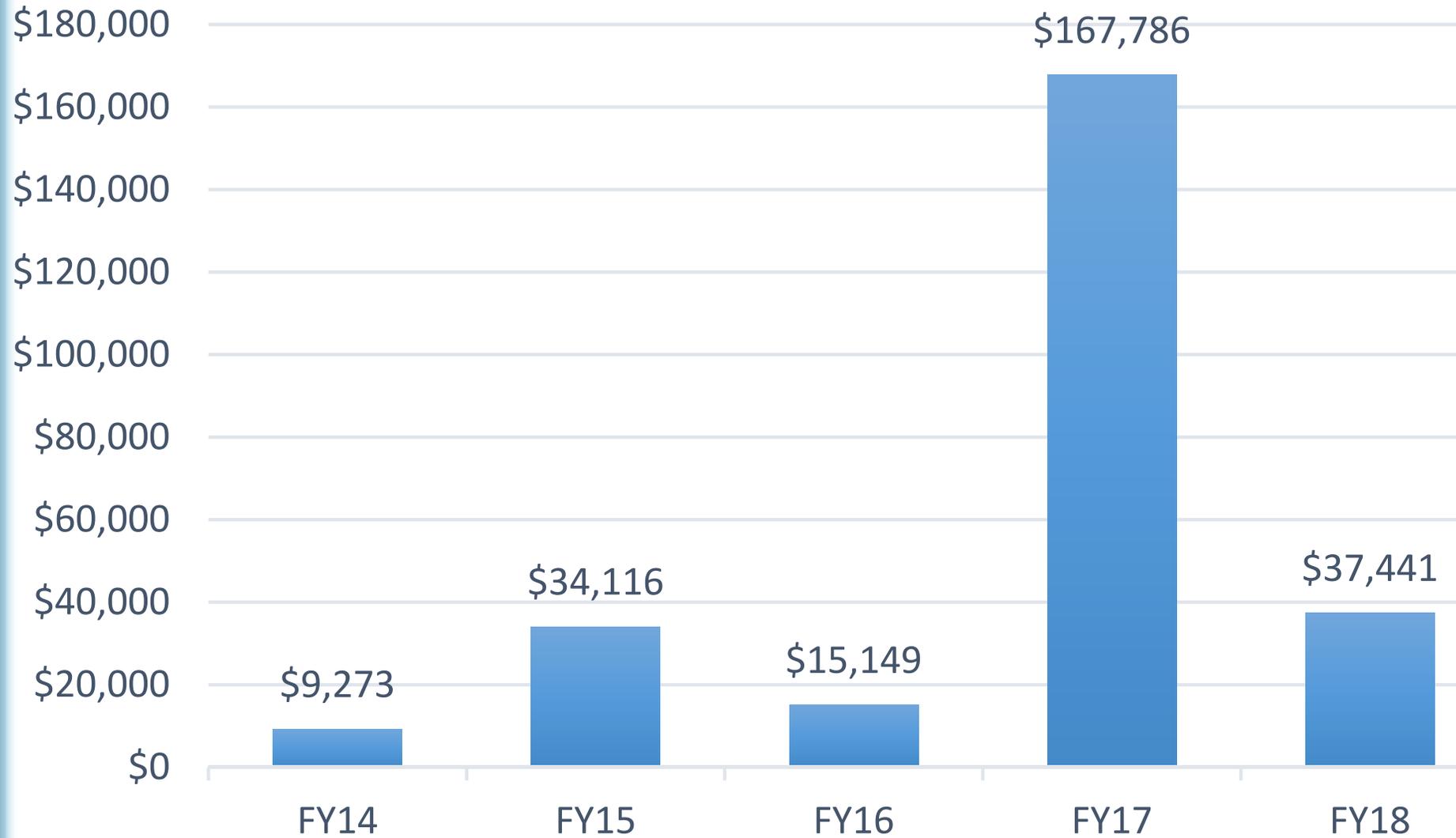
City Managers Office Workers Comp Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)



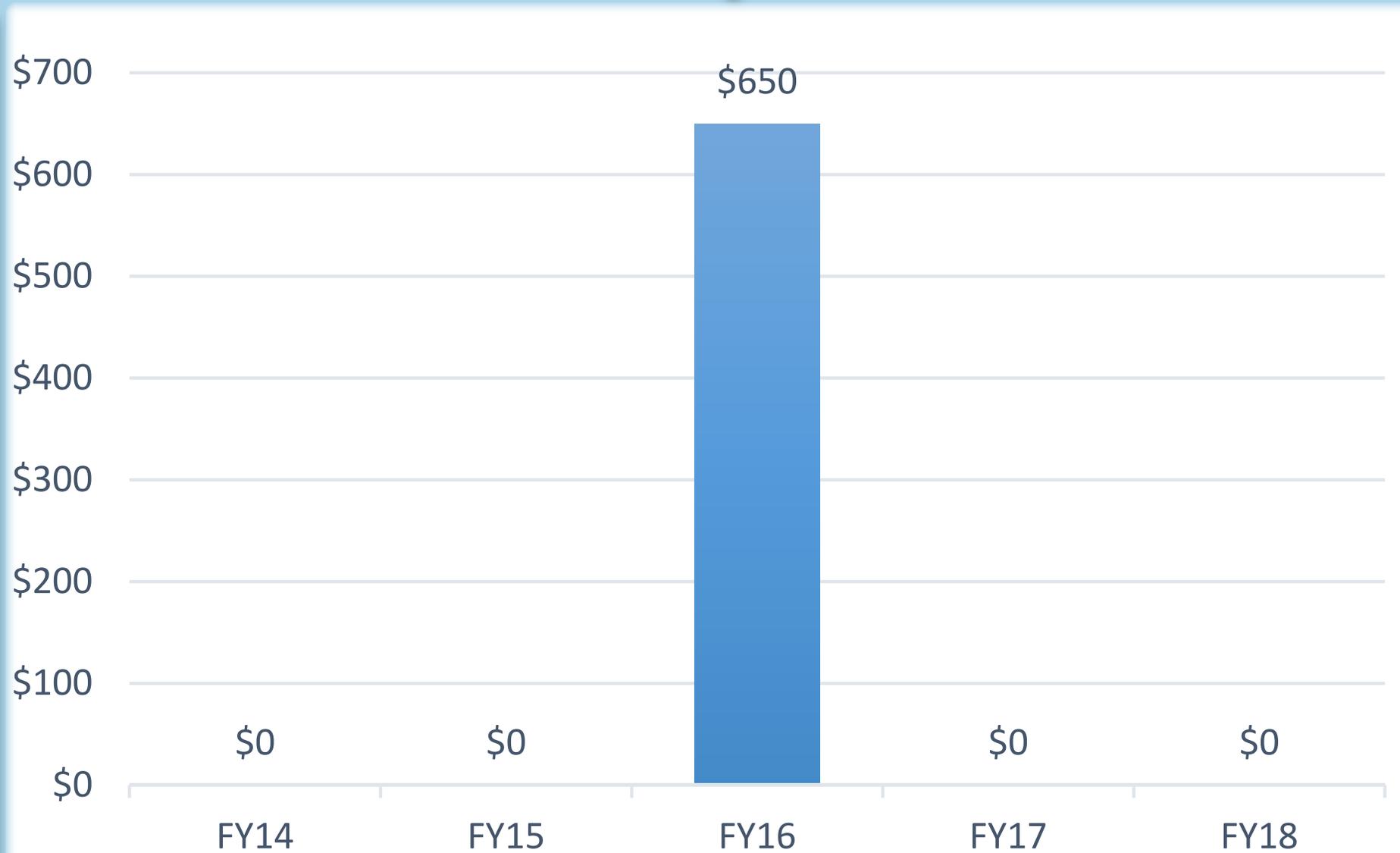
Facilities Workers Comp Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)



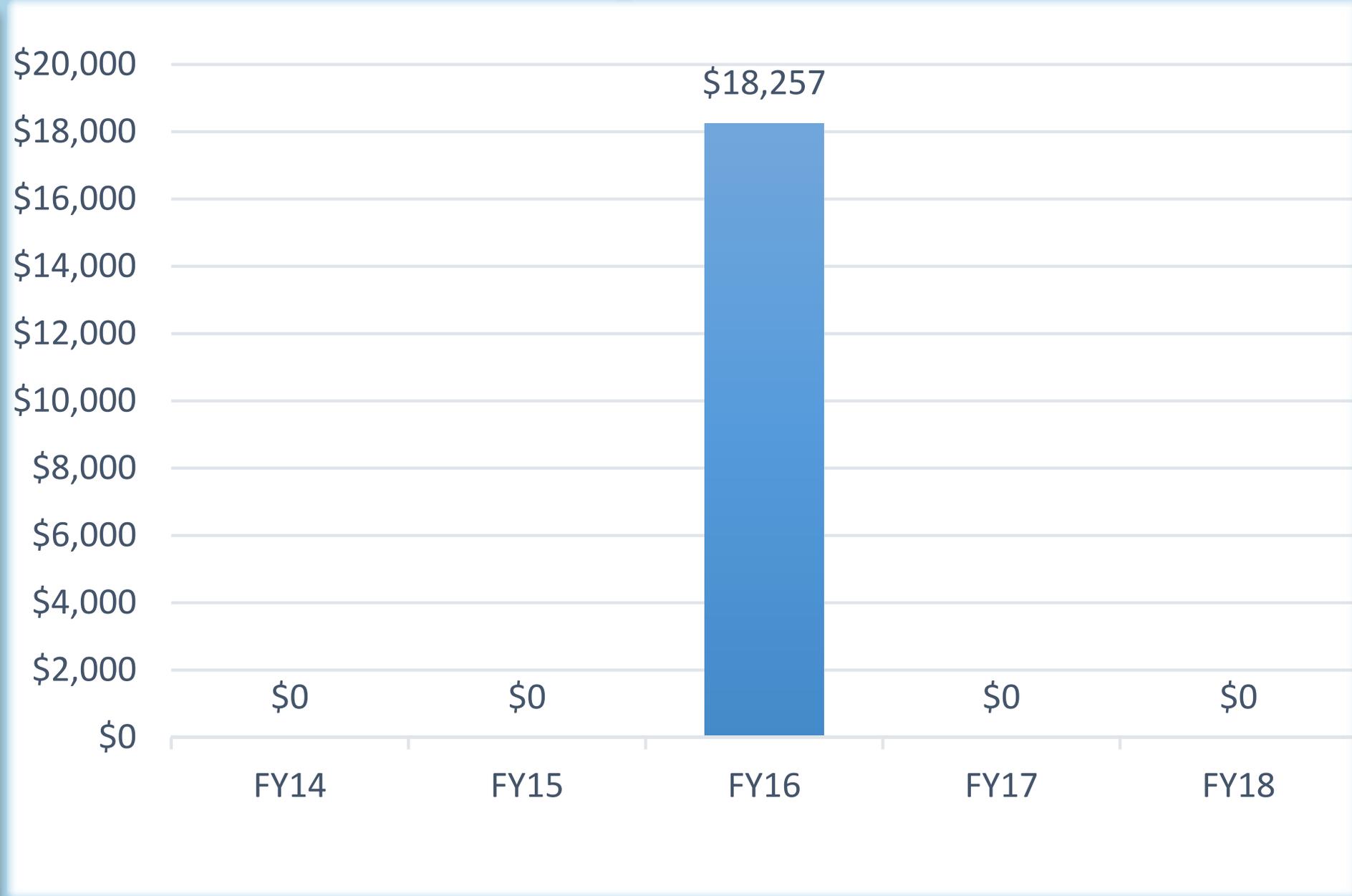
Finance Workers Comp Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)



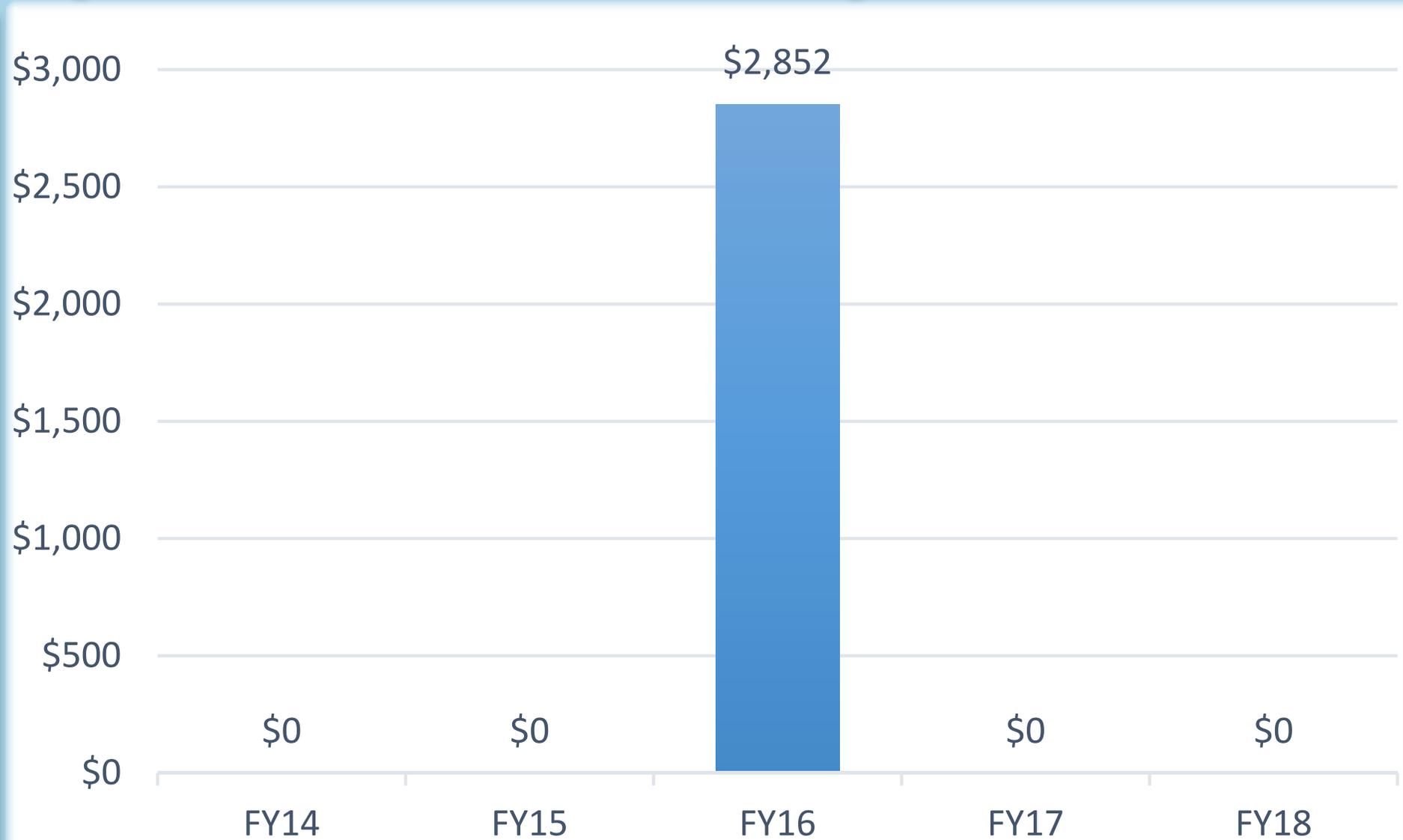
ISD Workers Comp Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)



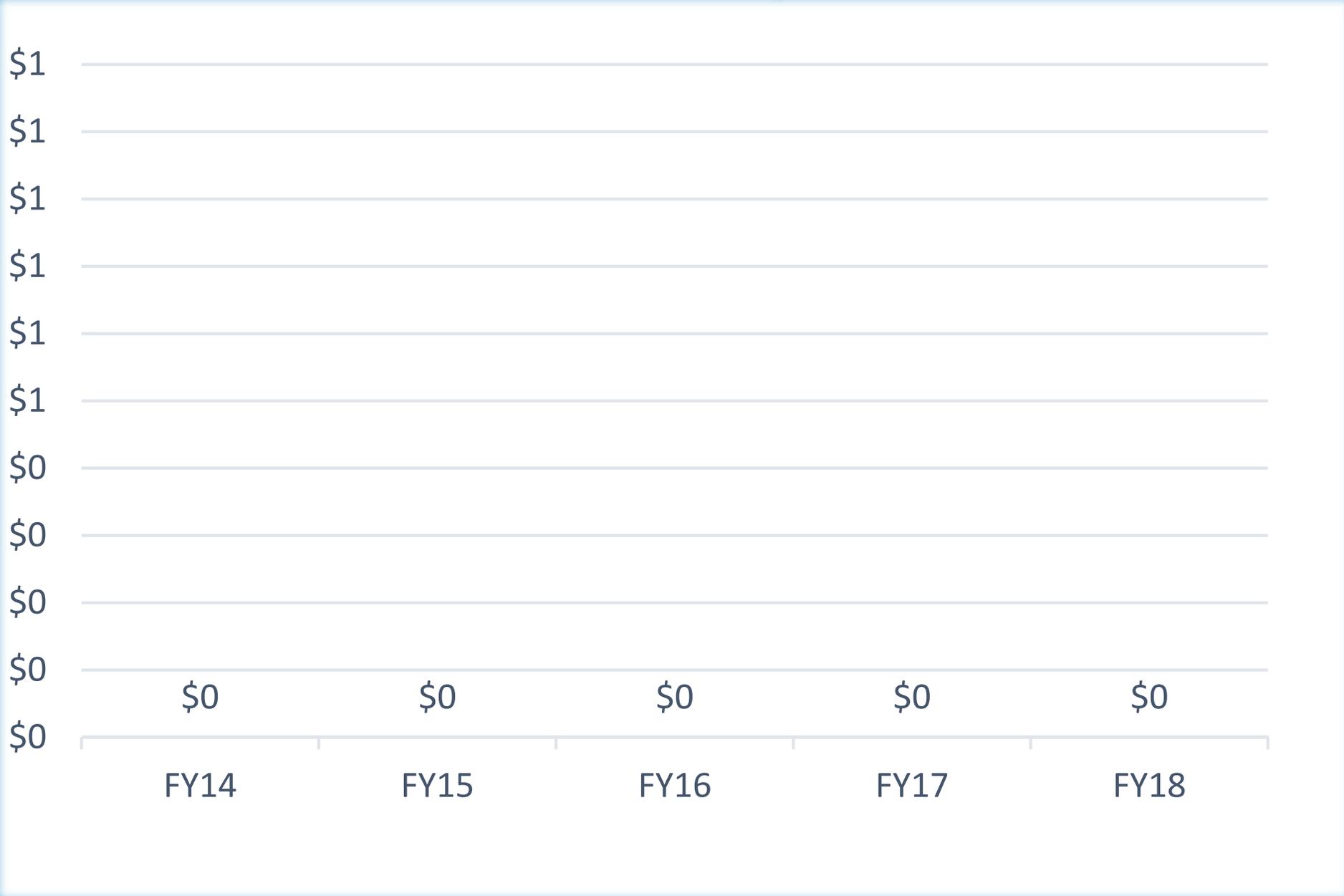
Municipal Court Workers Comp Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)

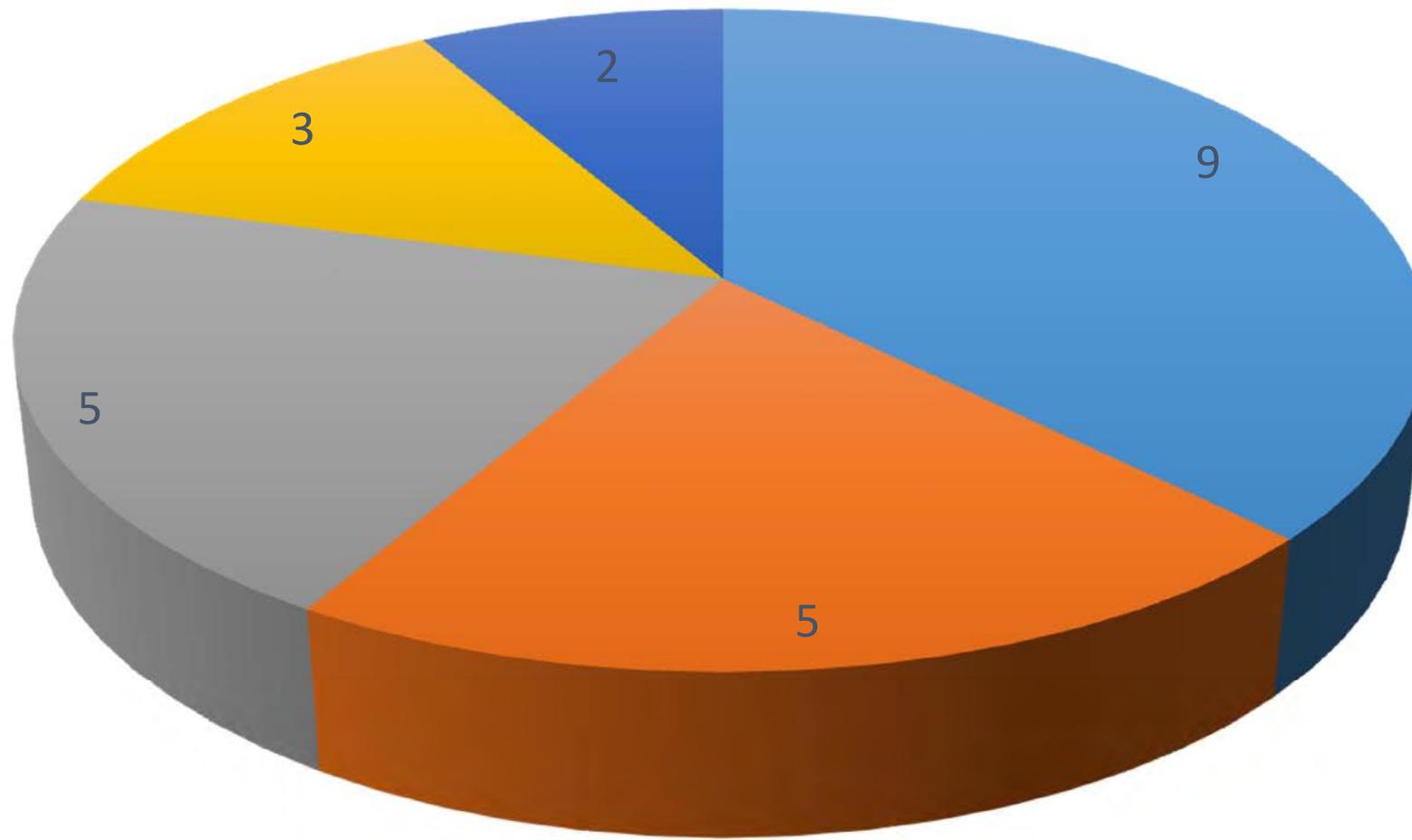


Risk Services Workers Comp Incurred

- [City Managers Office](#)
- [Facilities](#)
- [Finance](#)
- [ISD](#)
- [Municipal Court](#)
- [Risk Services](#)

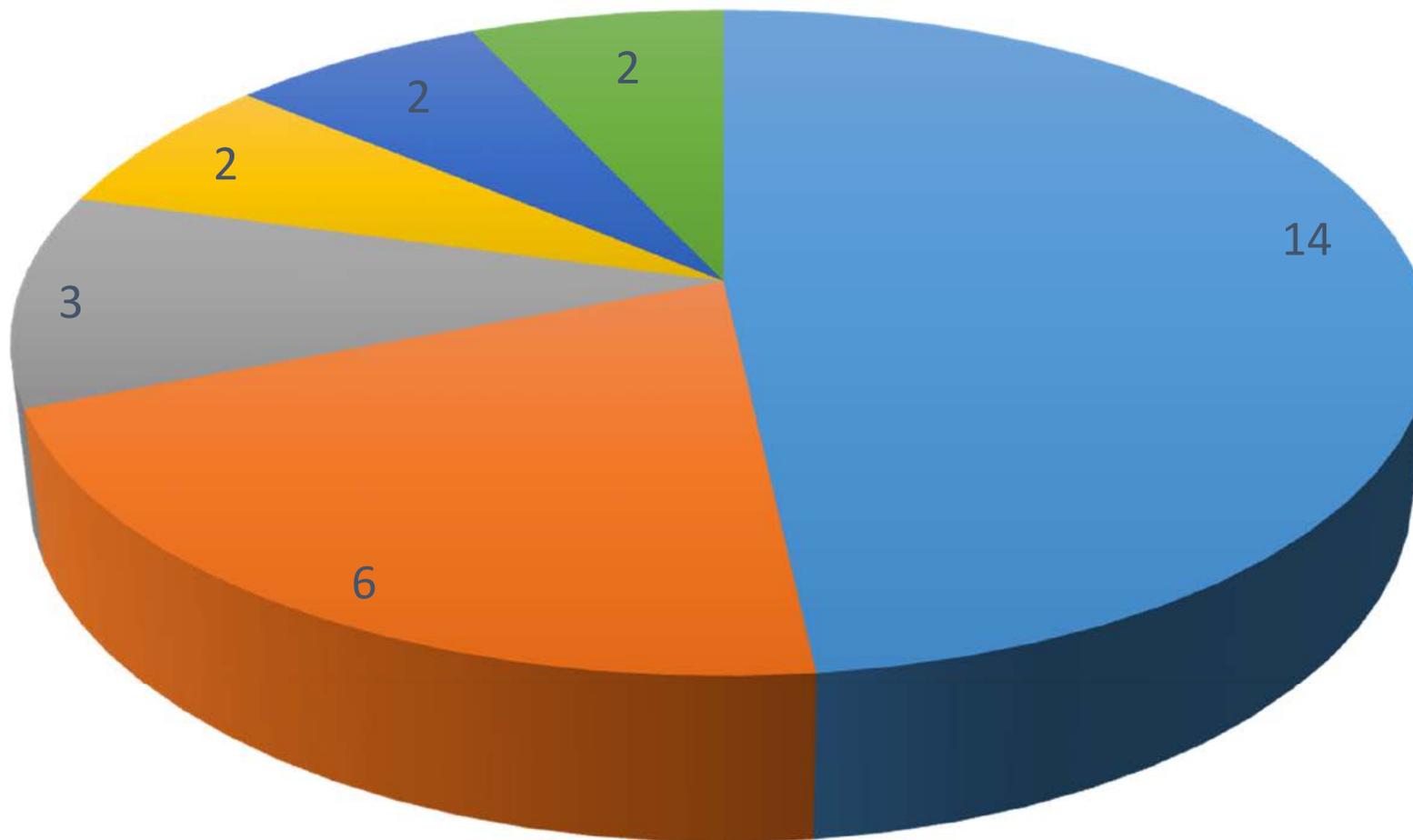


Central Services Top Injury Locations



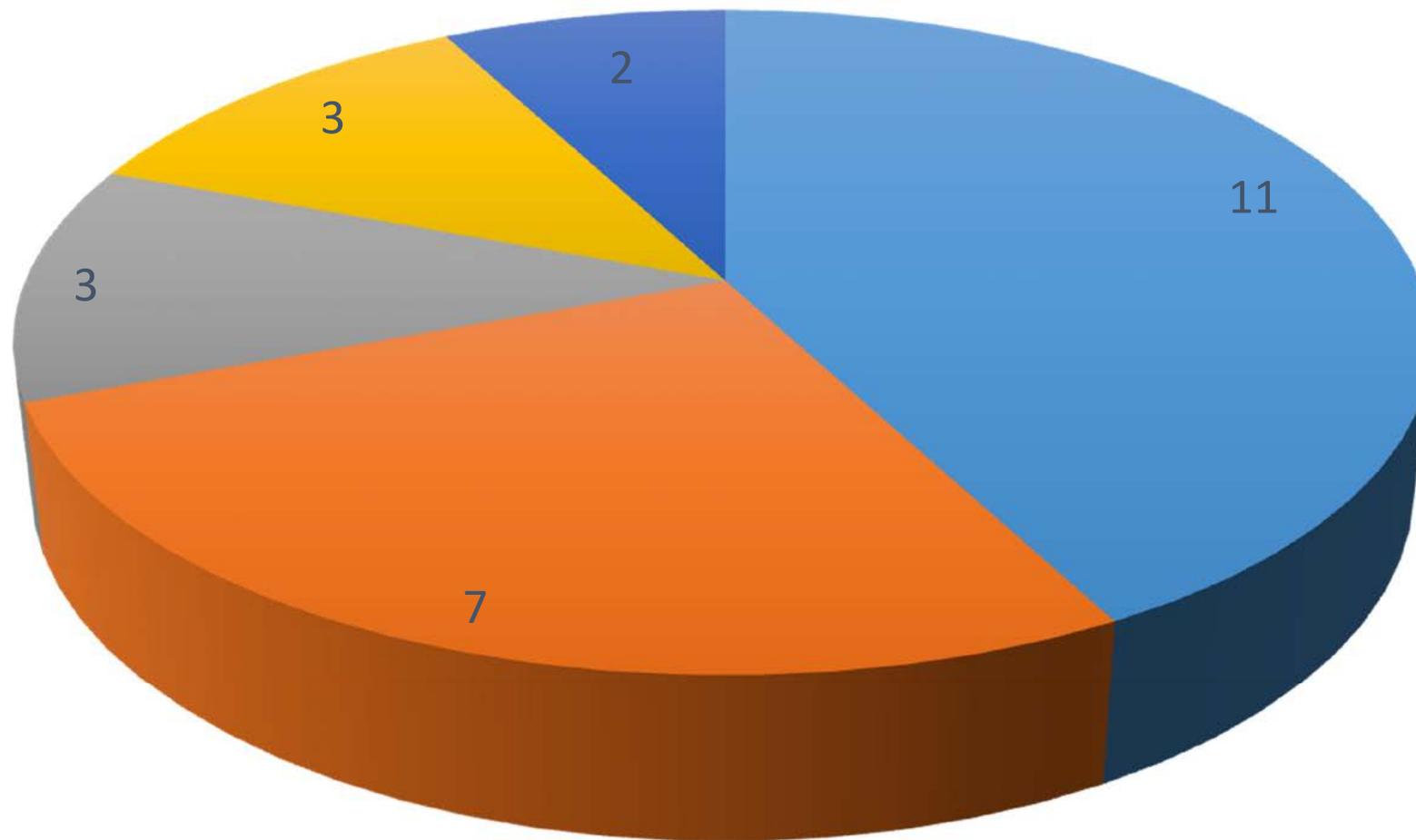
■ Back ■ Finger ■ Knee ■ Shoulder ■ Leg

Central Services Top Injury Types



- Sprain/Strain
- Contusion
- Laceration
- Stress
- Bite/Sting
- Fracture/Break

Central Services Top Injury Causes



Material Handling

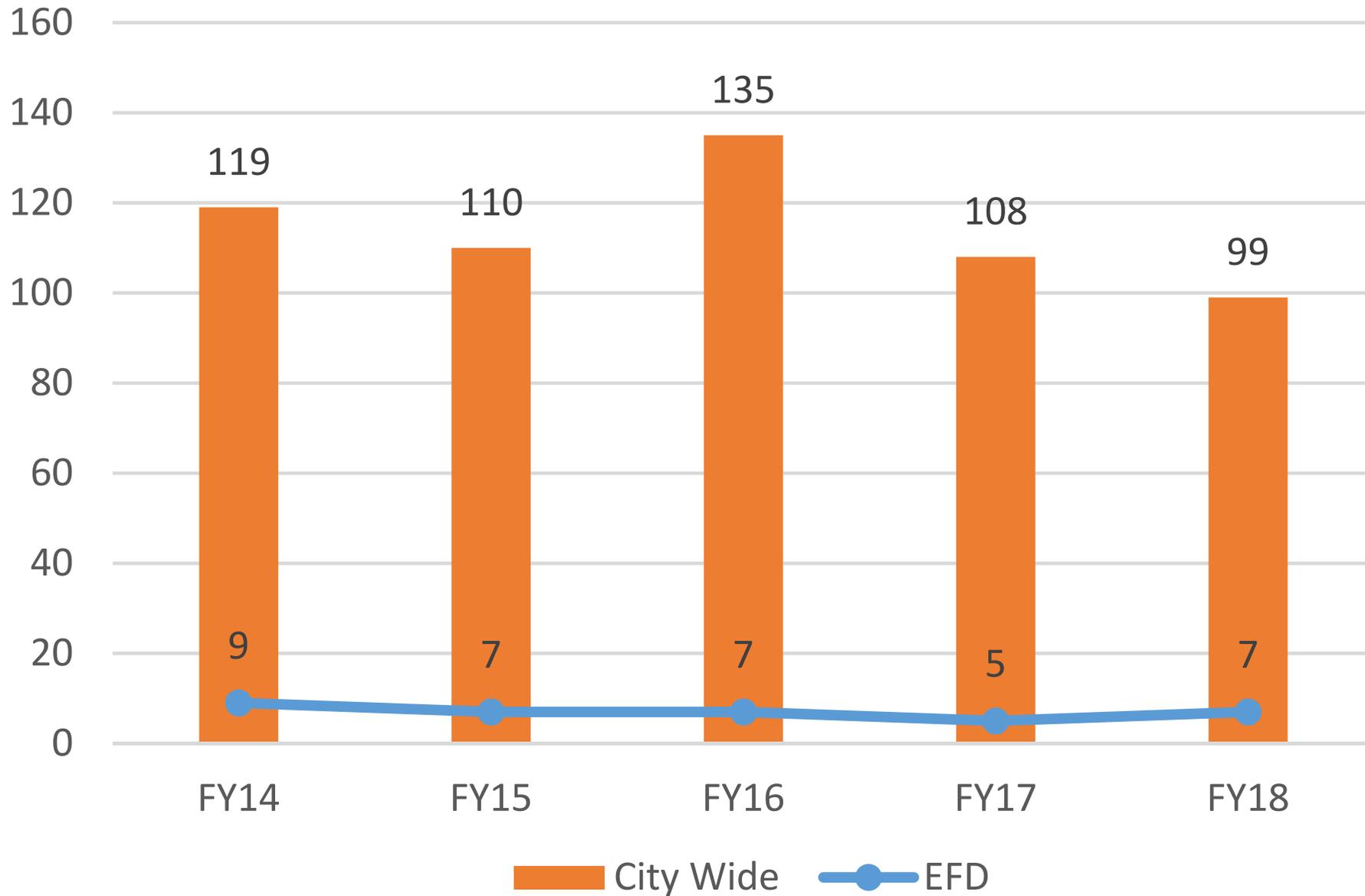
Walking/Running

Animal/Insect

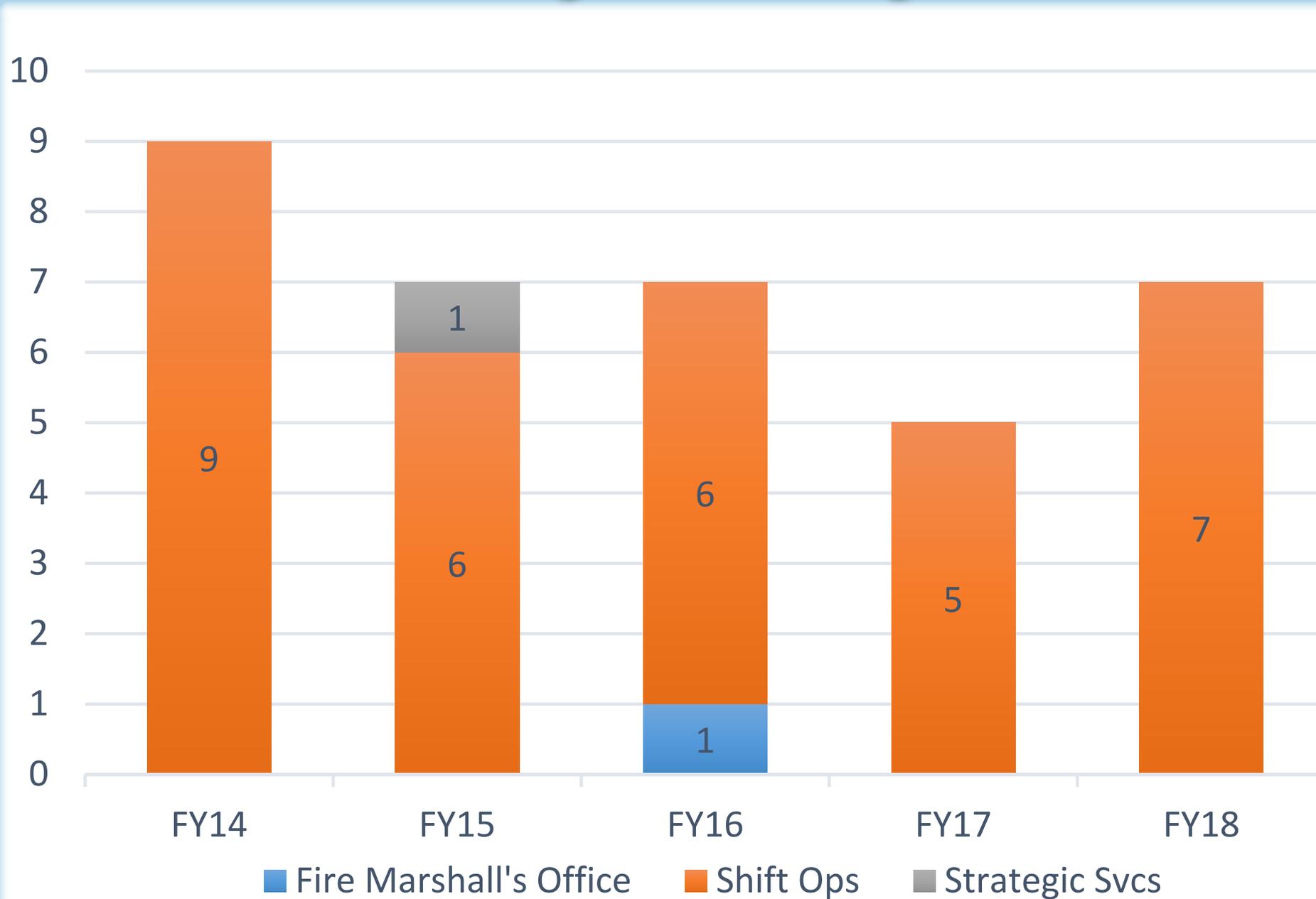
Lifting

Equipment/Tool Usage

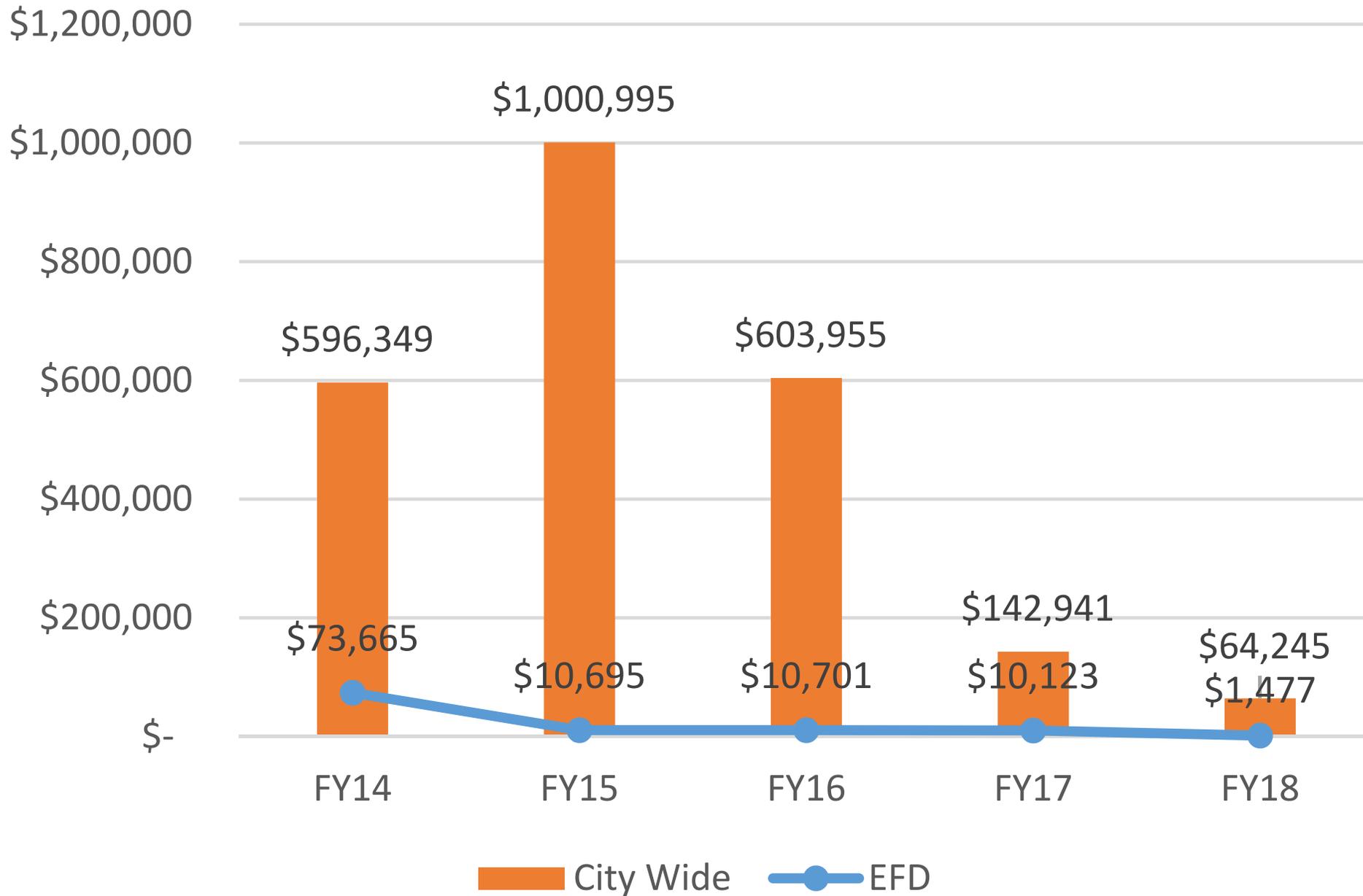
EFD vs City-Wide Liability Claims



EFD Liability Claims by Division

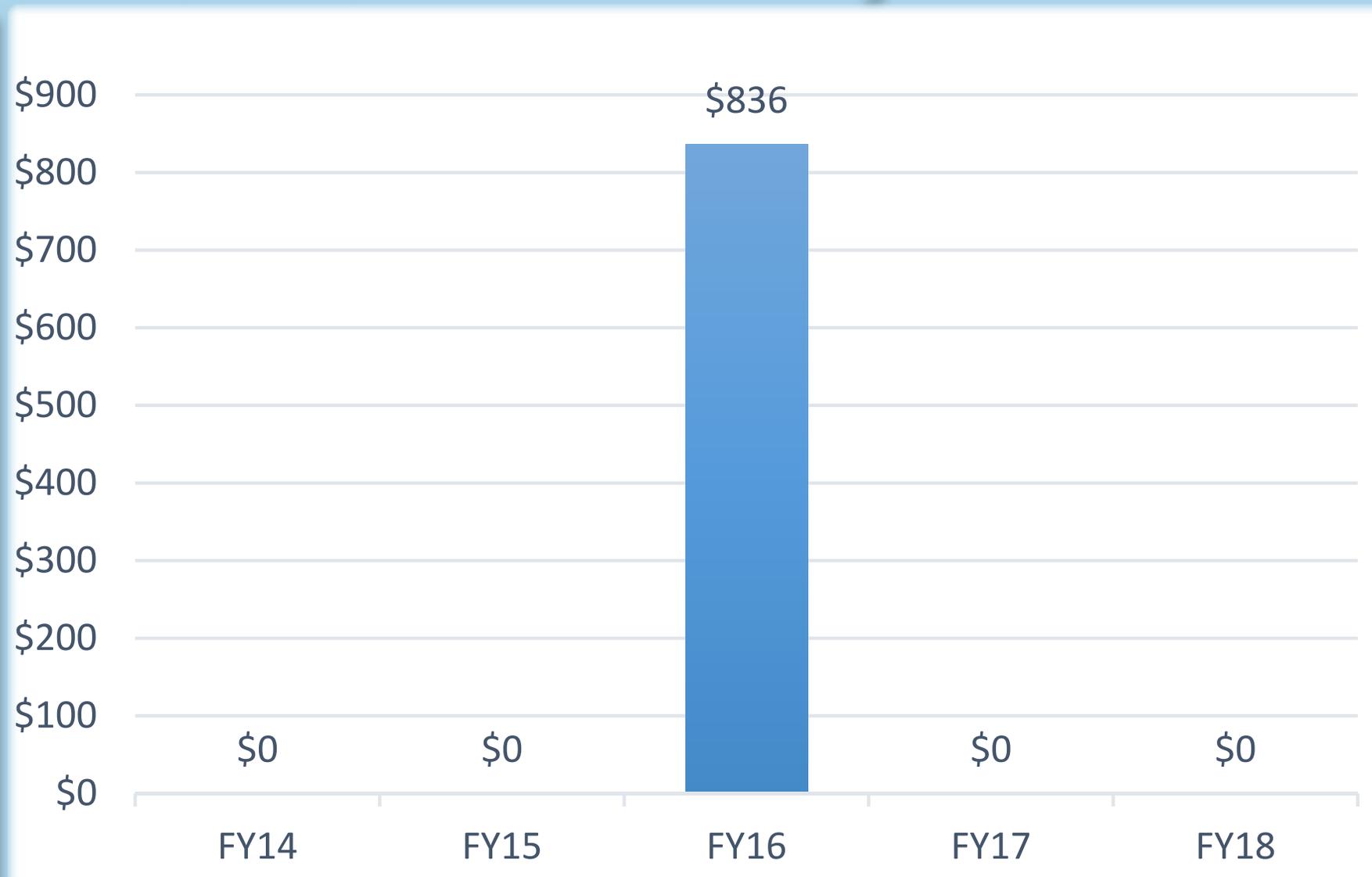


EFD vs City-Wide Liability Incurred



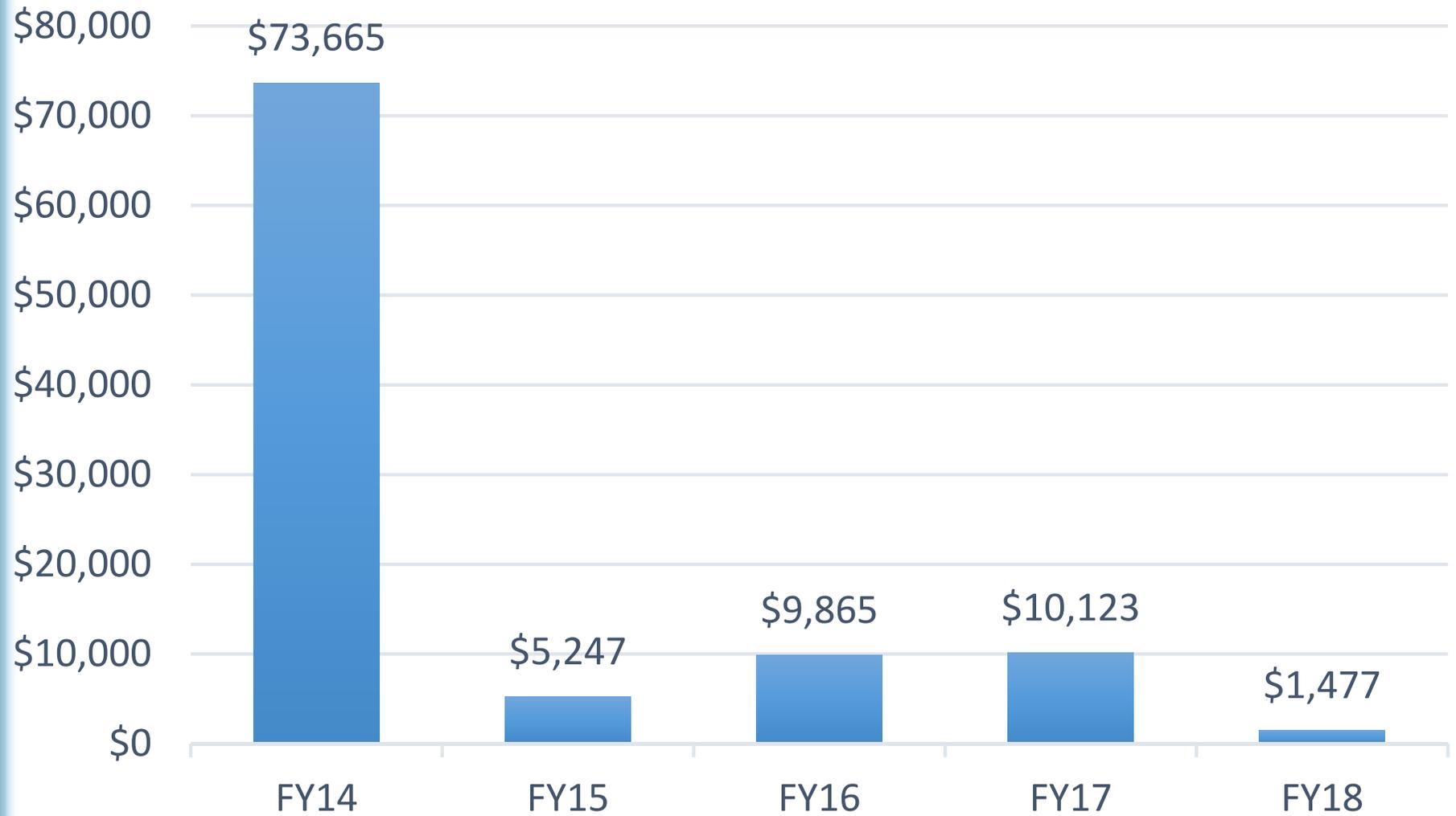
Fire Marshall's Office Liability Incurred

Fire Marshall's Office
Shift Operations
Strategic Services



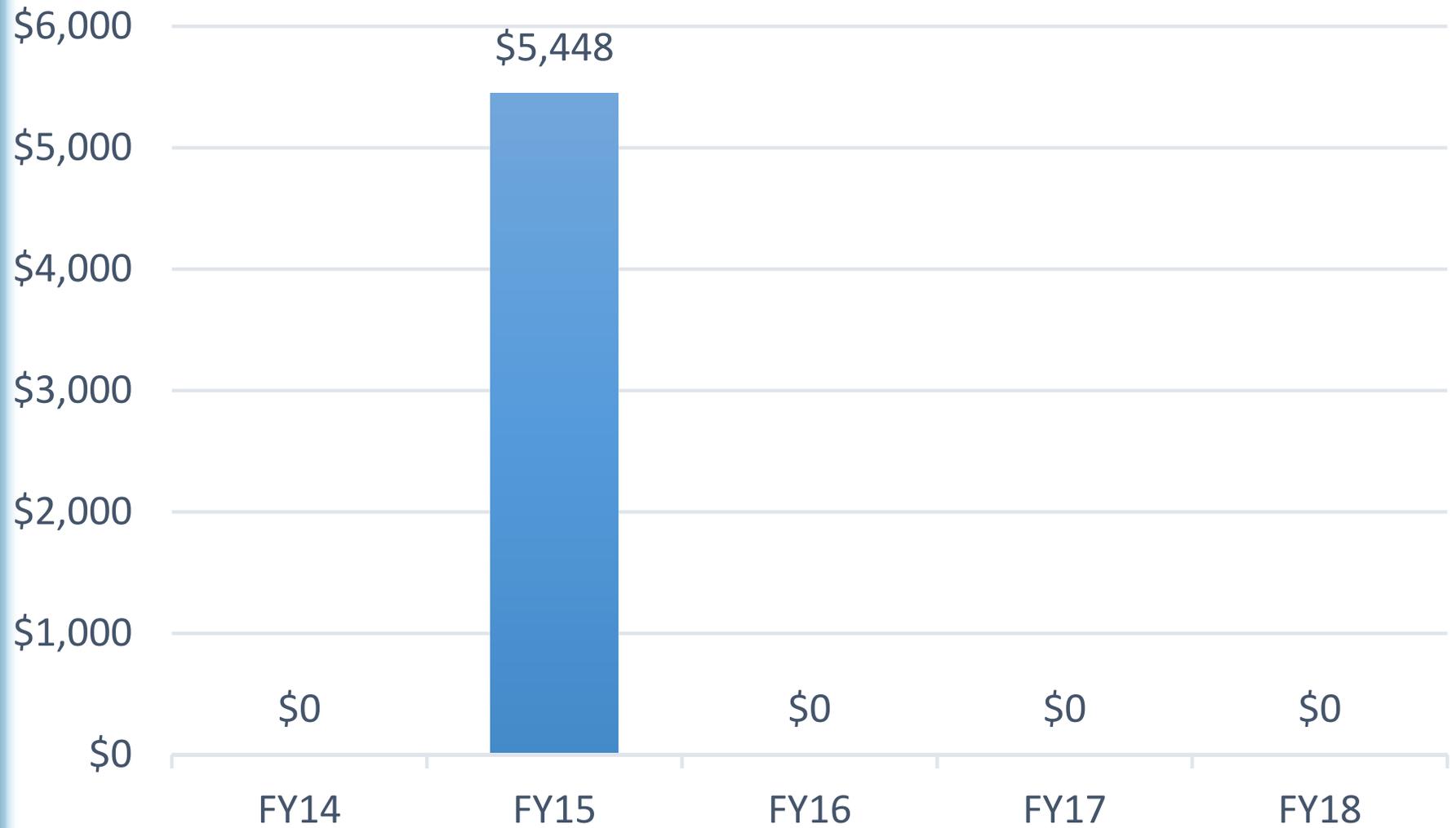
Shift Operations Liability Incurred

[Fire Marshall's Office](#)
[Shift Operations](#)
[Strategic Services](#)

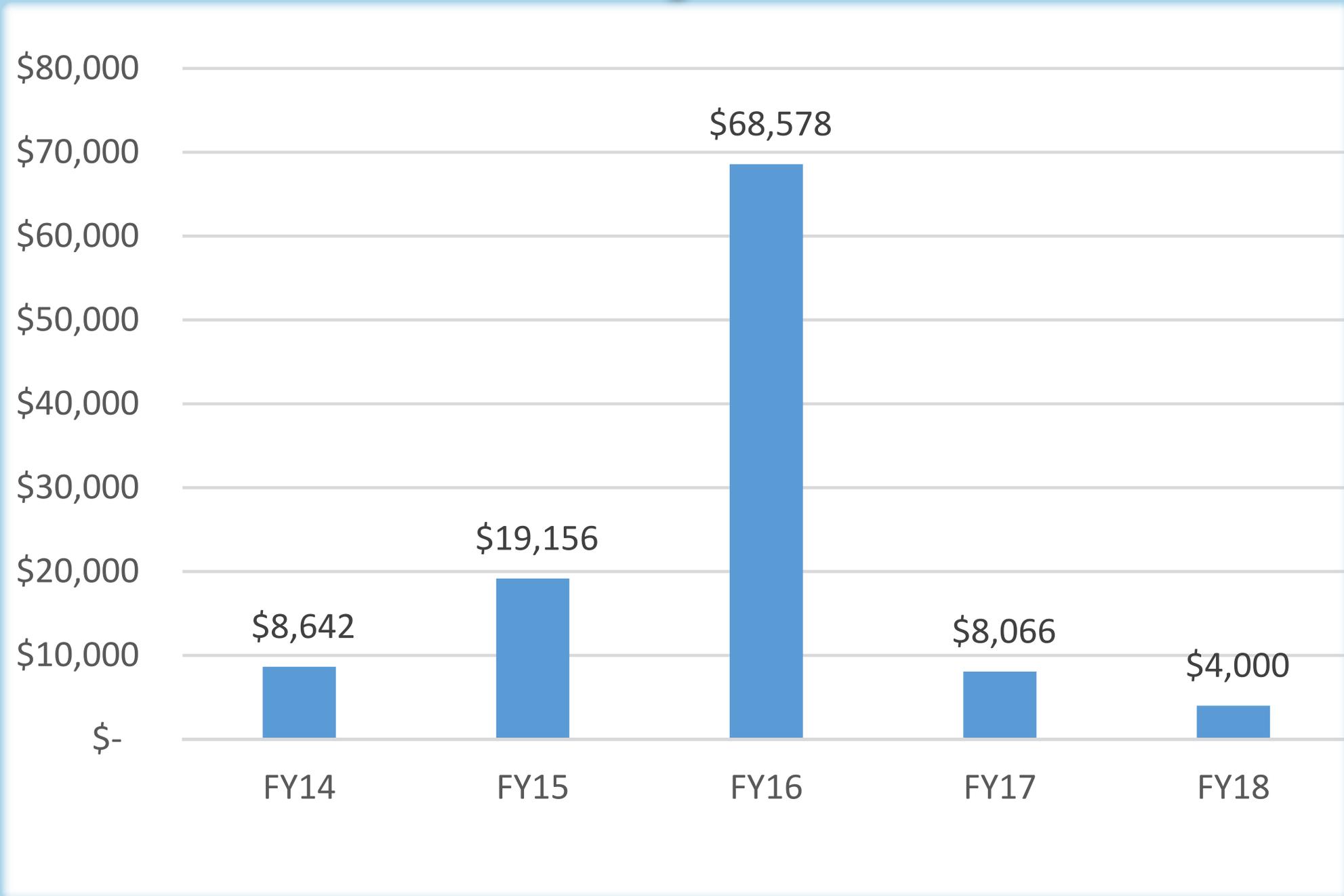


Strategic Services Liability Incurred

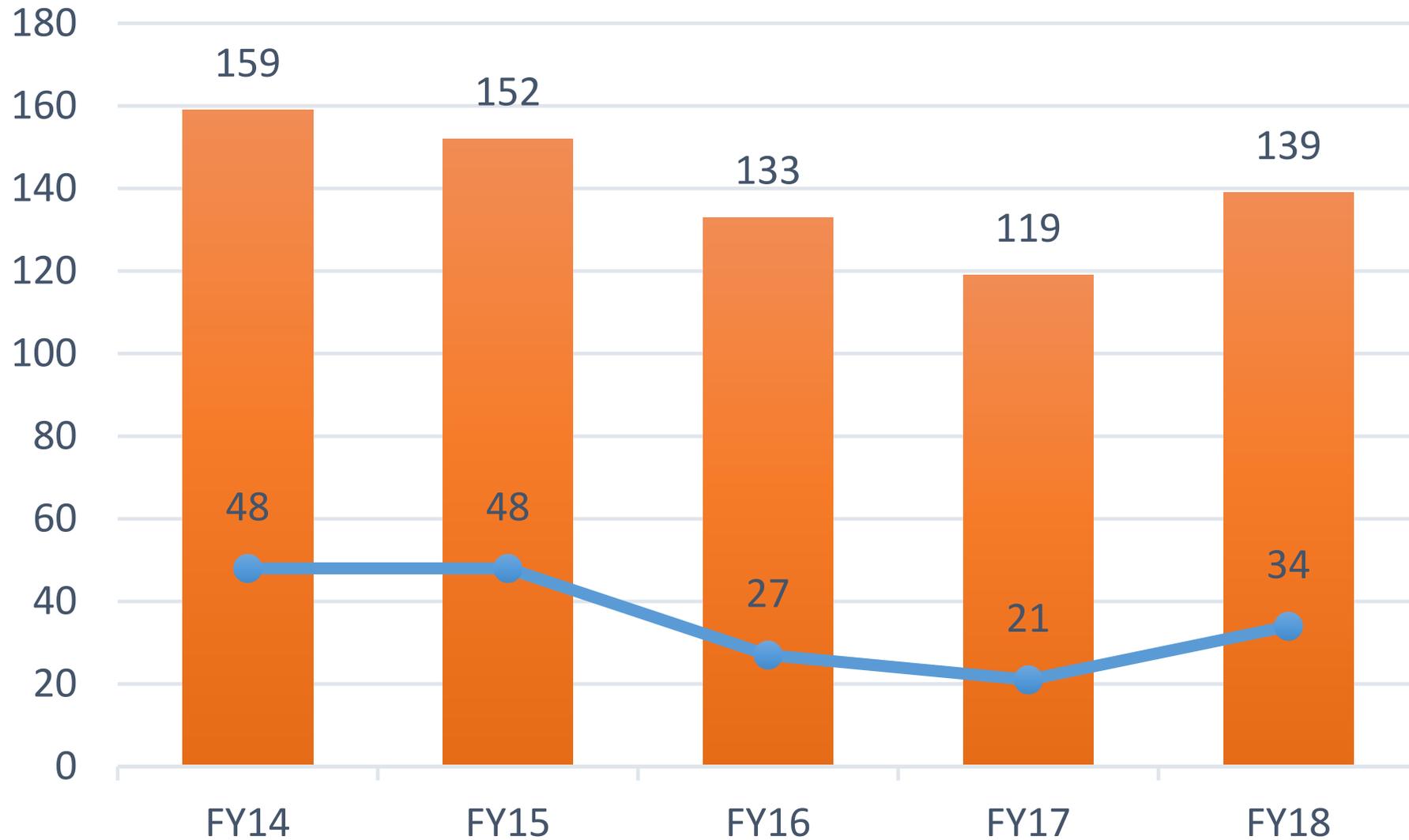
[Fire Marshall's Office](#)
[Shift Operations](#)
[Strategic Services](#)



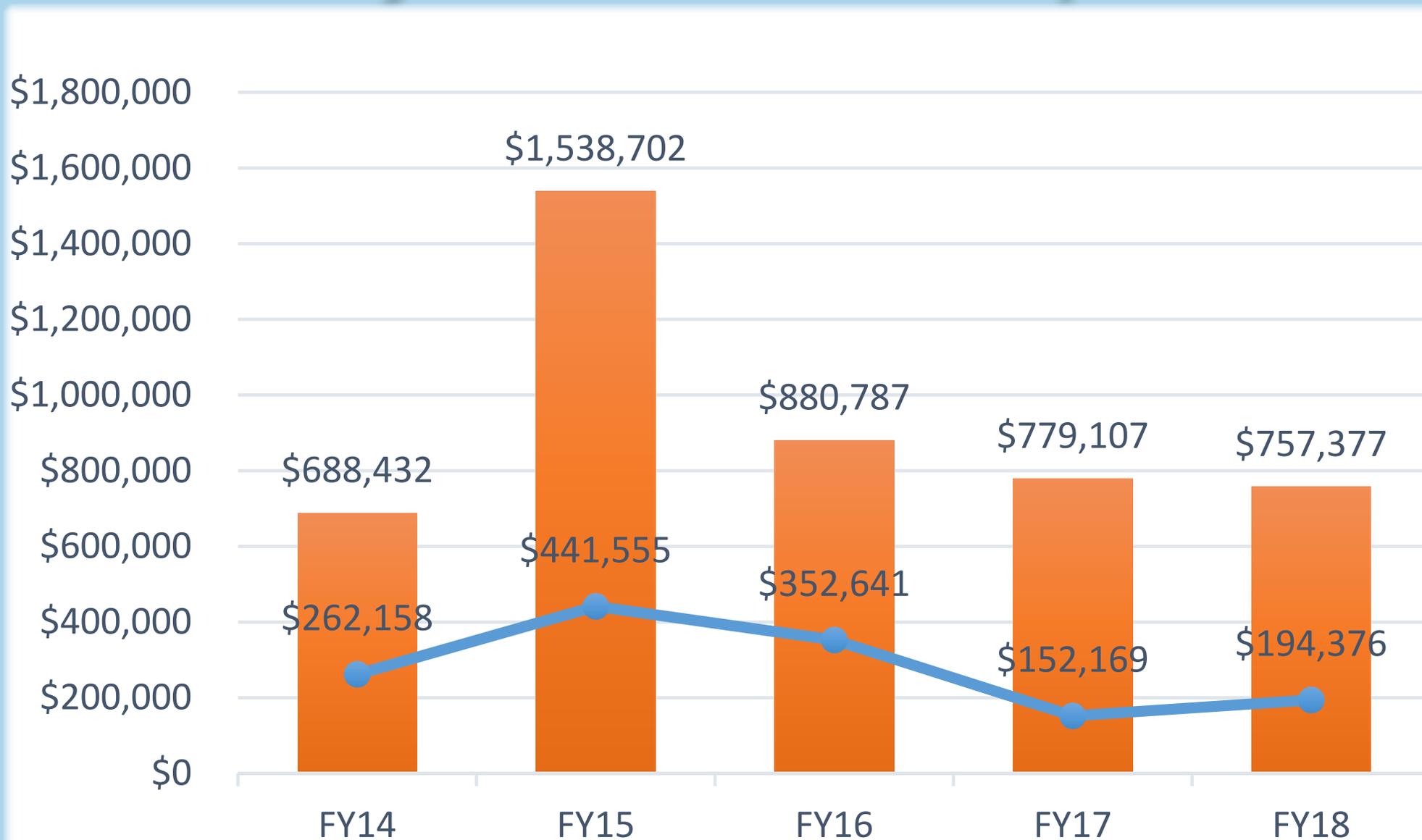
EFD Liability Total Paid



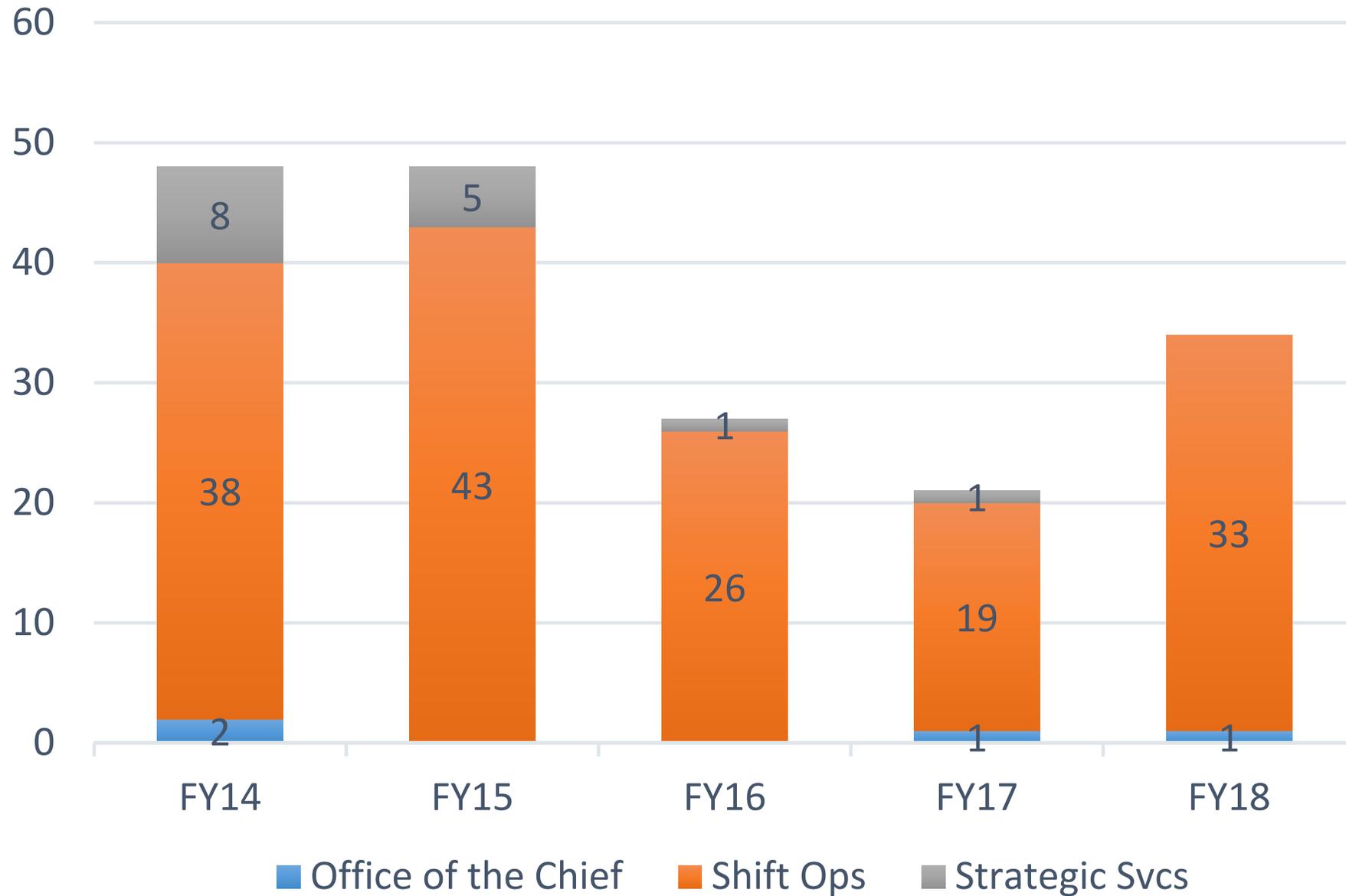
EFD vs City-Wide Workers Comp Claims



EFD vs City-Wide Workers Comp Incurred

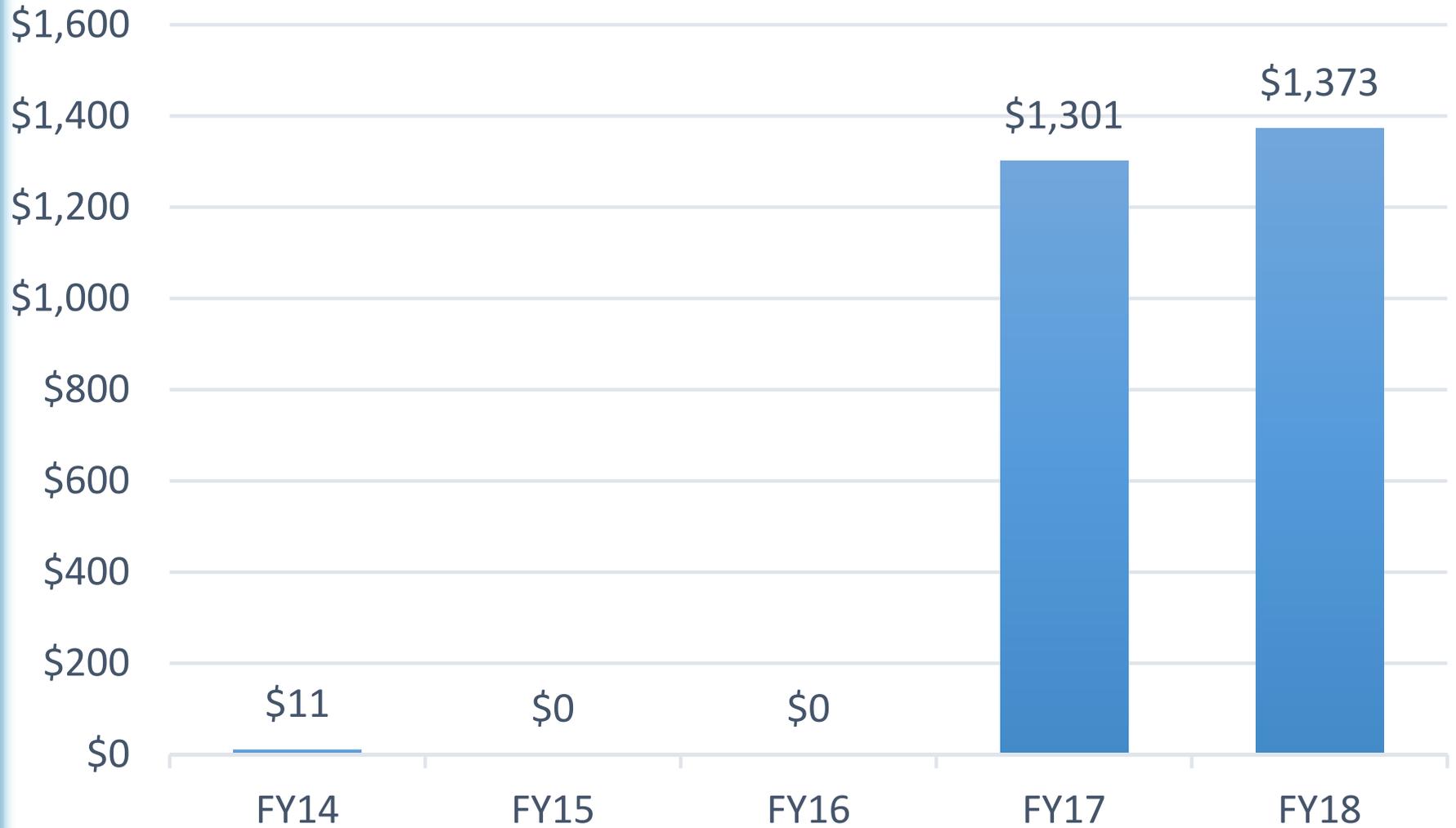


EFD vs City-Wide Workers Comp Claims



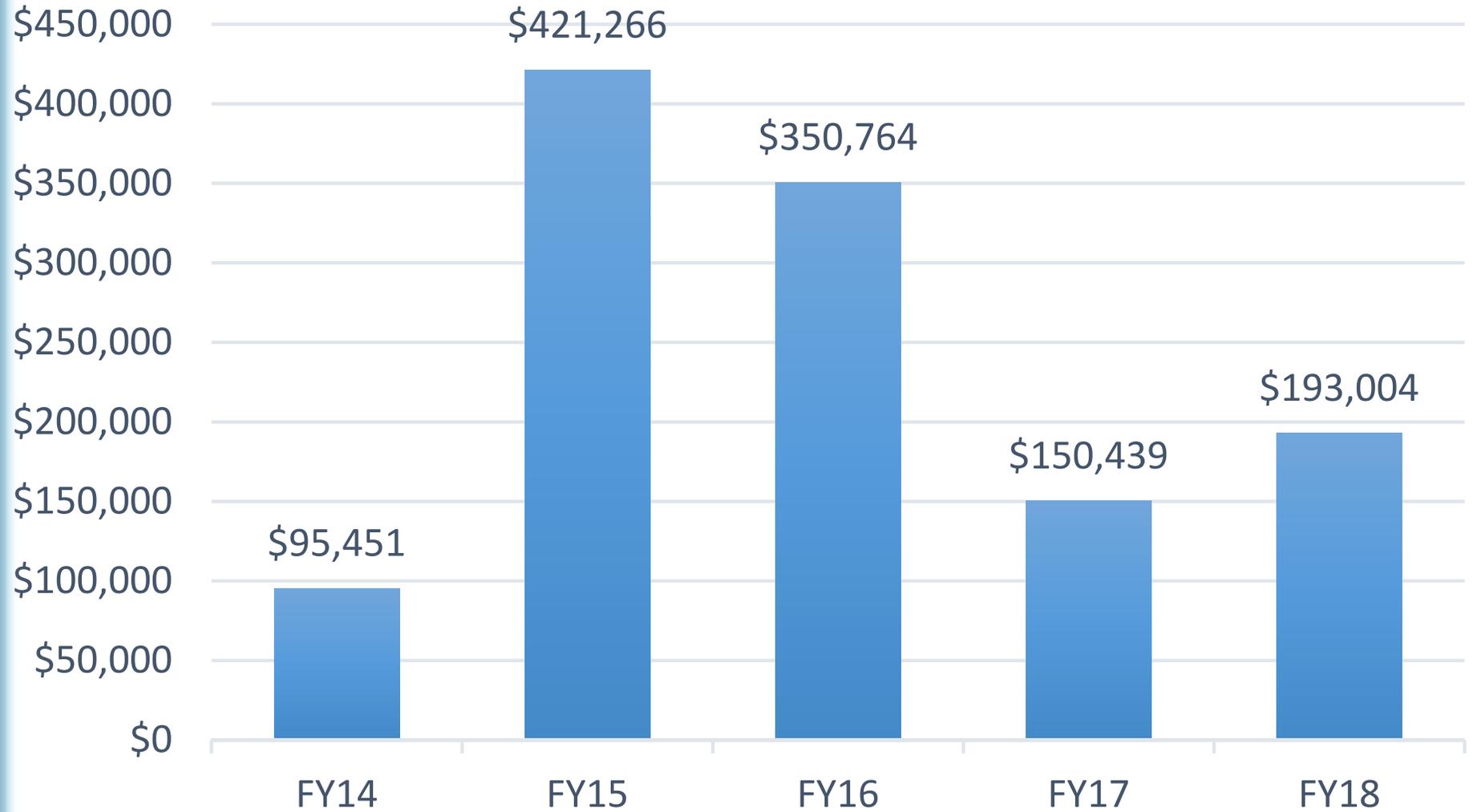
Office of the Chief Workers Comp Incurred

[Fire Marshall's Office](#)
[Shift Operations](#)
[Strategic Services](#)



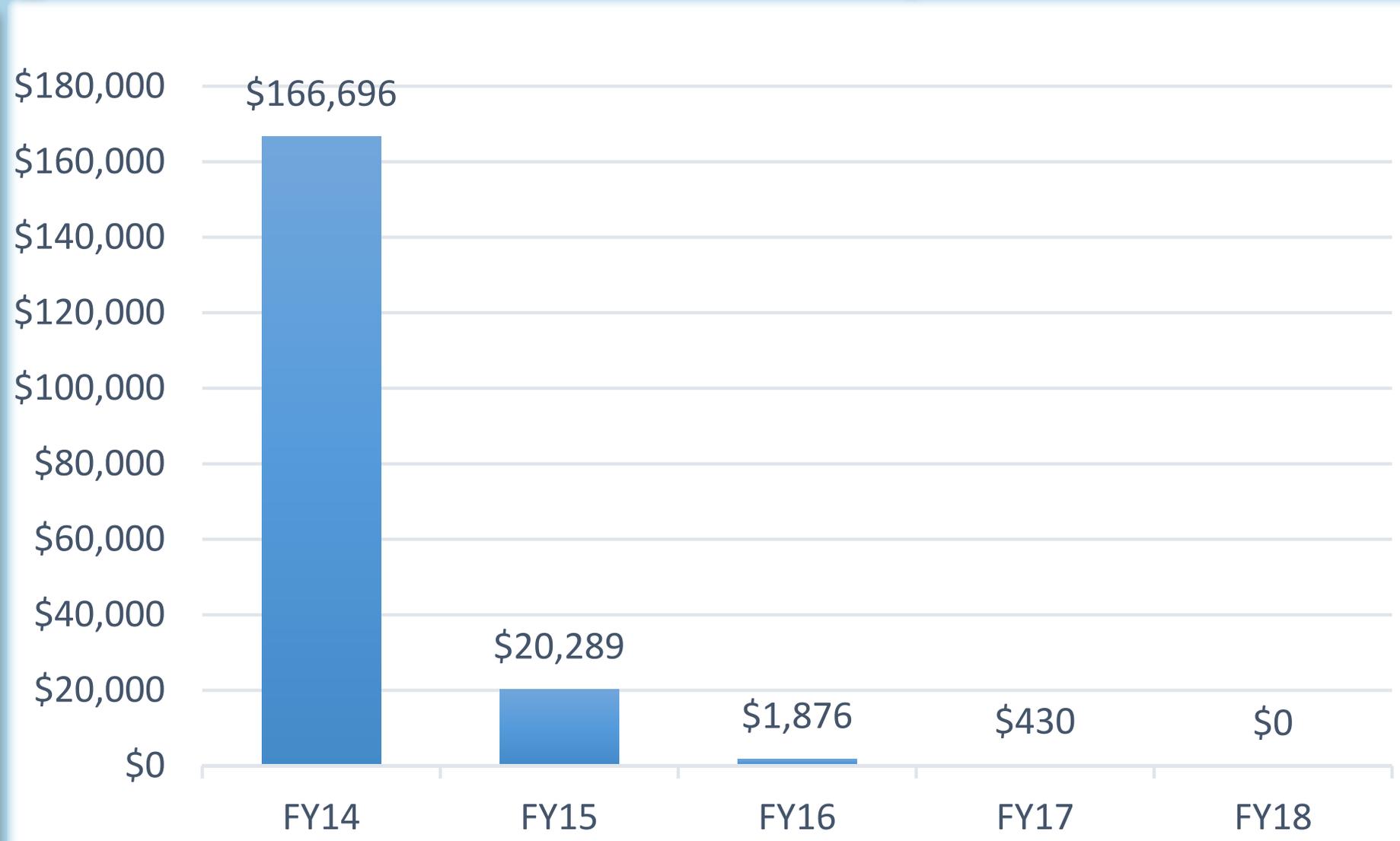
Shift Operations Workers Comp Incurred

[Fire Marshall's Office](#)
[Shift Operations](#)
[Strategic Services](#)

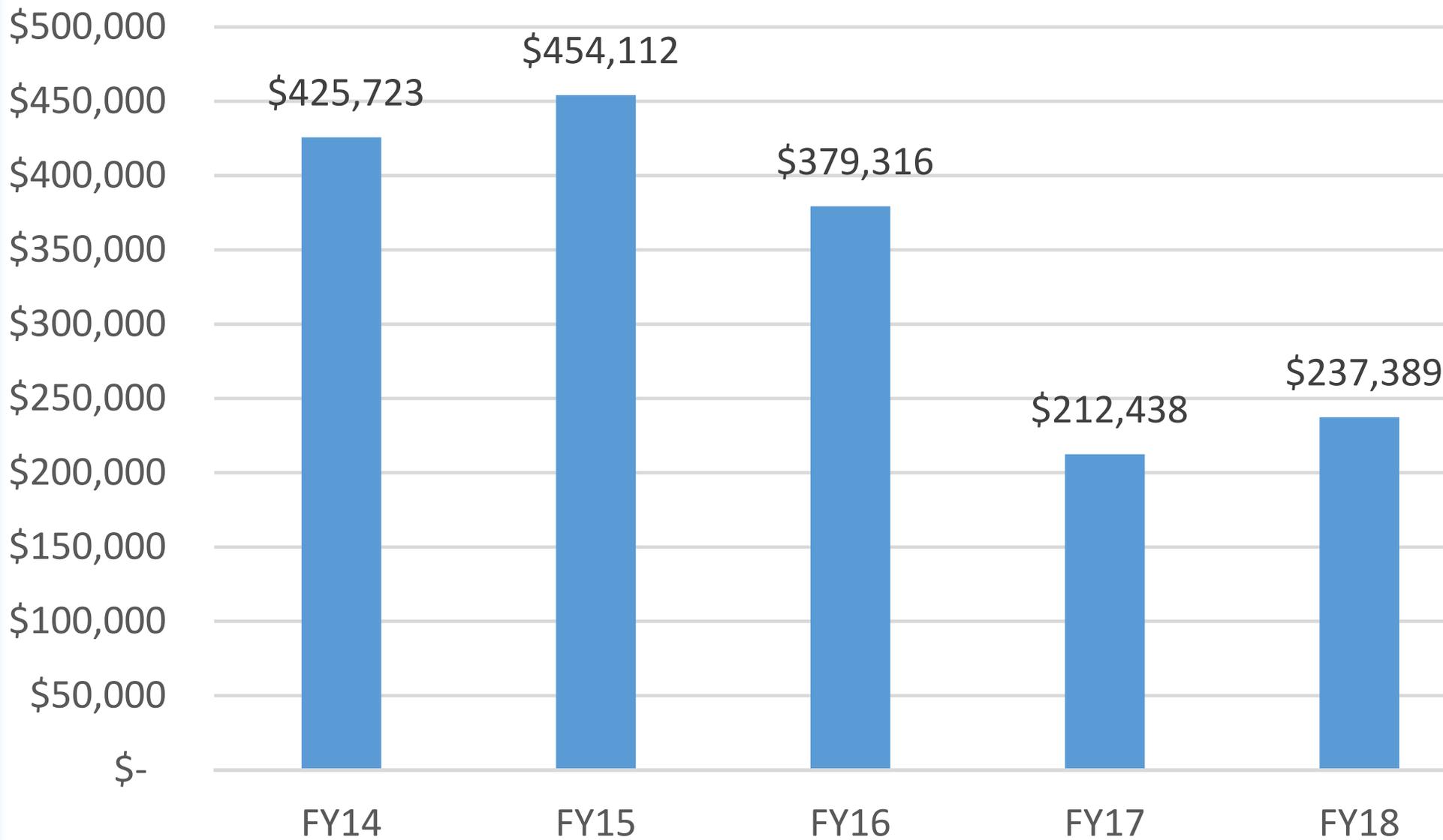


Strategic Services Workers Comp Incurred

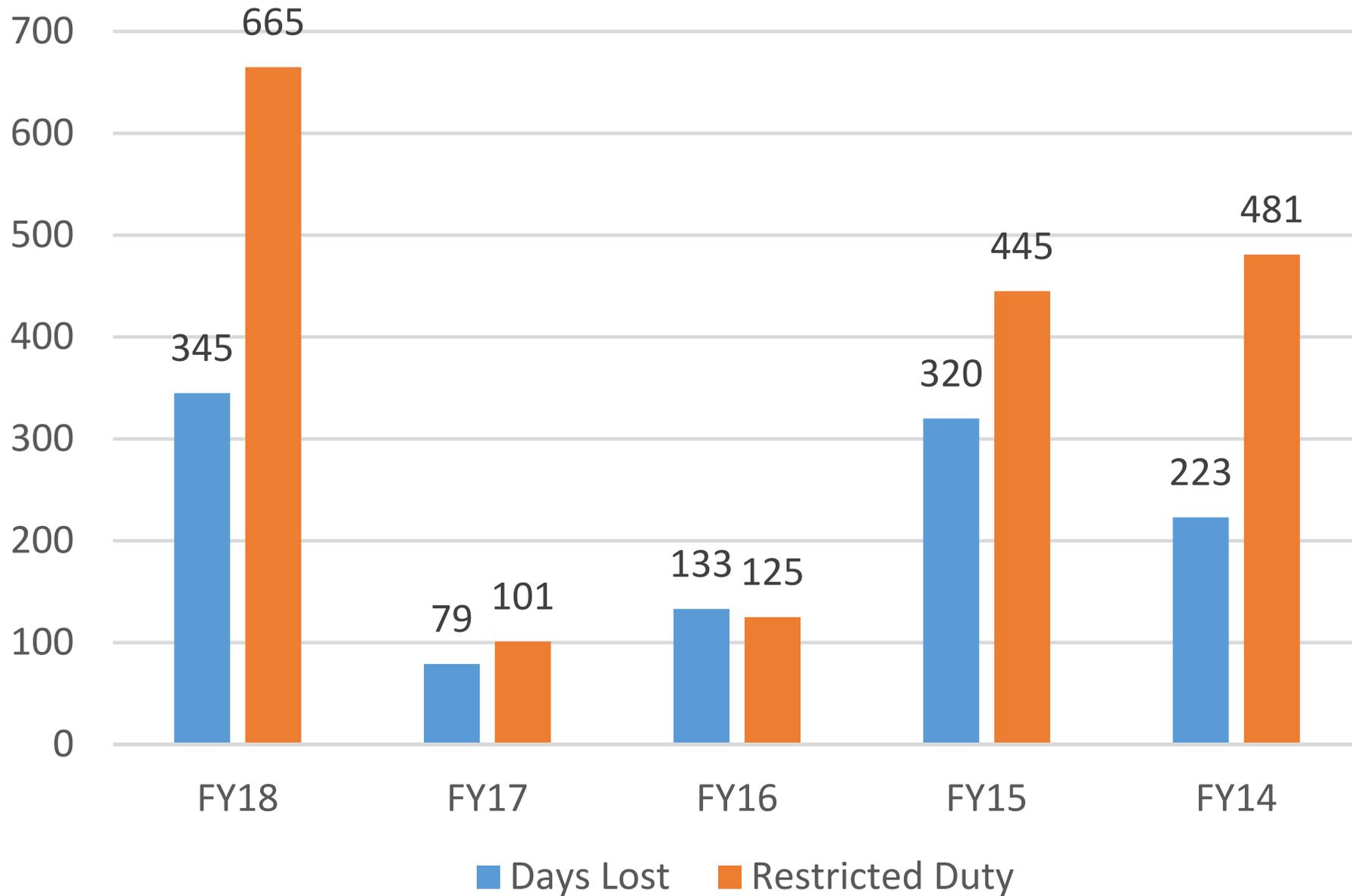
[Fire Marshall's Office](#)
[Shift Operations](#)
[Strategic Services](#)



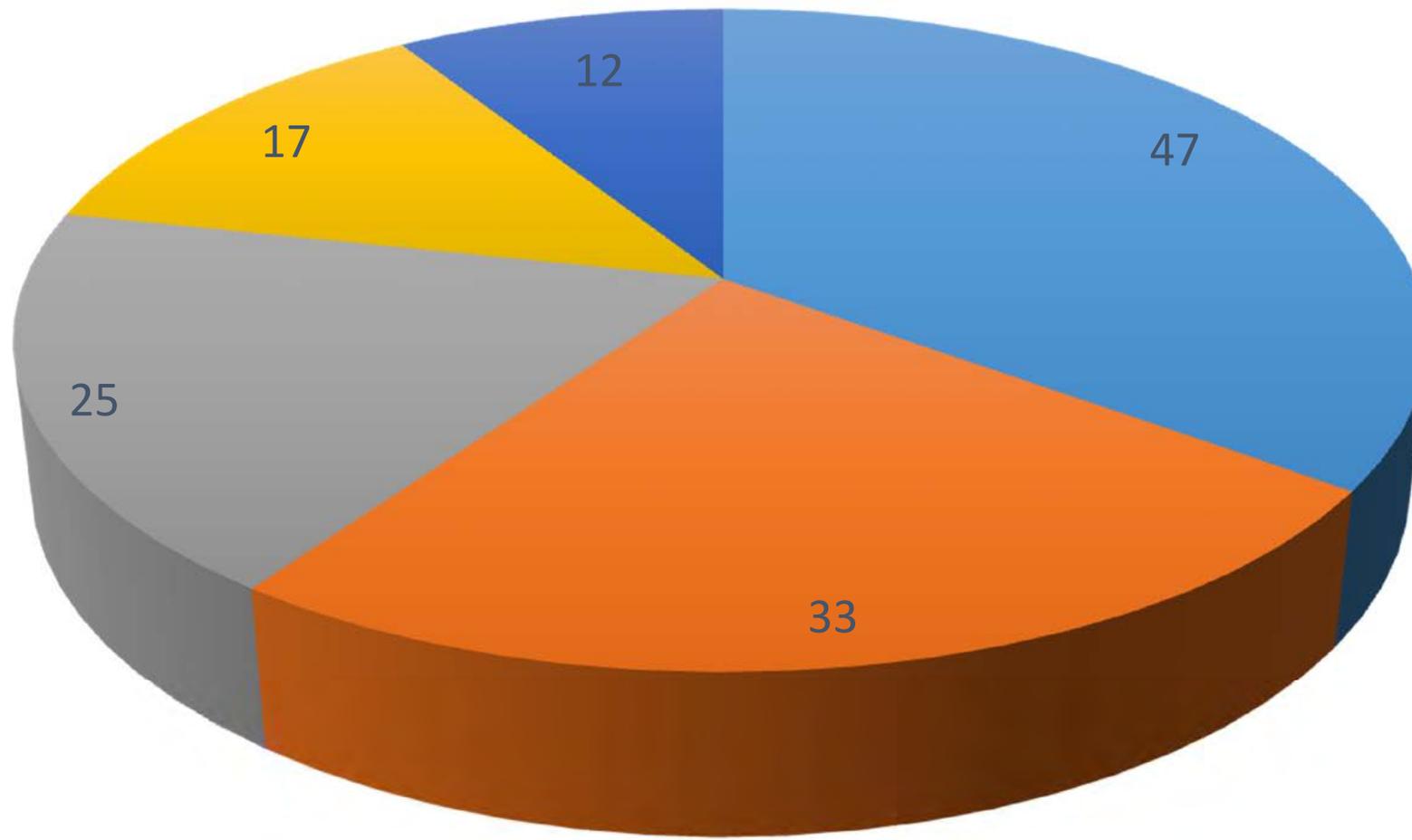
EFD Workers Comp Total Paid



EFD Time Loss & Modified

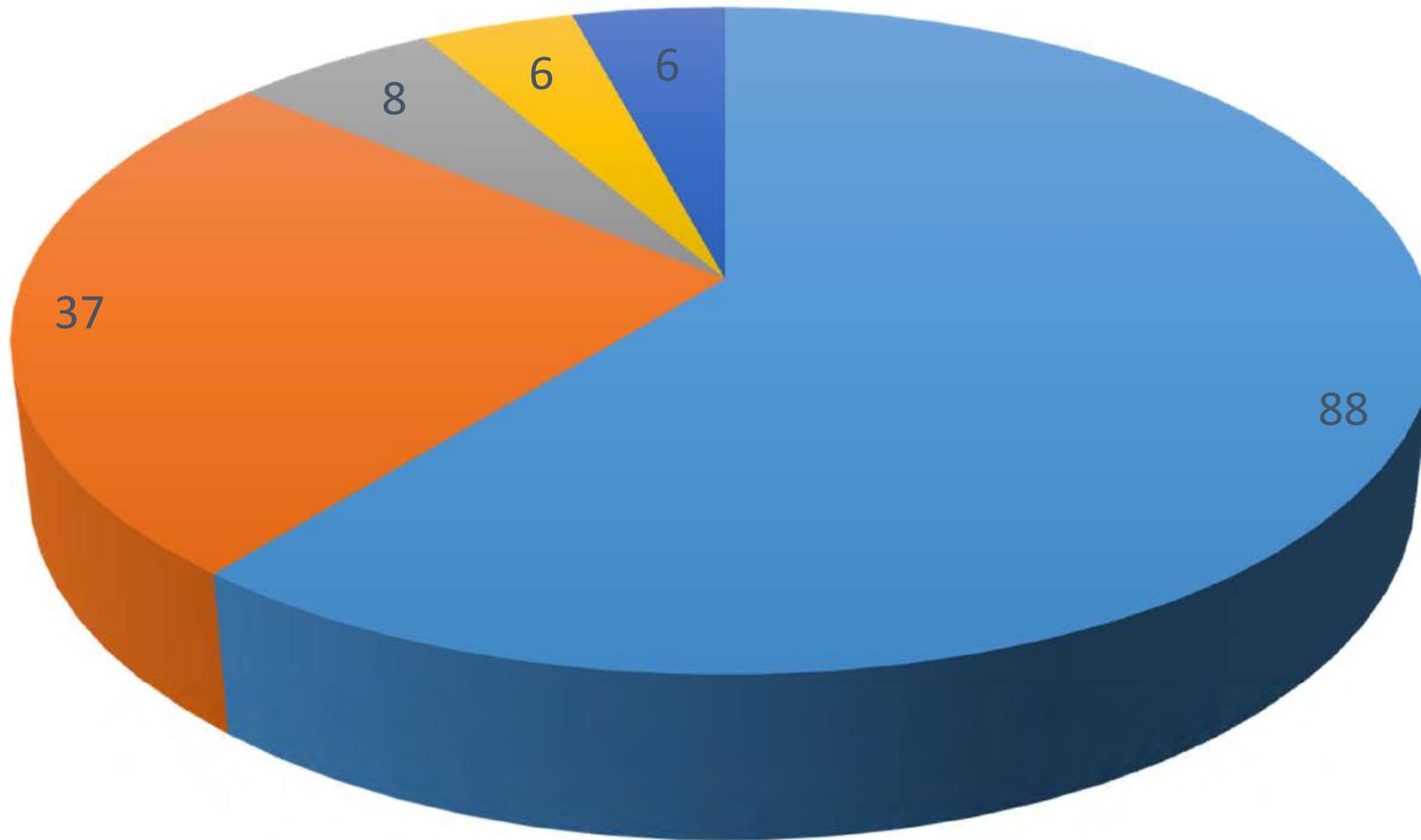


EFD Top Injury Locations



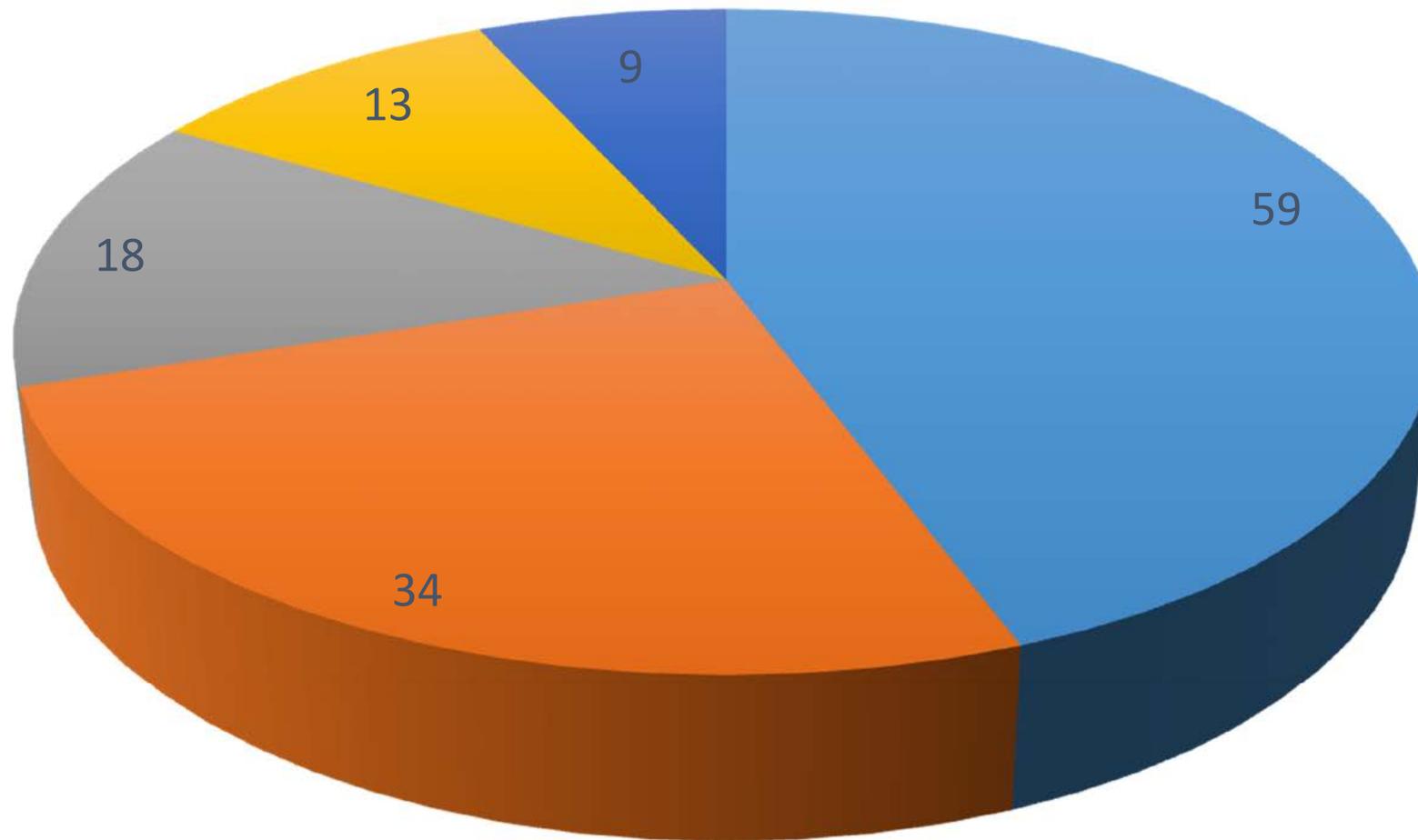
■ Back ■ Body System ■ Shoulder ■ Finger ■ Knee

EFD Top Injury Types



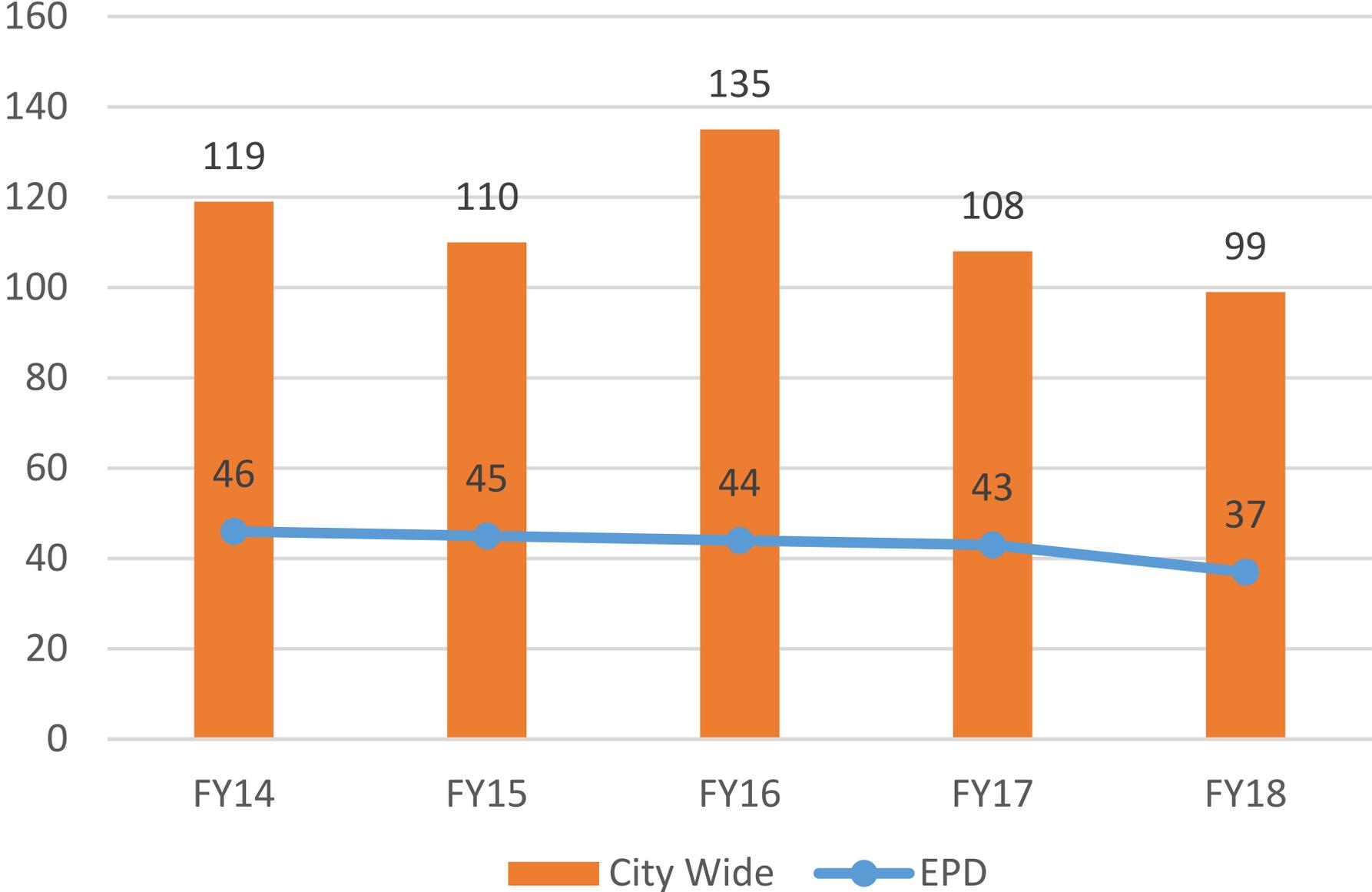
■ Sprain/Strain ■ Exposure ■ Laceration ■ Fracture/Break ■ Needlestick

EFD Top Injury Causes

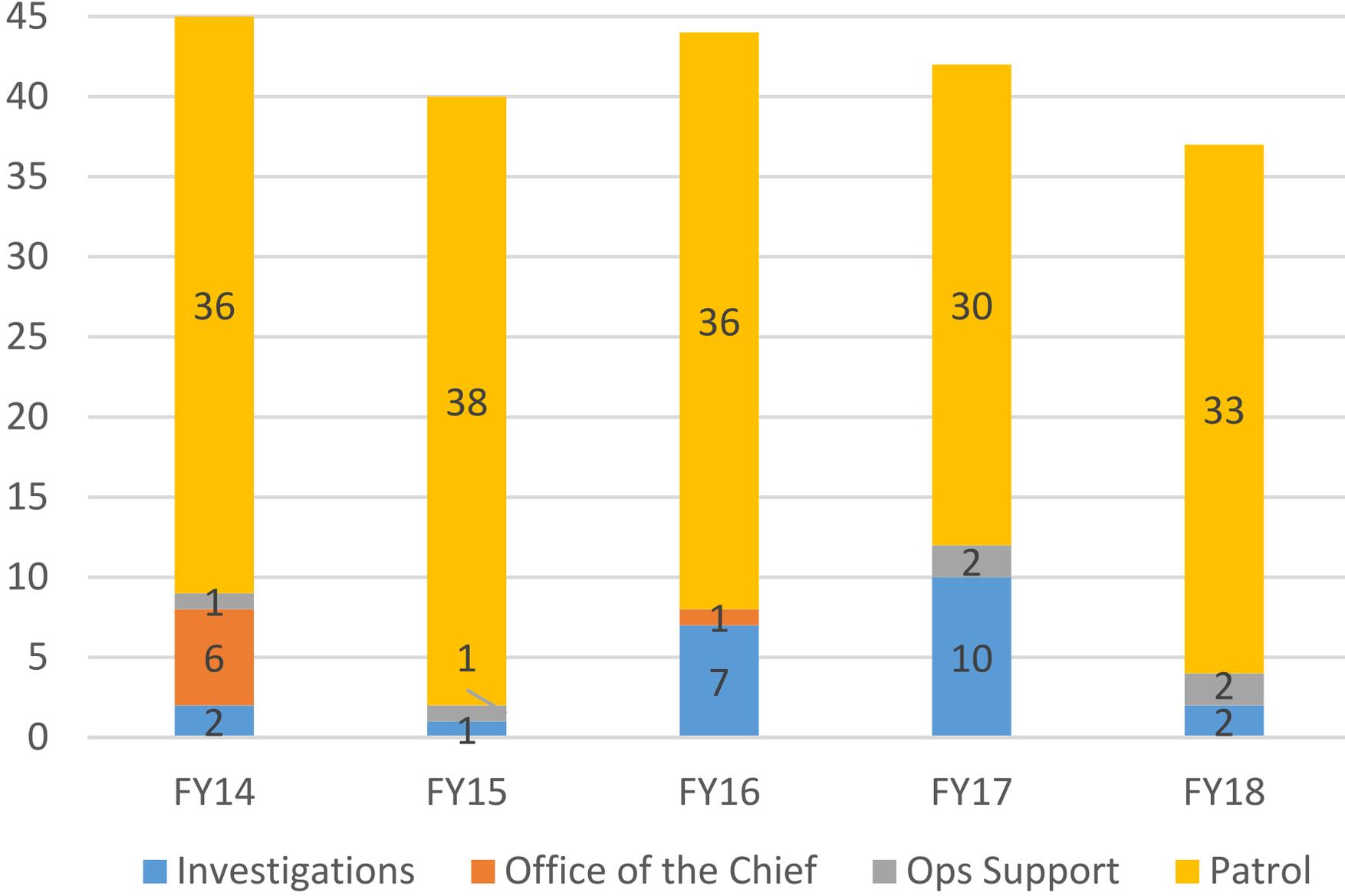


- Medical Call
- Training/Exercise
- Fire Incident
- Material Handling
- Equipment/Tool Usage

EPD vs City-Wide Liability Claims



EPD Liability Claims by Division

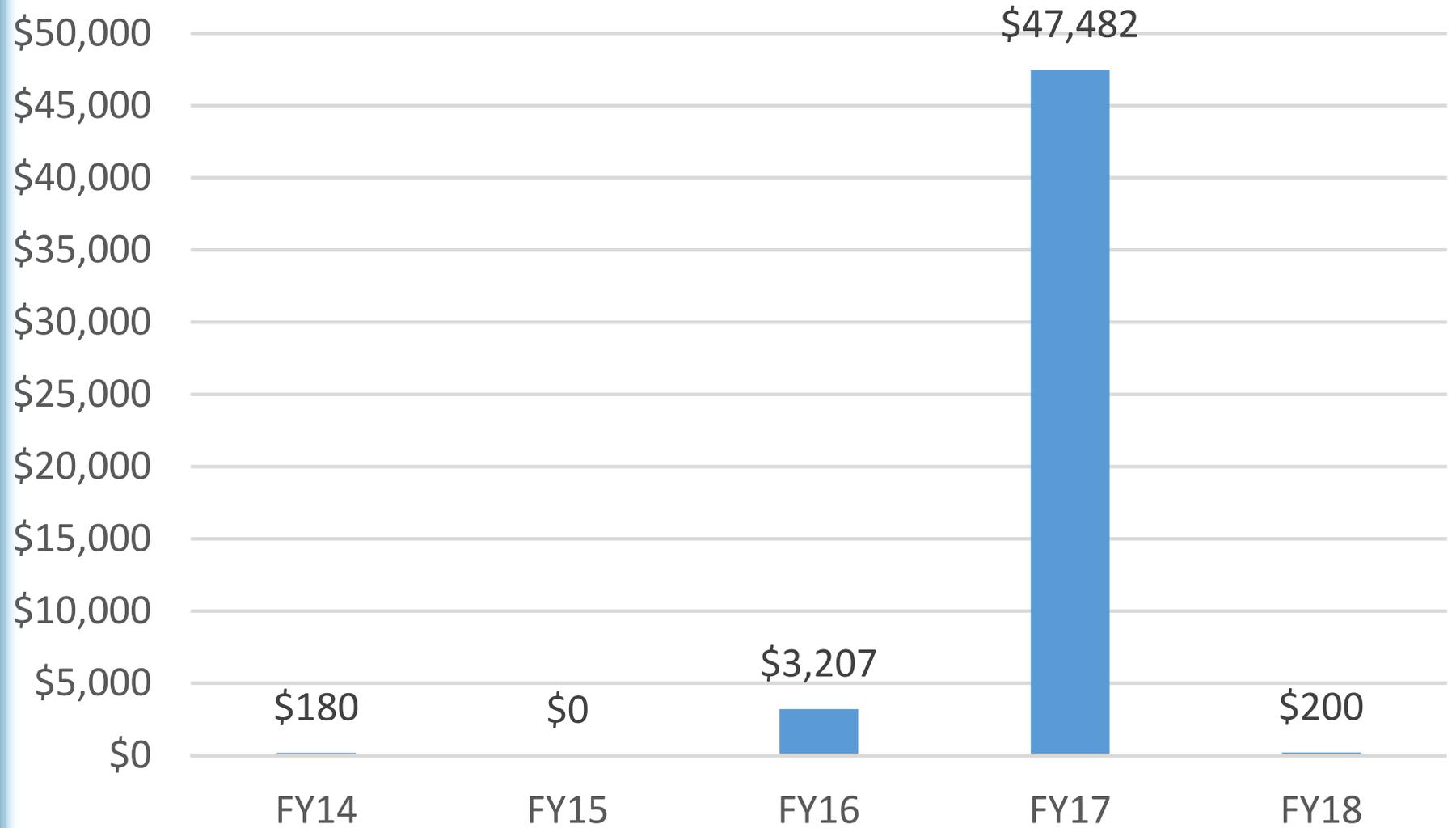


EPD vs City-Wide Liability Incurred



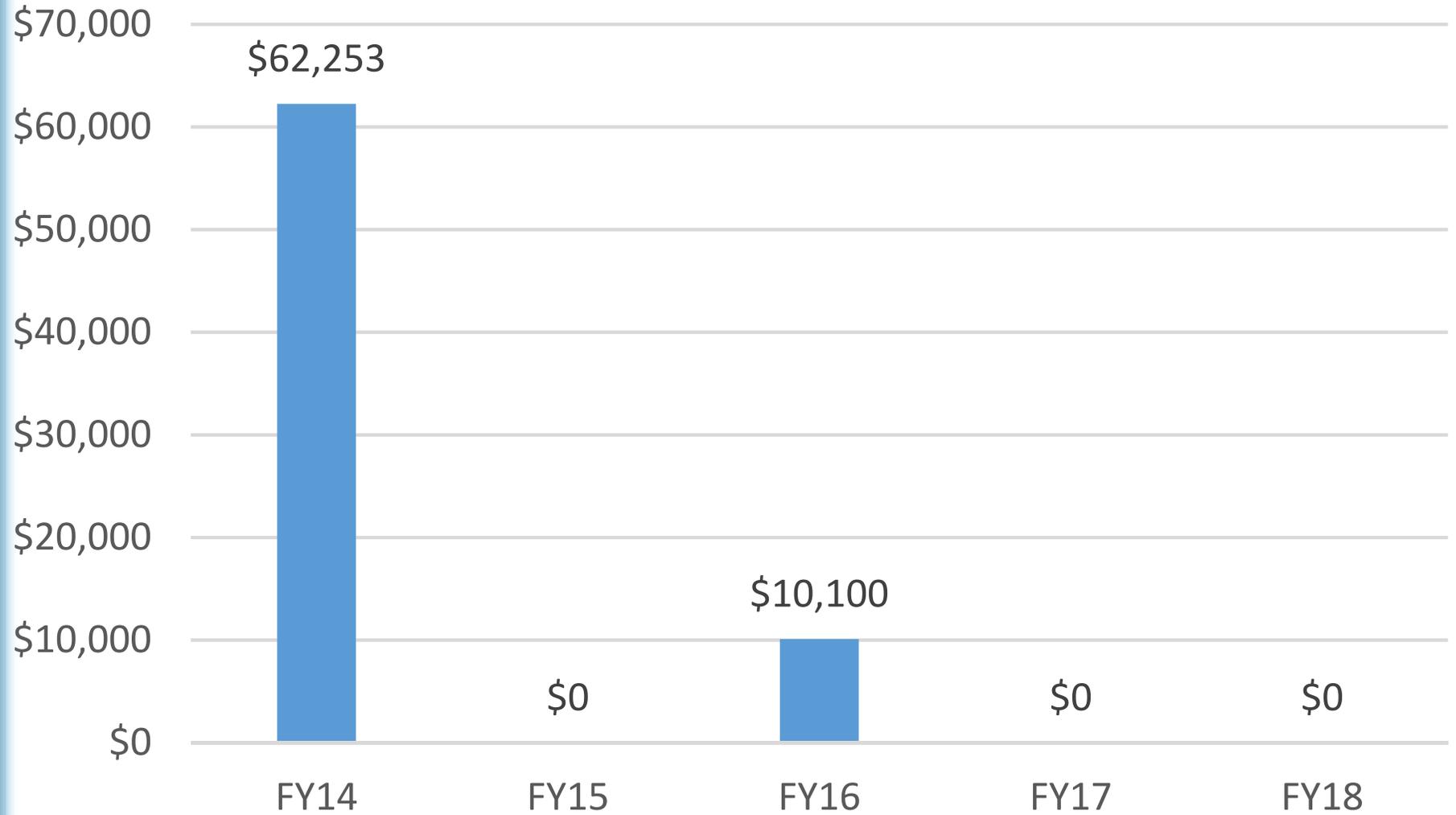
Investigations Liability Incurred

[Investigations](#)
[Office of the Chief](#)
[Operations Support](#)
[Patrol](#)
[Technical Services](#)



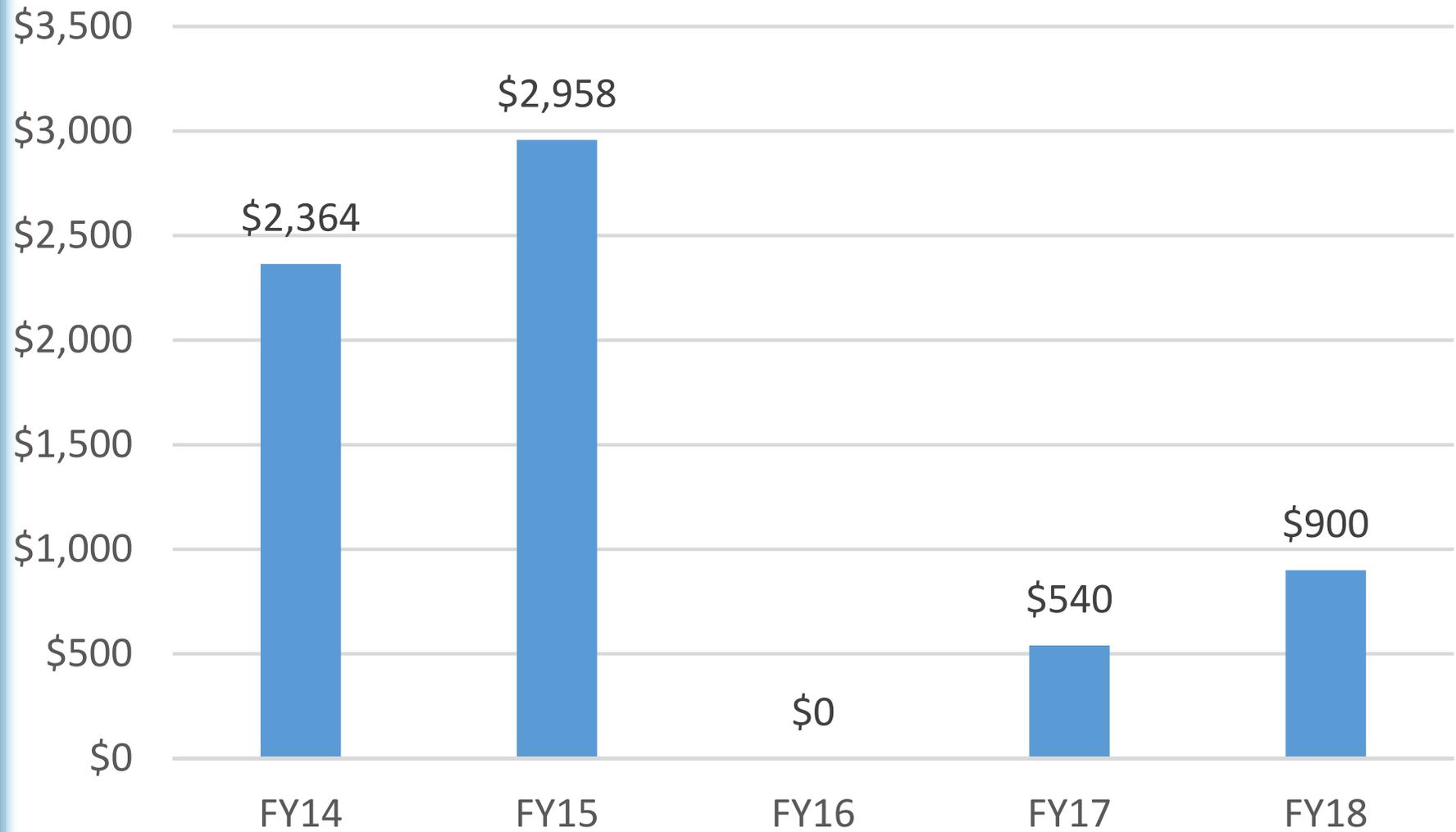
Office of the Chief Liability Incurred

- [Investigations](#)
- [Office of the Chief](#)
- [Operations Support](#)
- [Patrol](#)
- [Technical Services](#)

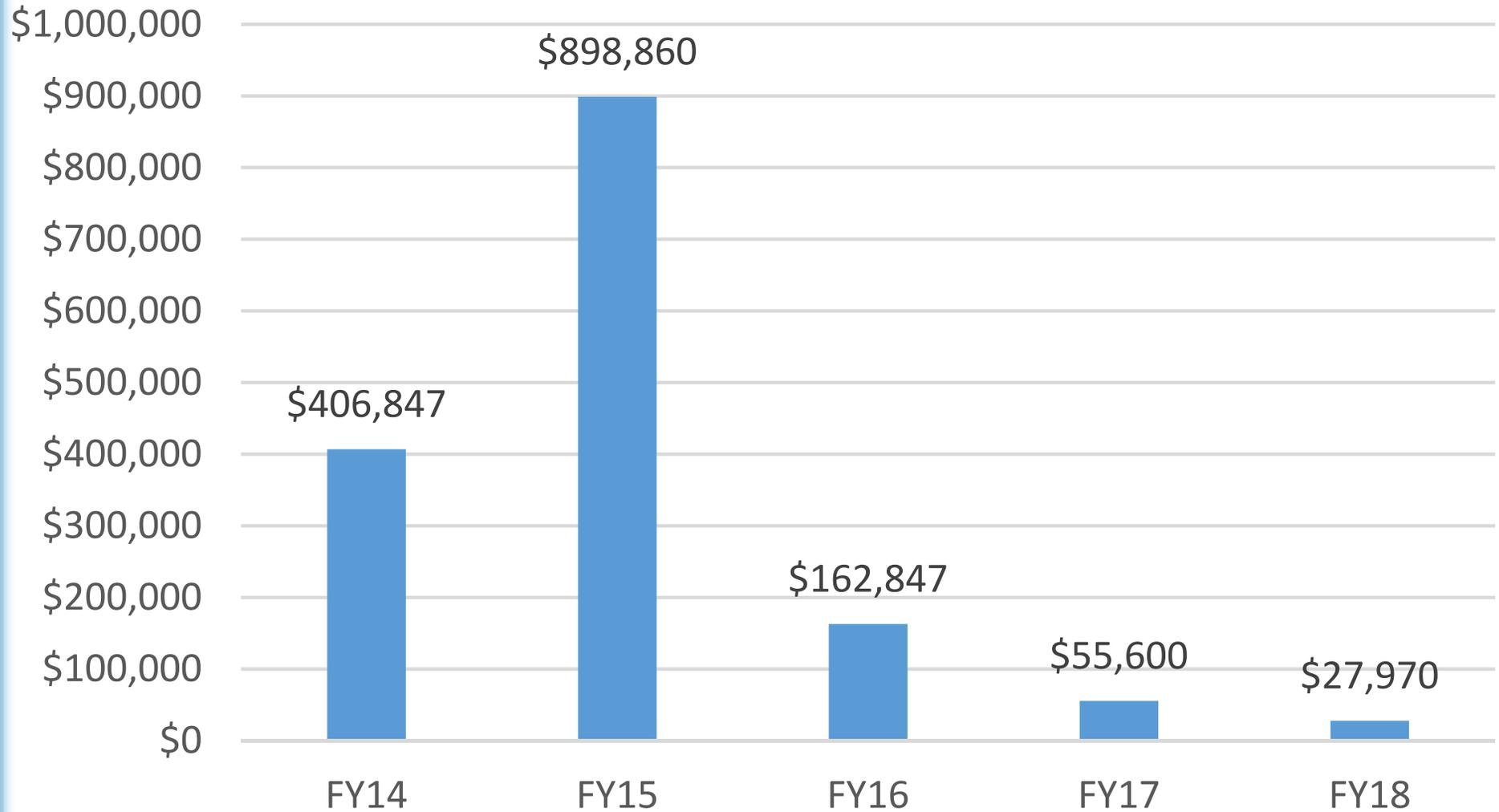


Operations Support Liability Incurred

- [Investigations](#)
- [Office of the Chief](#)
- [Operations Support](#)
- [Patrol](#)
- [Technical Services](#)



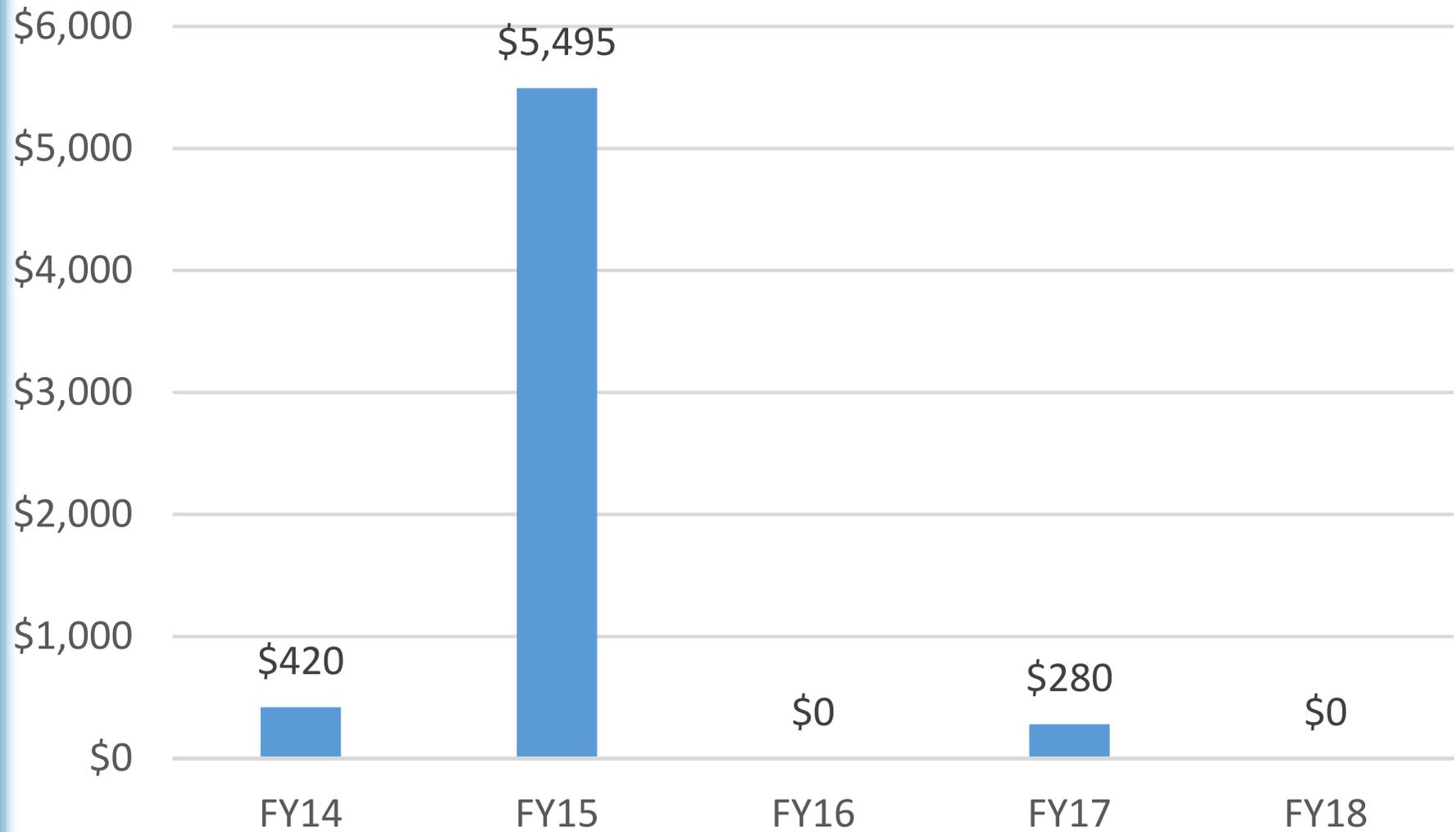
Patrol Liability Incurred



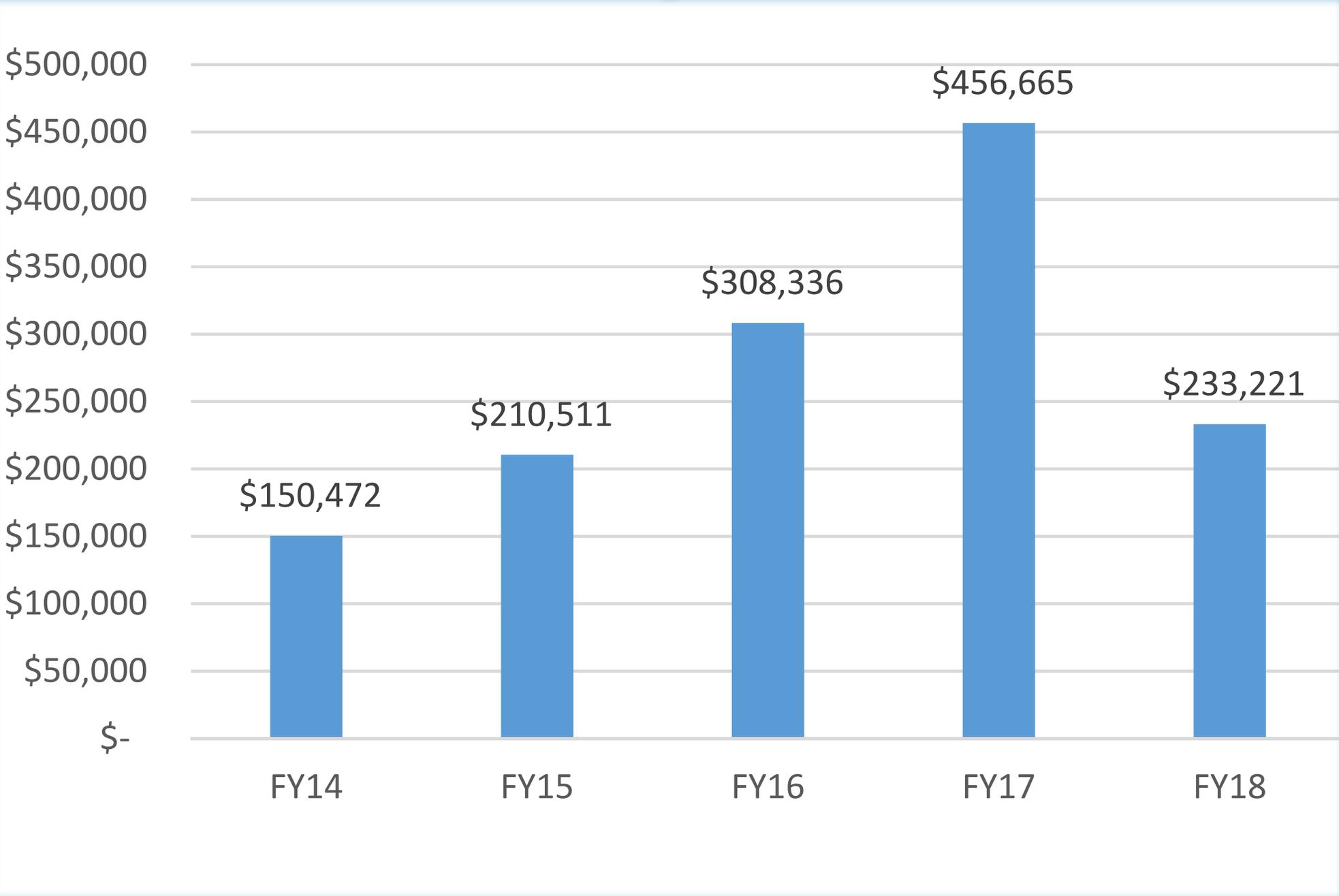
- [Investigations](#)
- [Office of the Chief](#)
- [Operations Support](#)
- [Patrol](#)
- [Technical Services](#)

Technical Services Liability Incurred

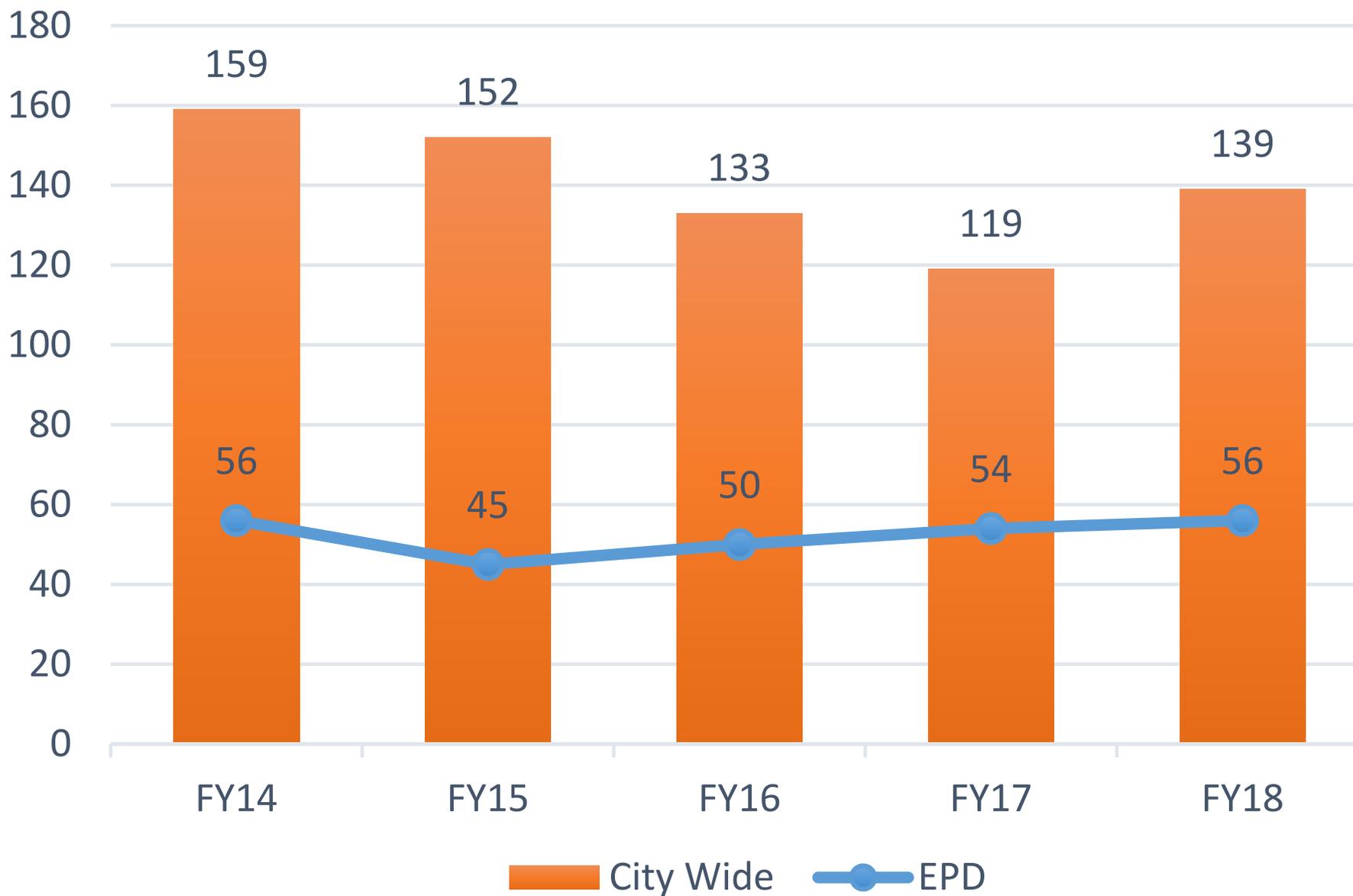
- [Investigations](#)
- [Office of the Chief](#)
- [Operations Support](#)
- [Patrol](#)
- [Technical Services](#)



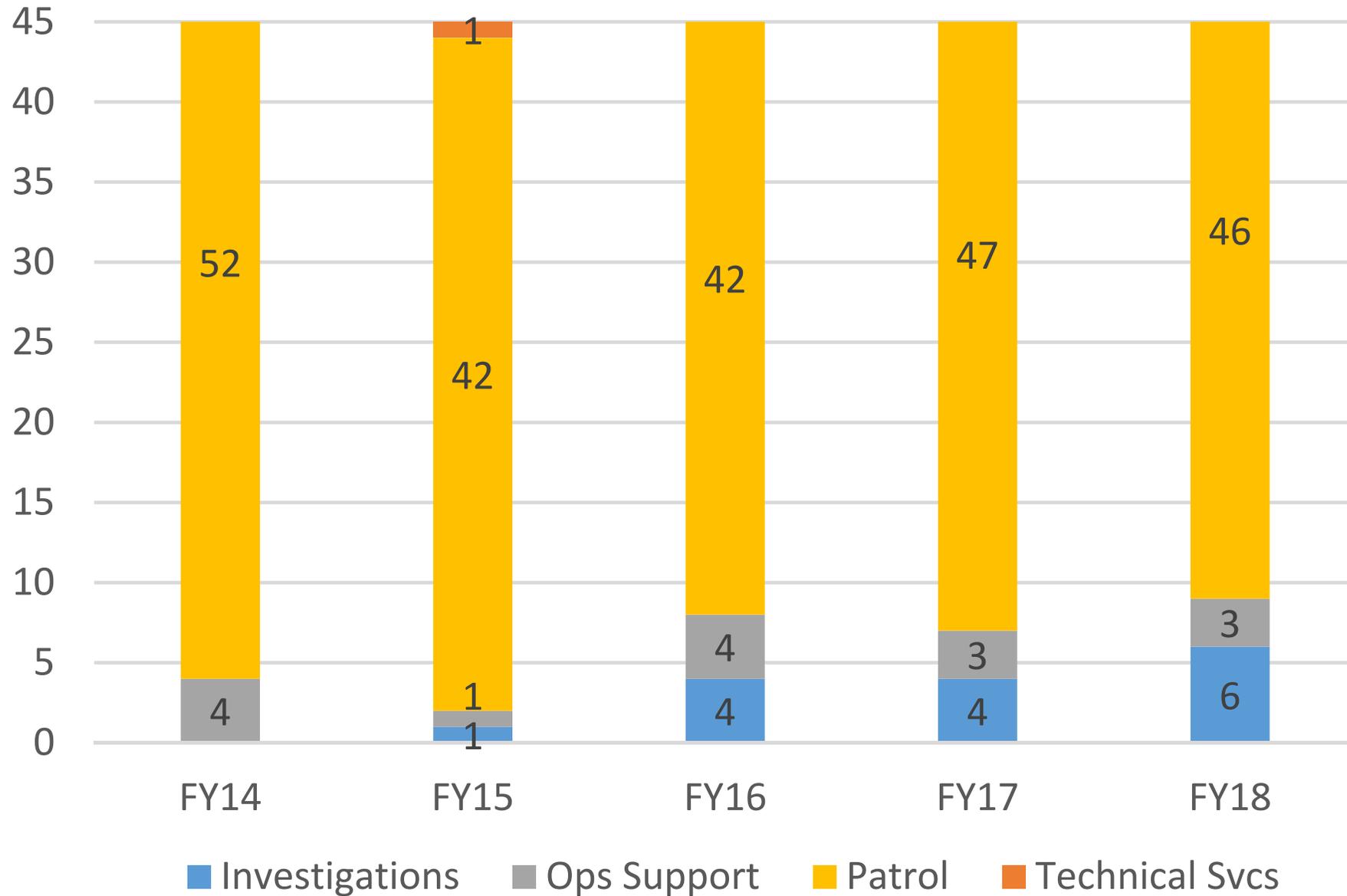
EPD Liability Total Paid



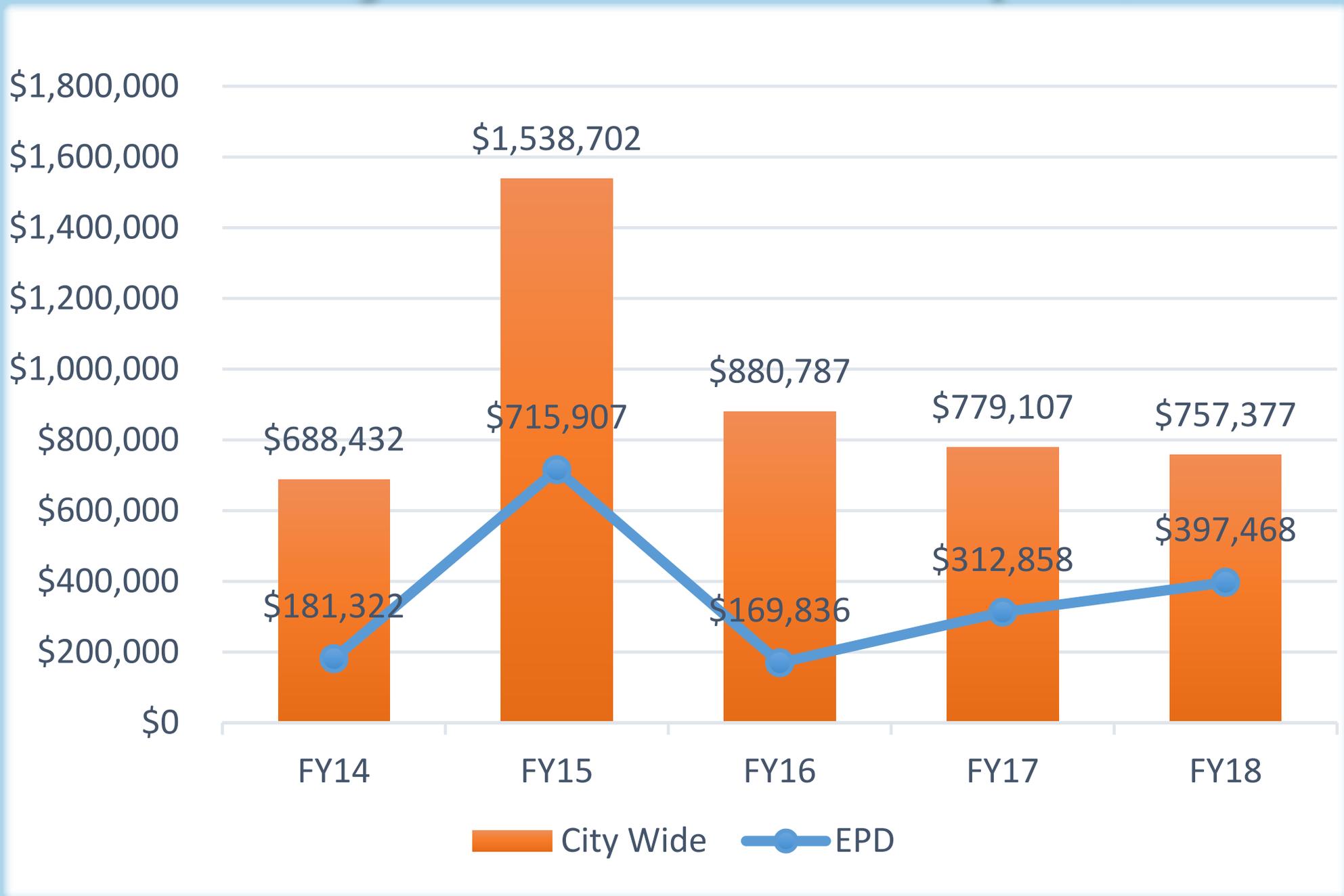
EPD vs City-Wide Workers Comp Claims



EPD Workers Comp Claims by Division

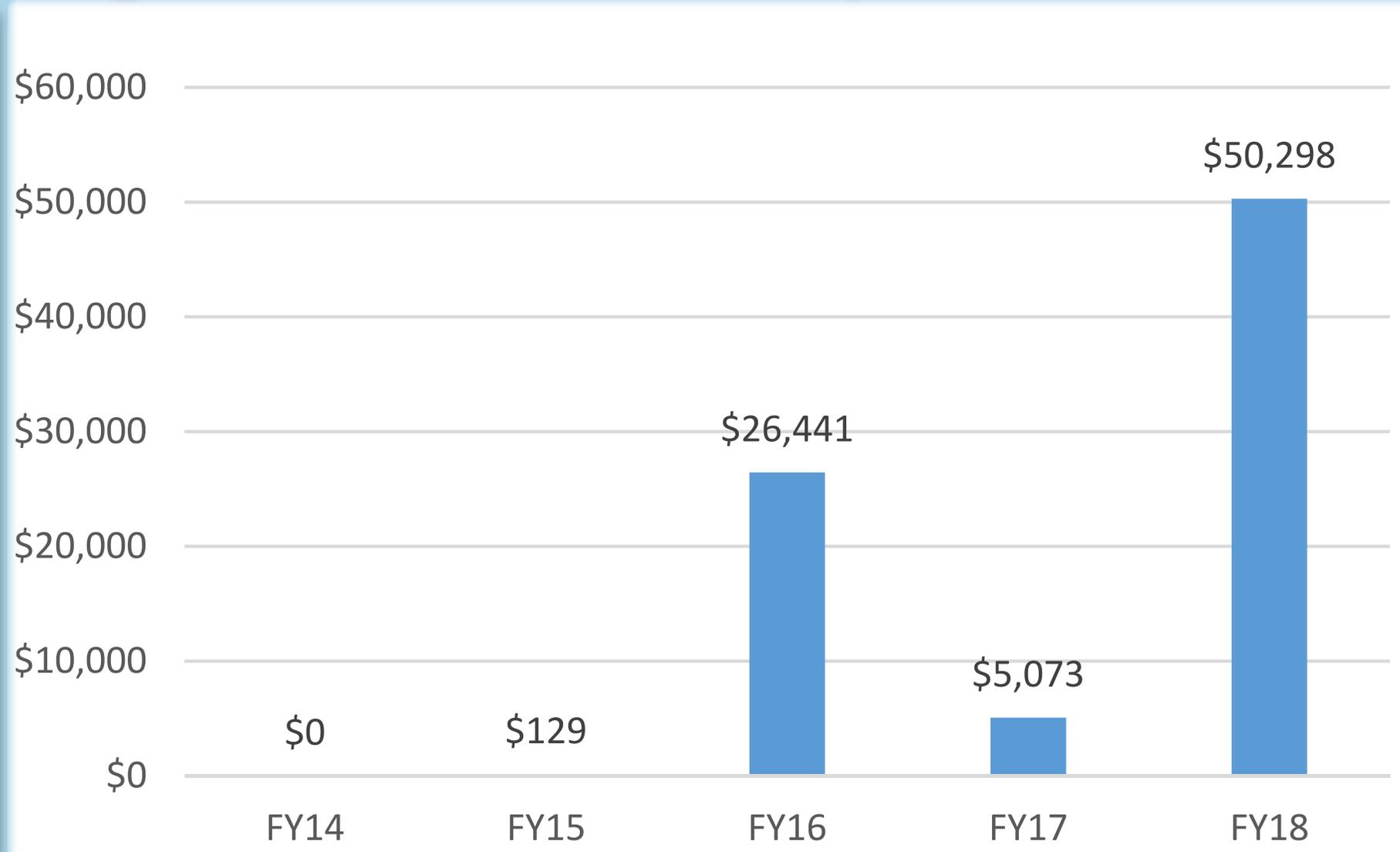


EPD vs City-Wide Workers Comp Incurred



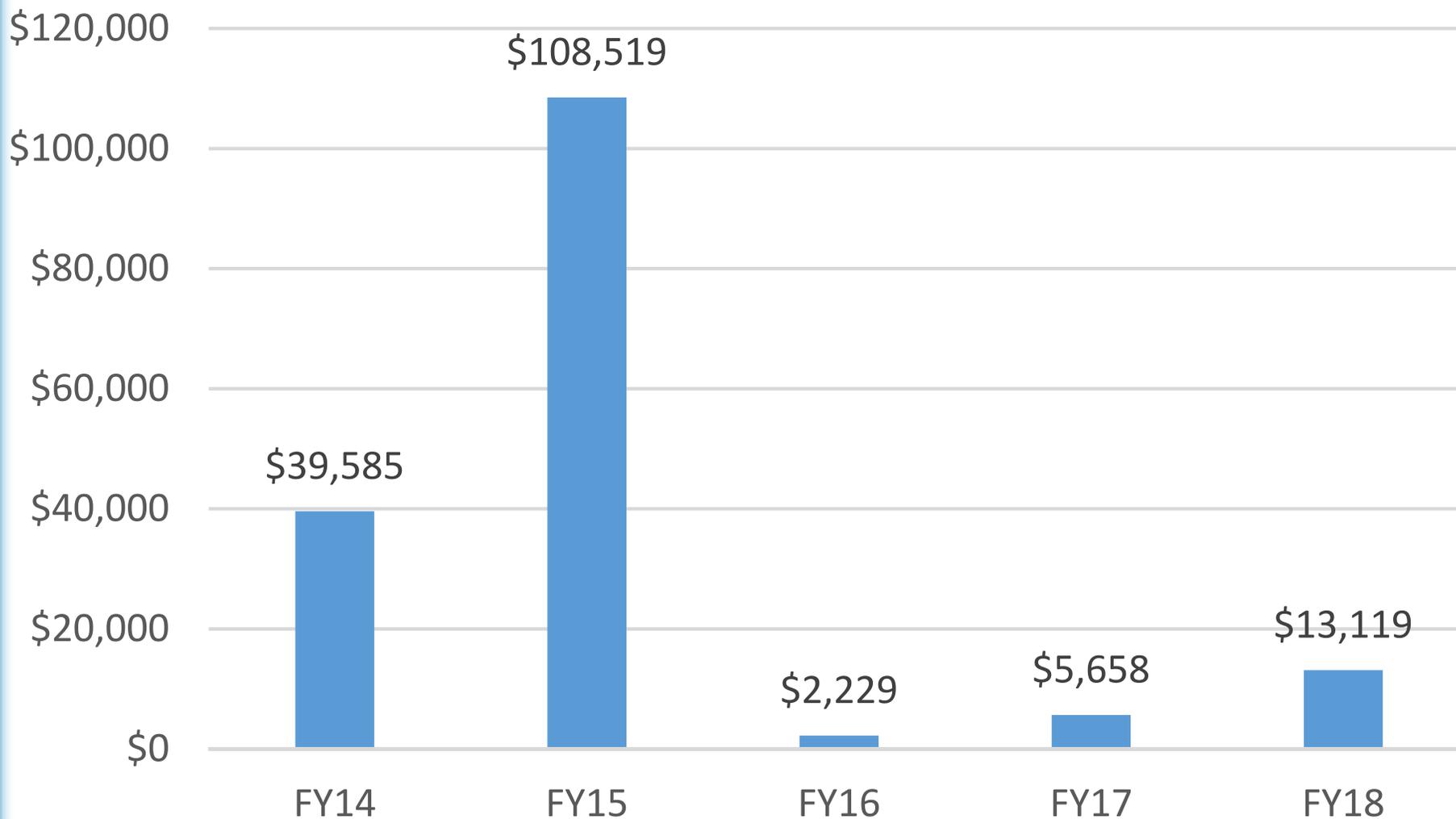
Investigations Workers Comp Incurred

- [Investigations](#)
- [Operations Support](#)
- [Patrol](#)
- [Technical Services](#)



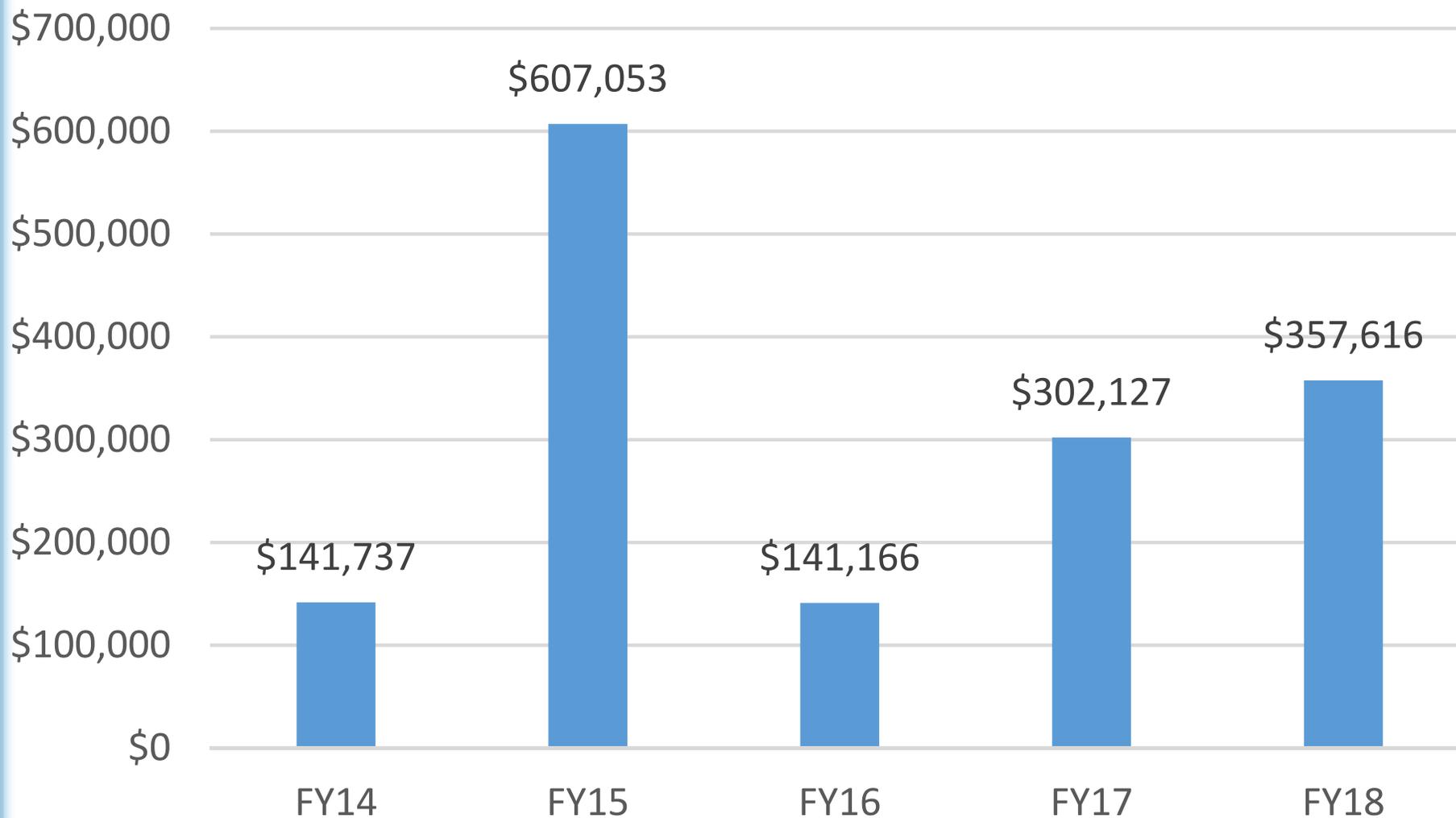
Operations Support Workers Comp Incurred

- [Investigations](#)
- [Operations Support](#)
- [Patrol](#)
- [Technical Services](#)



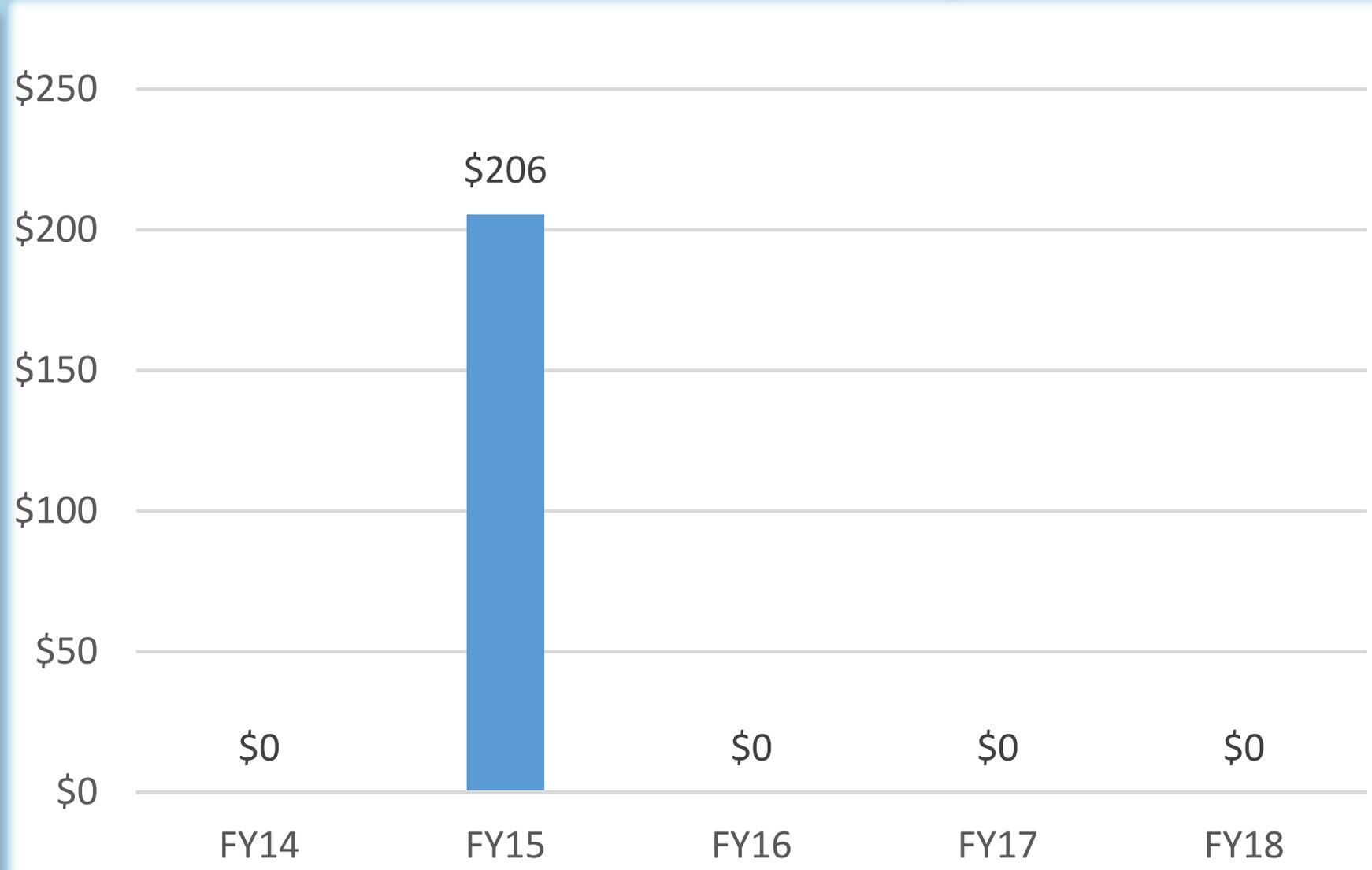
Patrol Workers Comp Incurred

- [Investigations](#)
- [Operations Support](#)
- [Patrol](#)
- [Technical Services](#)

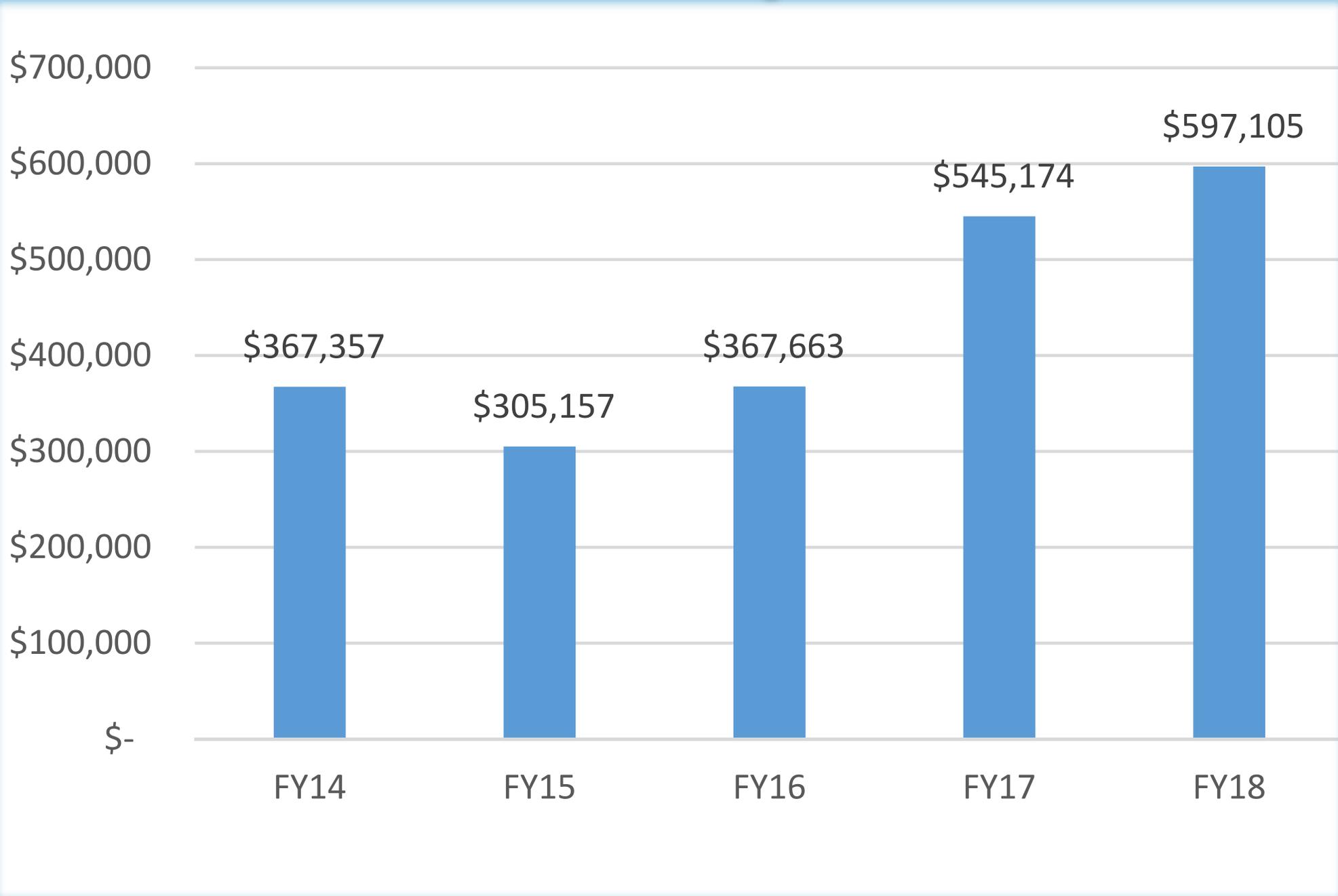


Technical Services Workers Comp Incurred

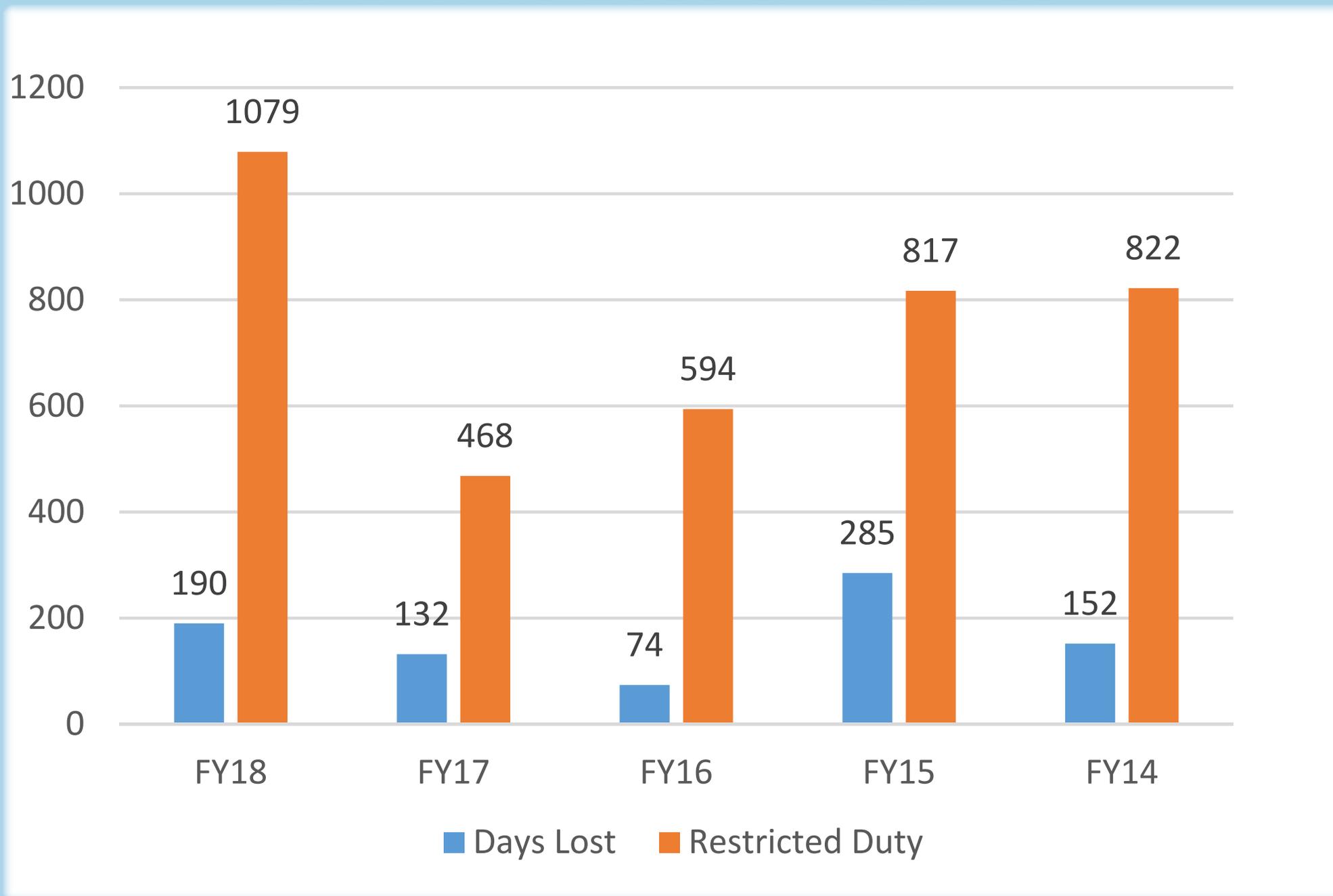
- [Investigations](#)
- [Operations Support](#)
- [Patrol](#)
- [Technical Services](#)



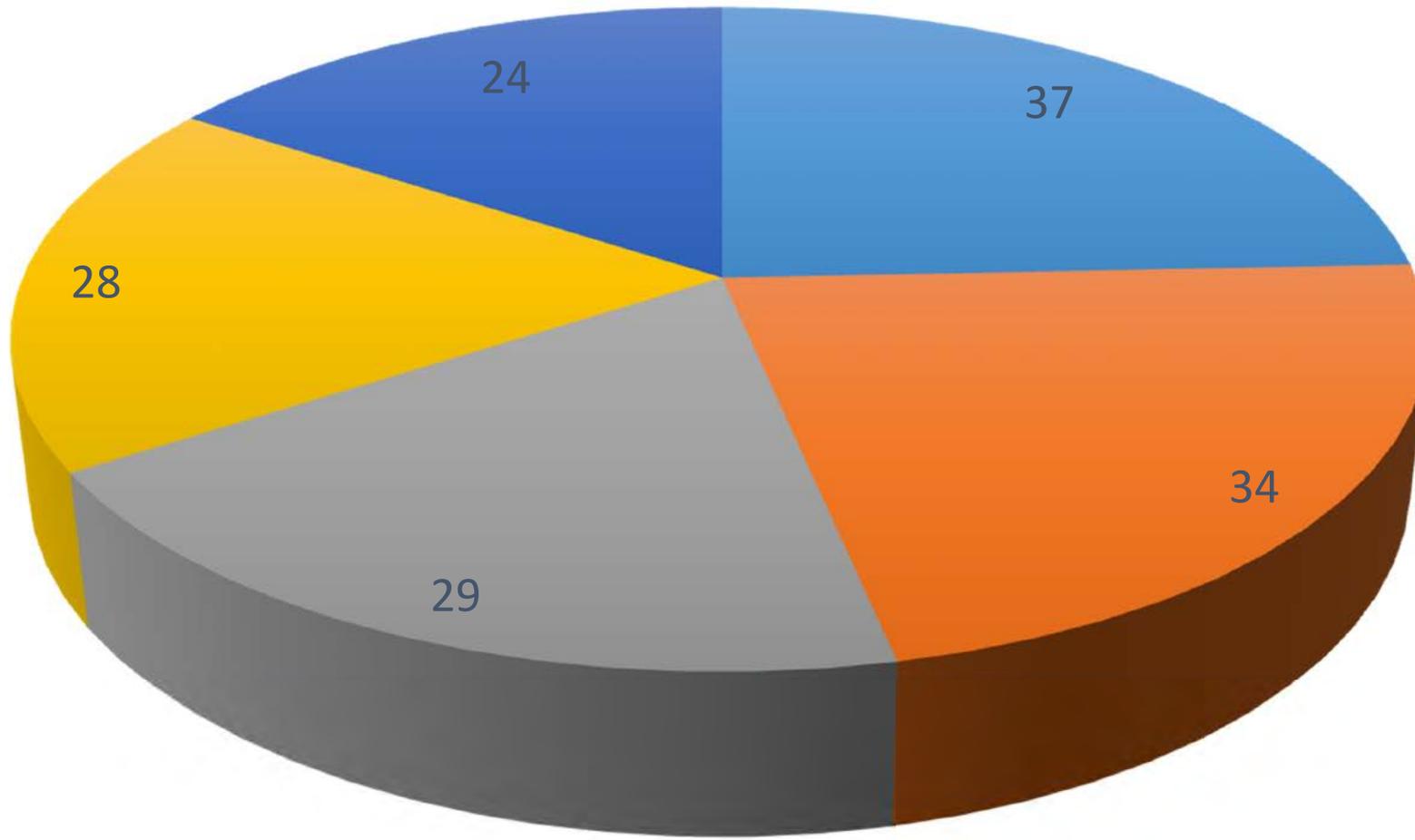
EPD Workers Comp Total Paid



EPD Time Loss & Modified

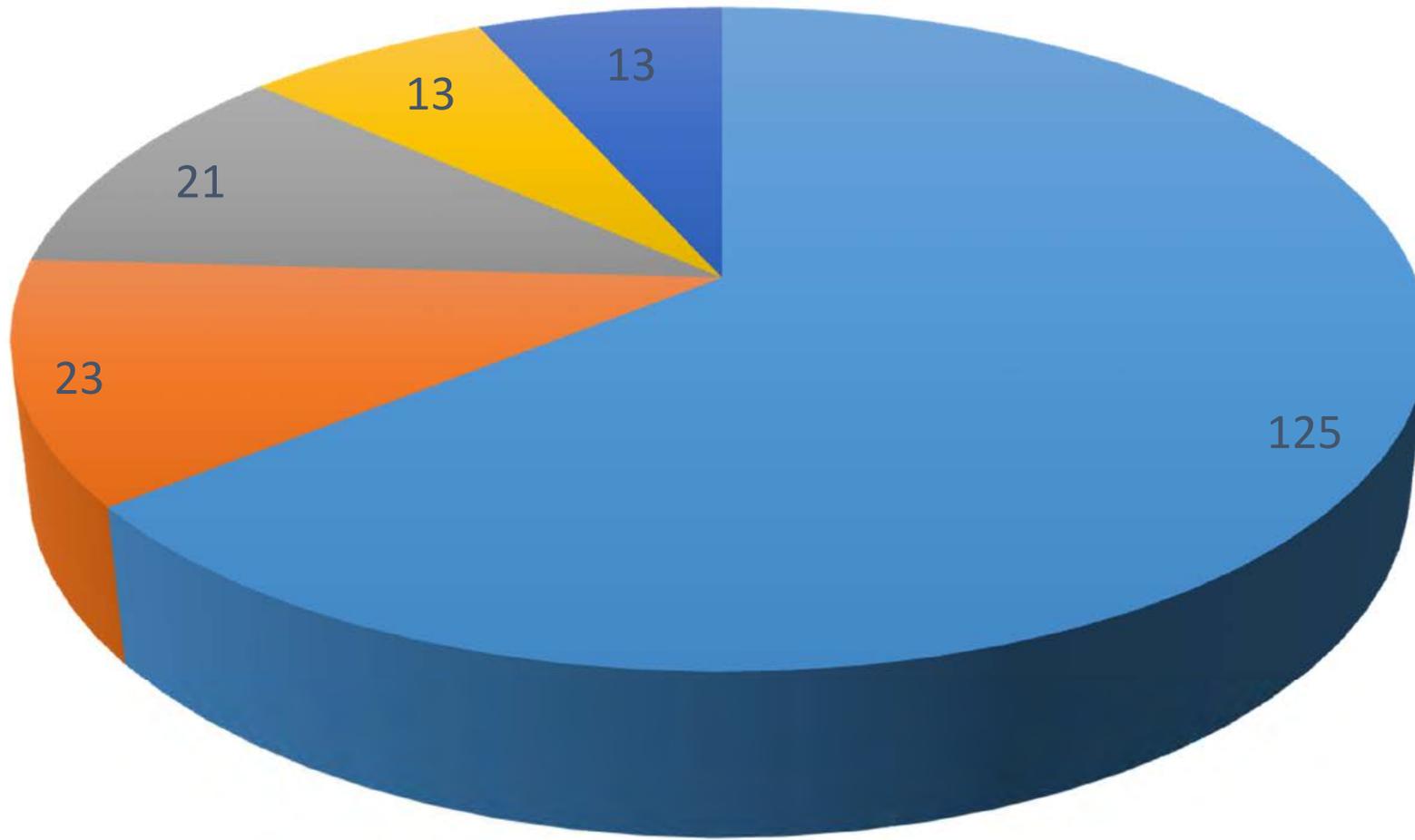


EPD Top Injury Locations



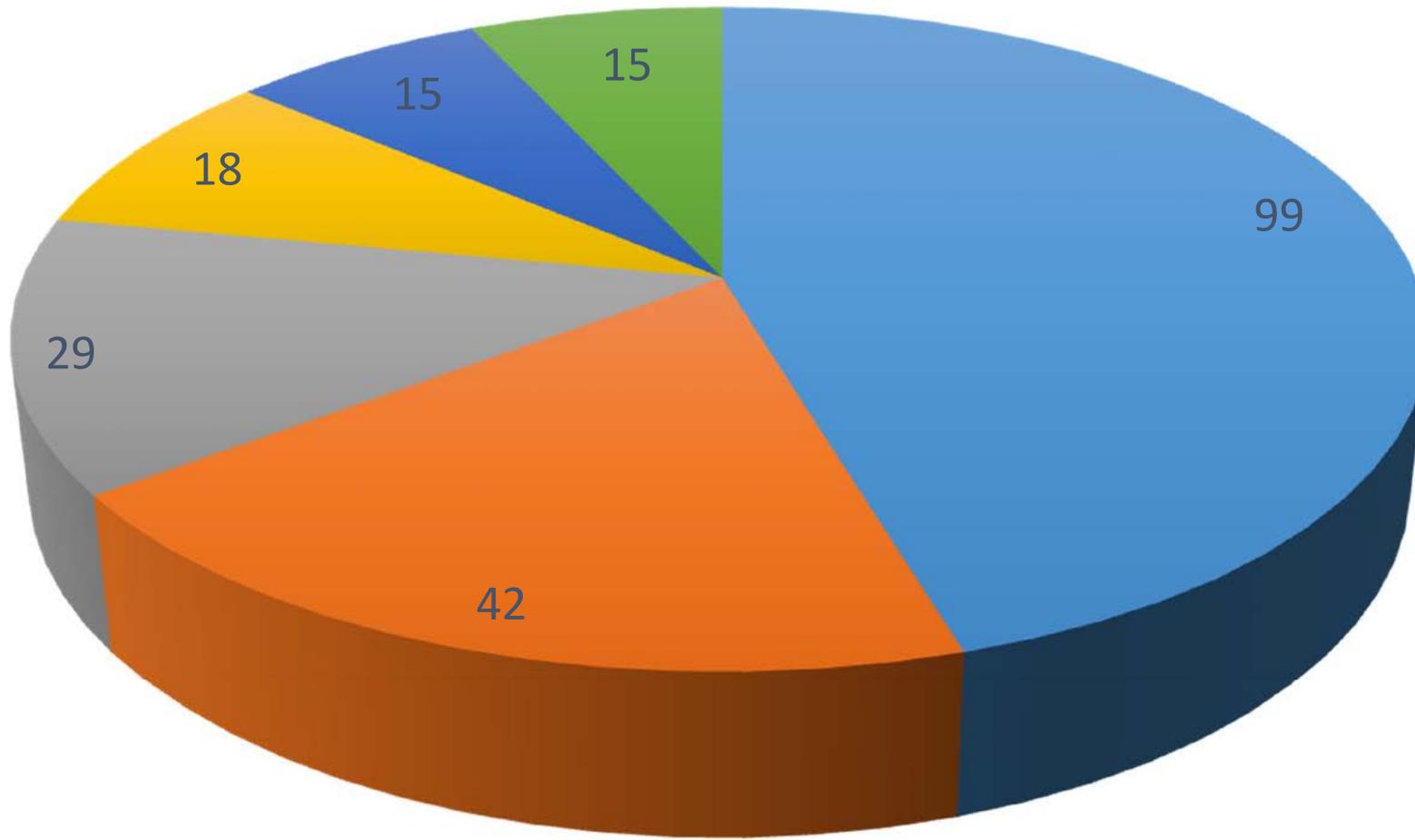
■ Finger ■ Knee ■ Shoulder ■ Hand ■ Back

EPD Top Injury Types



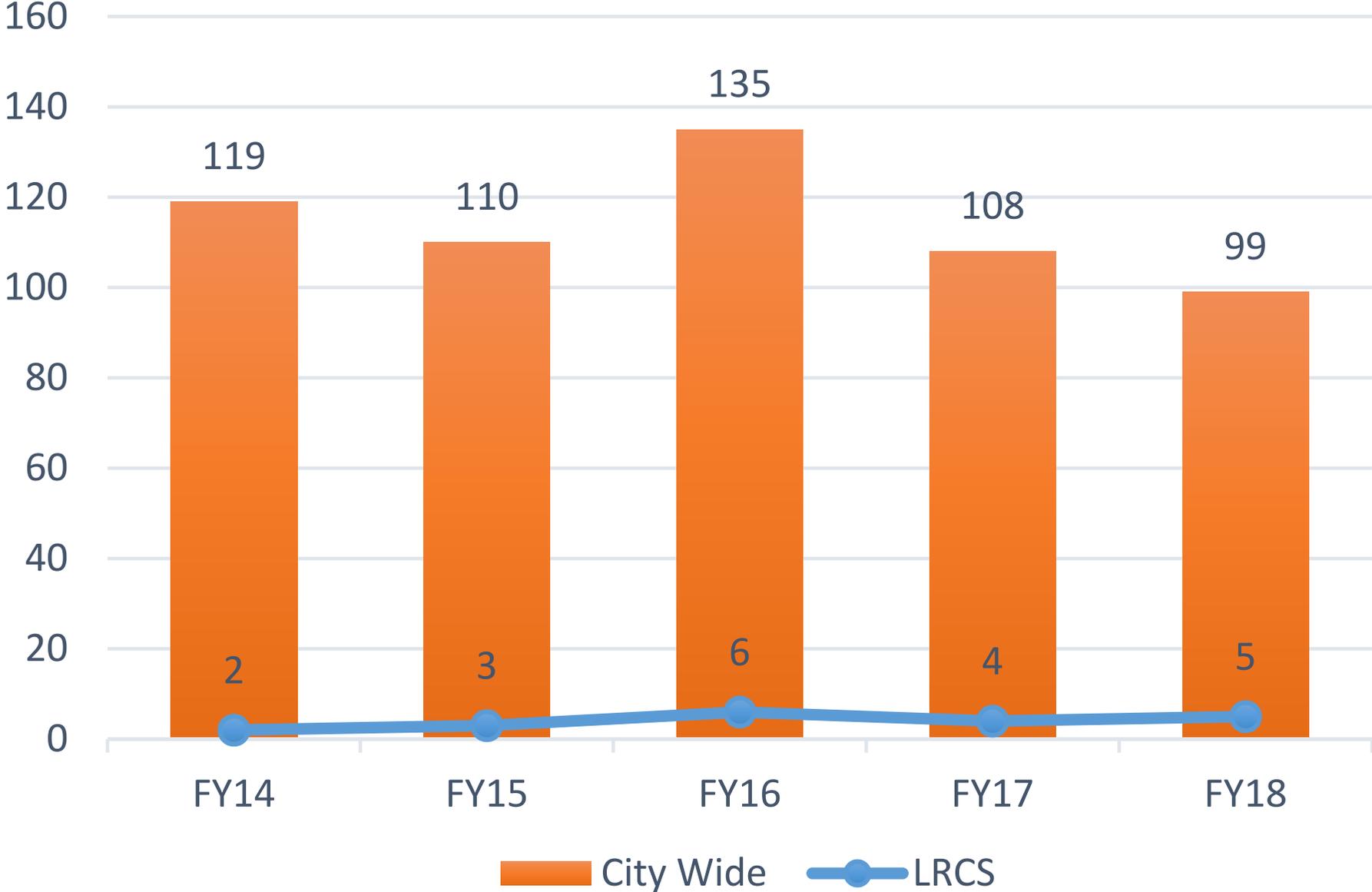
■ Sprain/Strain ■ Contusion ■ Exposure ■ Needlestick ■ Fracture/Break

EPD Top Injury Causes

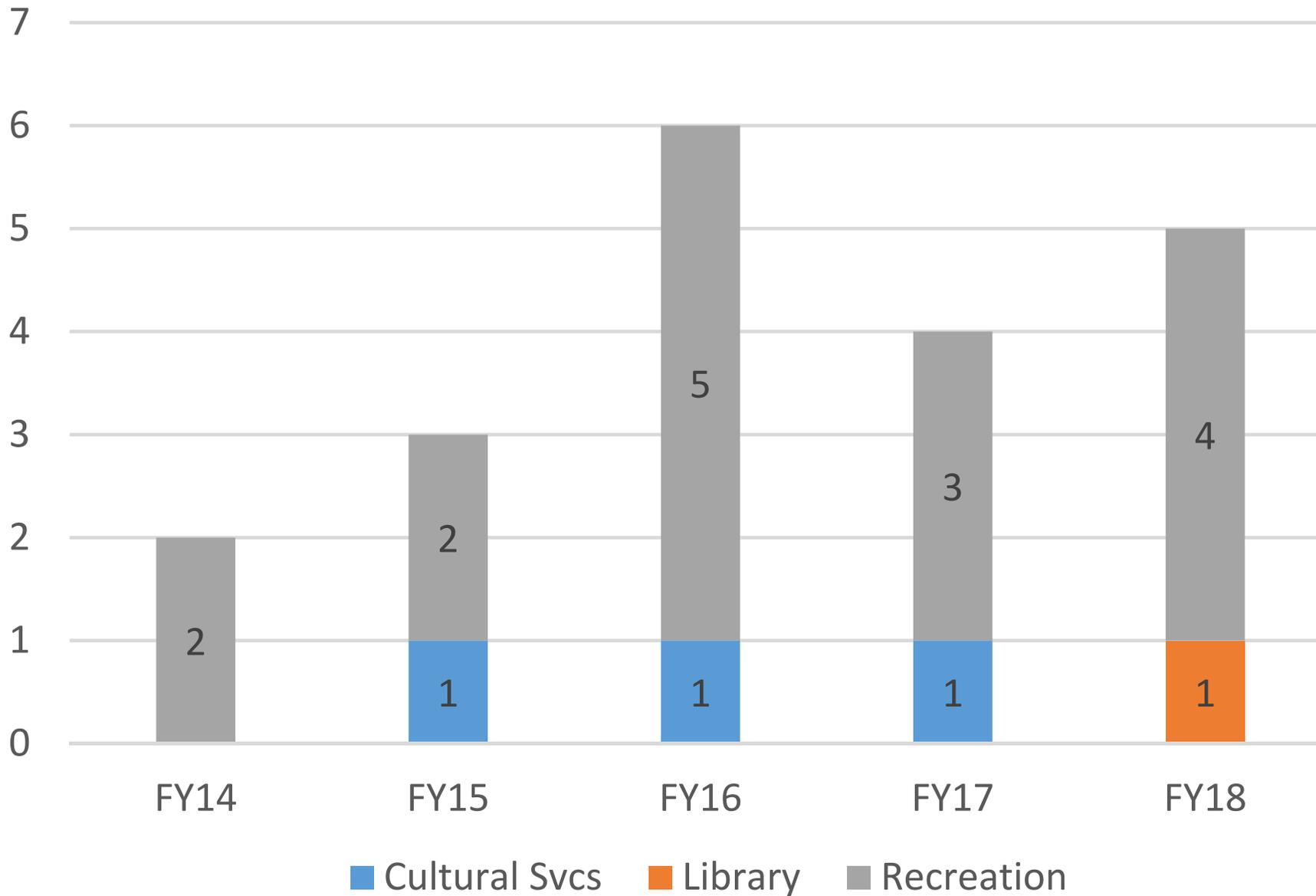


- Arrest
- Training/Exercise
- Driving/Vehicle
- Walking/Running
- Material Handling
- Foot Pursuit

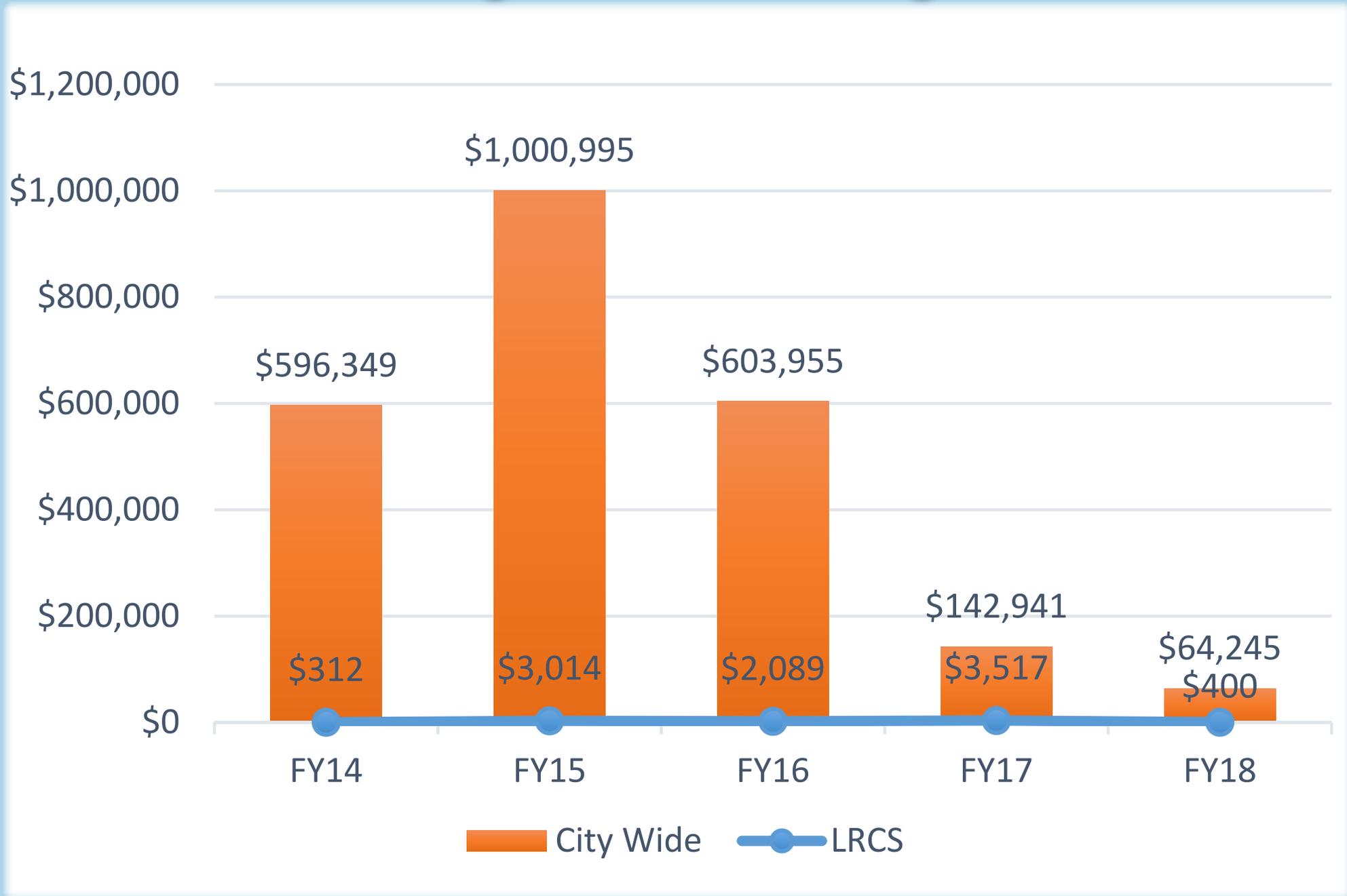
LRCs vs City-Wide Liability Claims



LRCS Liability Claims by Division

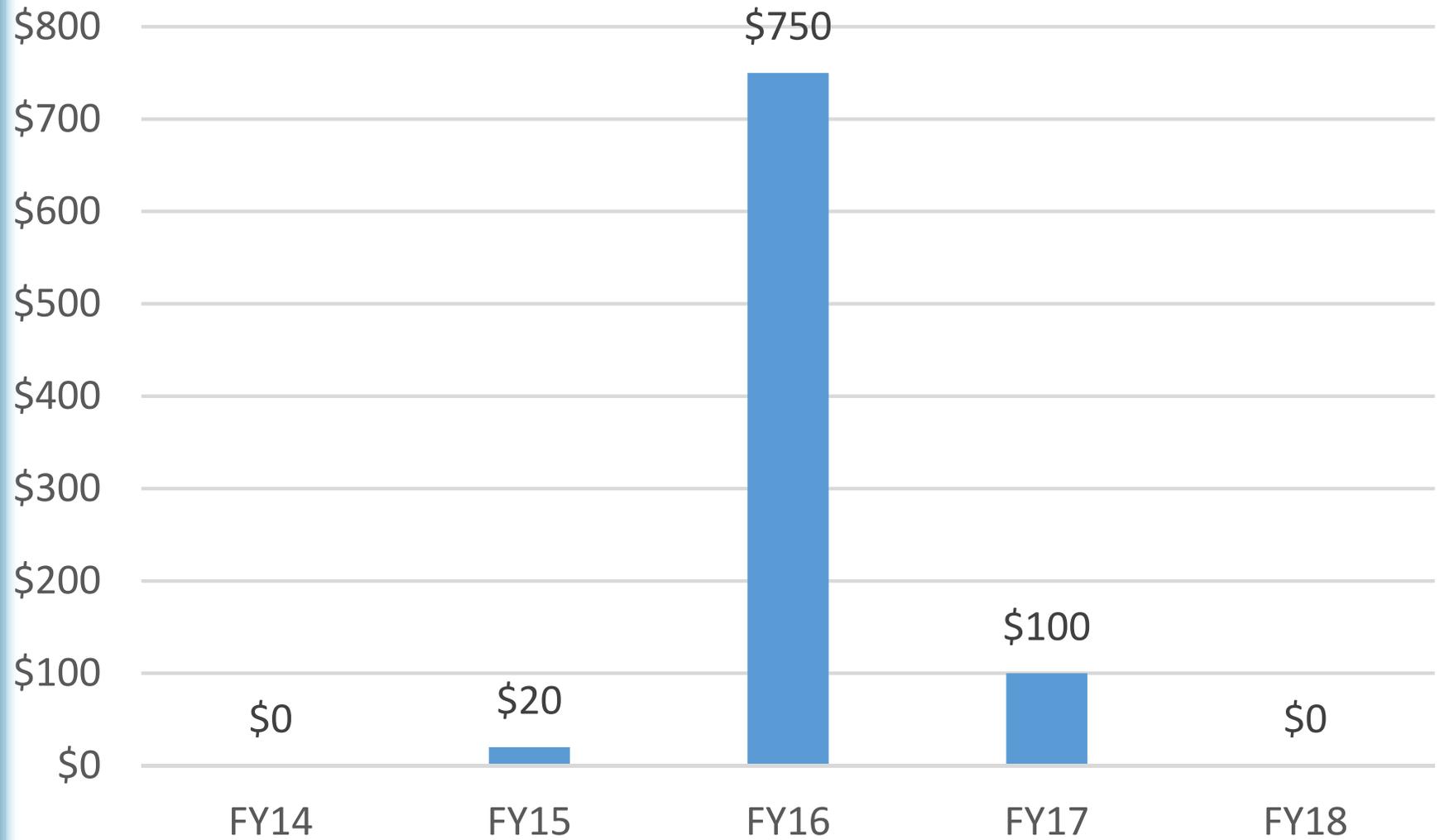


LRCs vs City-Wide Liability Incurred



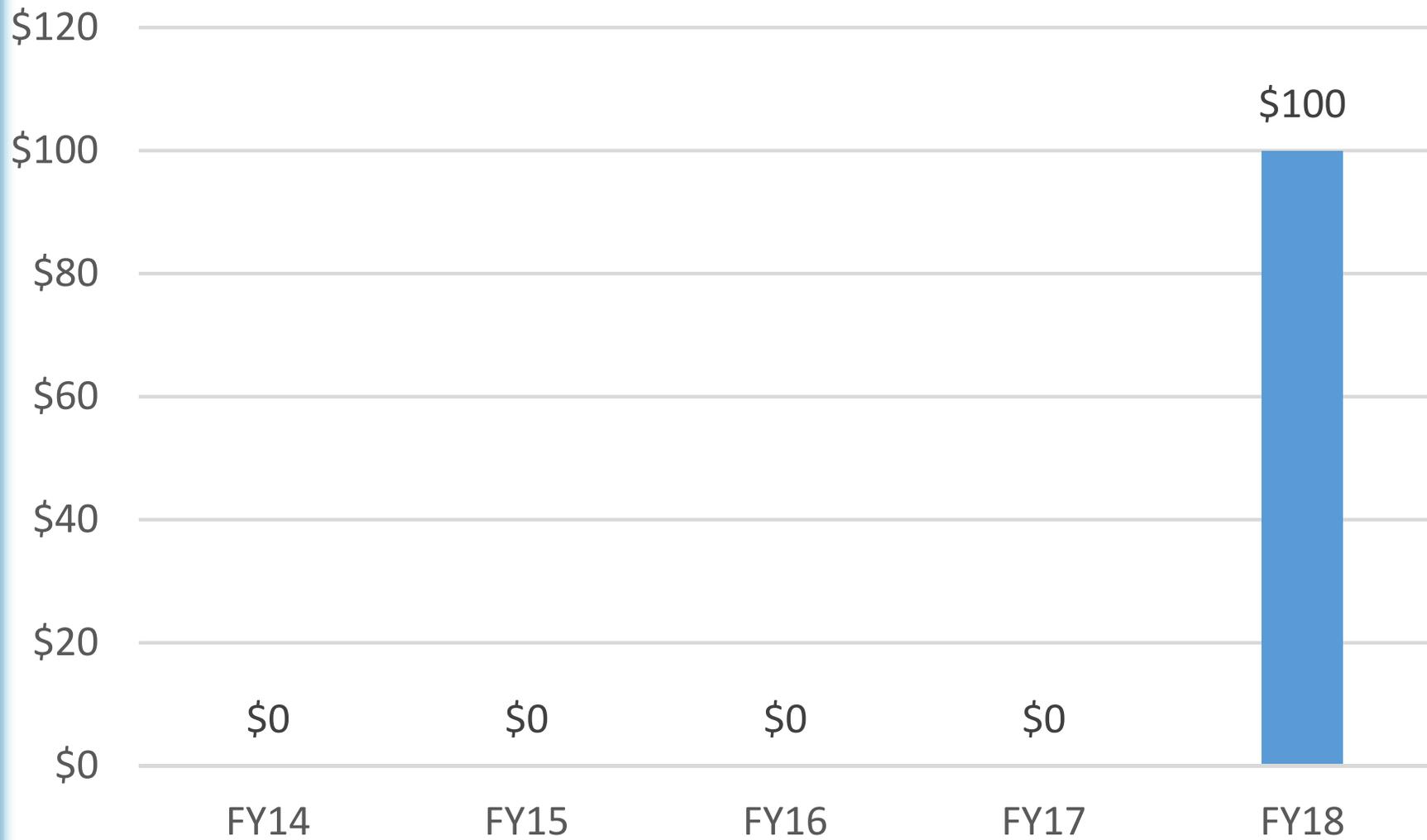
Cultural Services Liability Incurred

[Cultural Services](#)
[Library](#)
[Recreation](#)



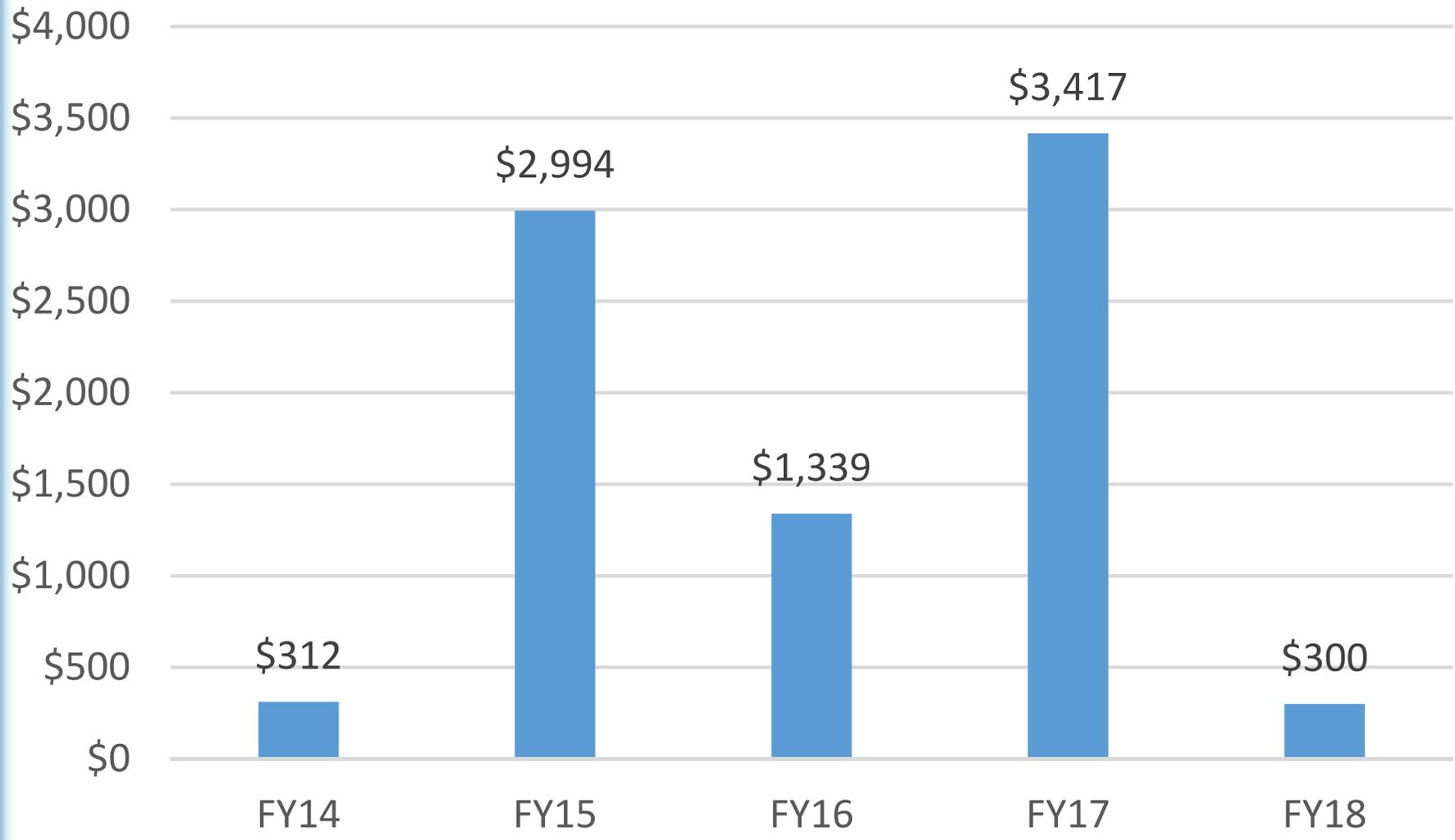
Library Liability Incurred

[Cultural Services](#)
[Library](#)
[Recreation](#)

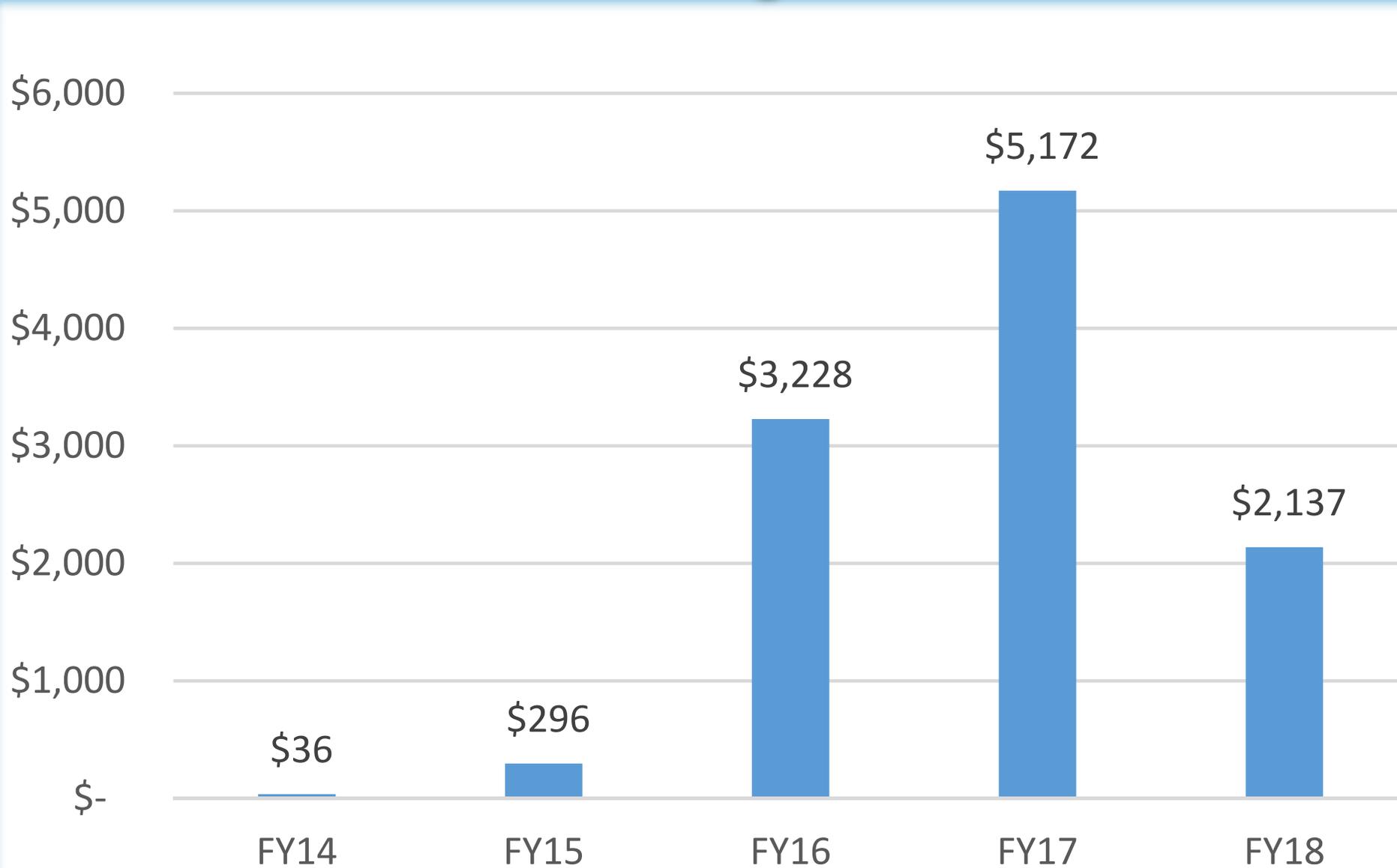


Recreation Liability Incurred

[Cultural Services](#)
[Library](#)
[Recreation](#)



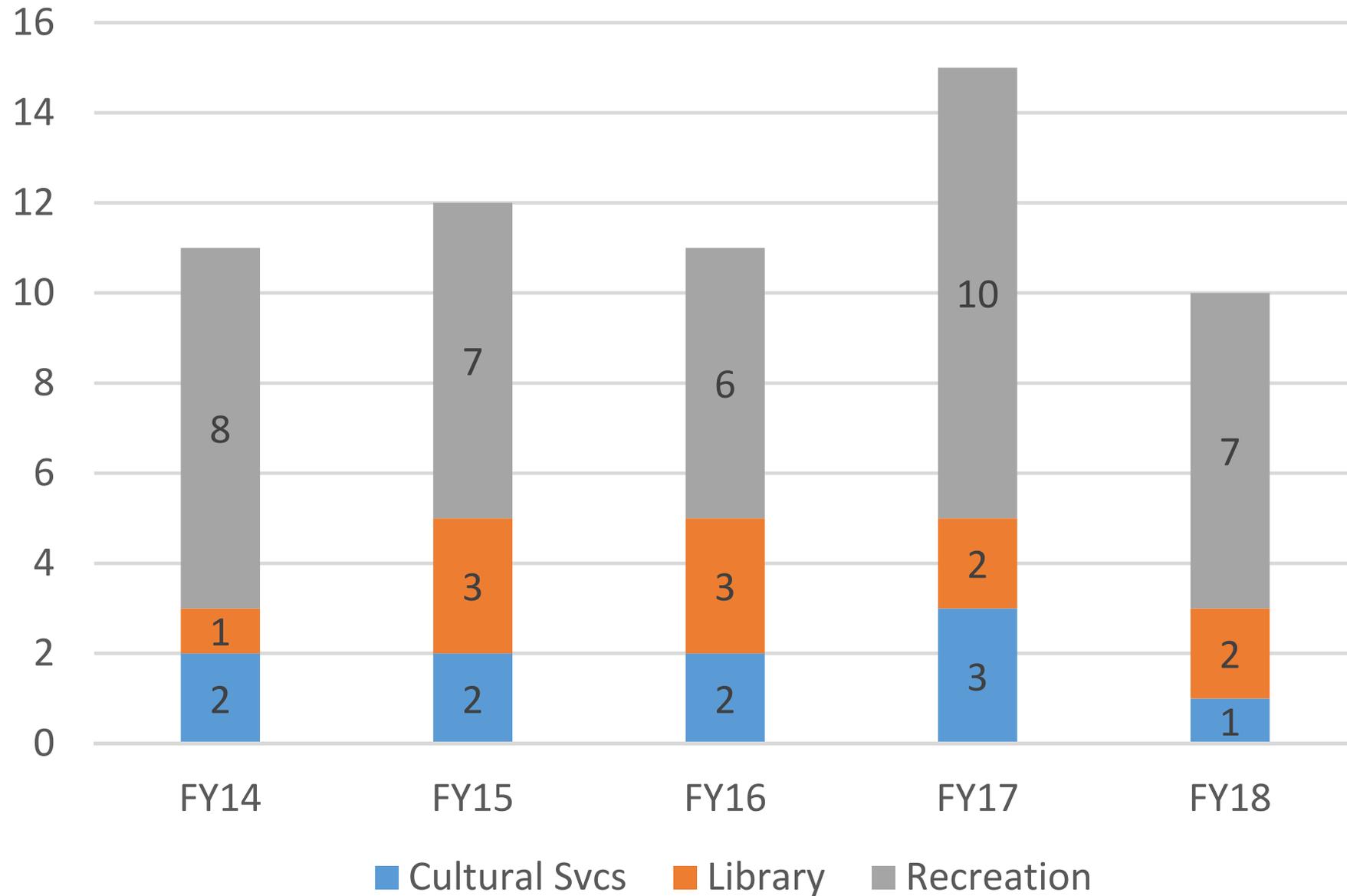
LRCs Liability Total Paid



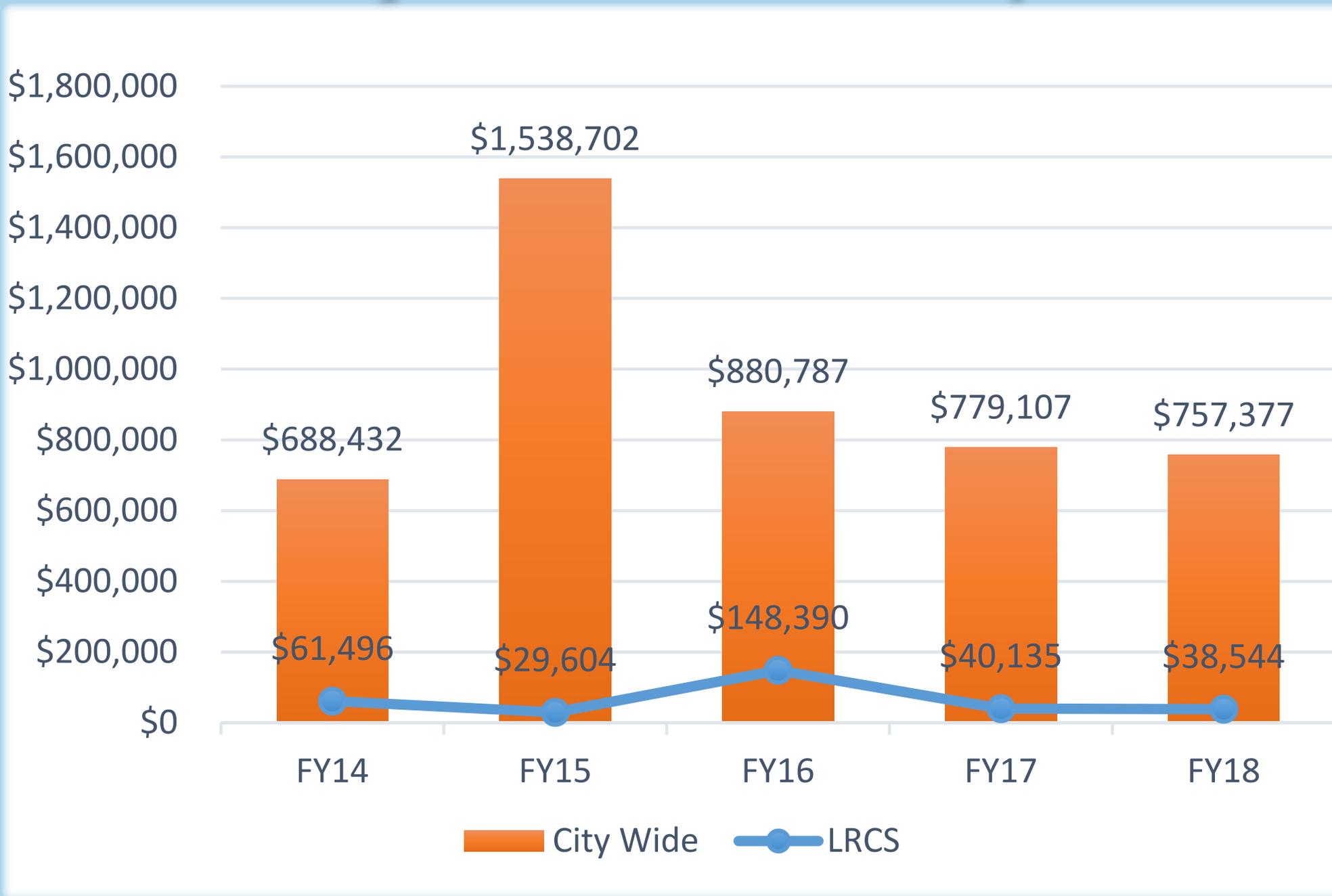
LRCs vs City-Wide Workers Comp Claims



LRCs Workers Comp Claims by Division

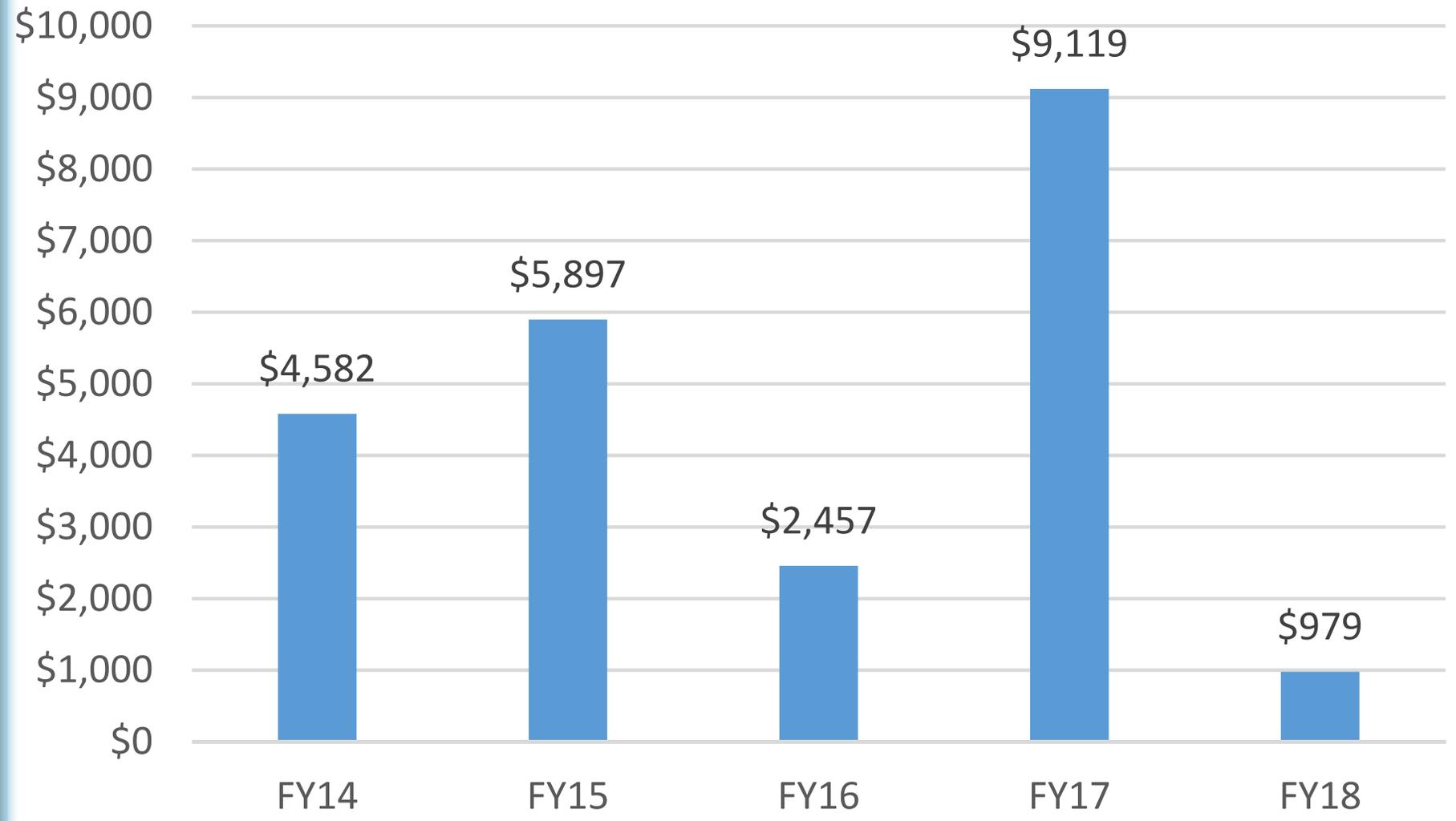


LRCs vs City-Wide Workers Comp Incurred



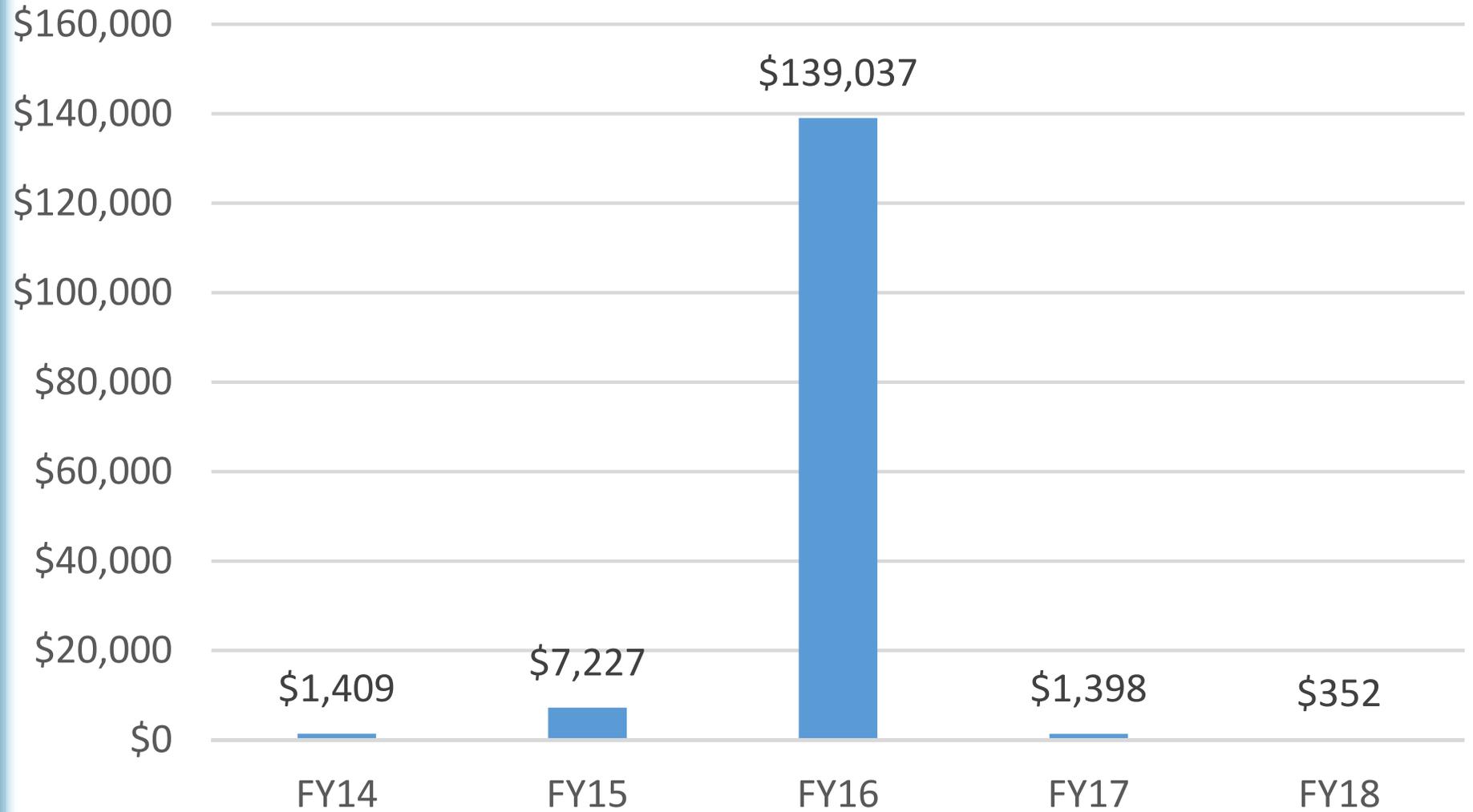
Cultural Services Workers Comp Incurred

[Cultural Services](#)
[Library](#)
[Recreation](#)



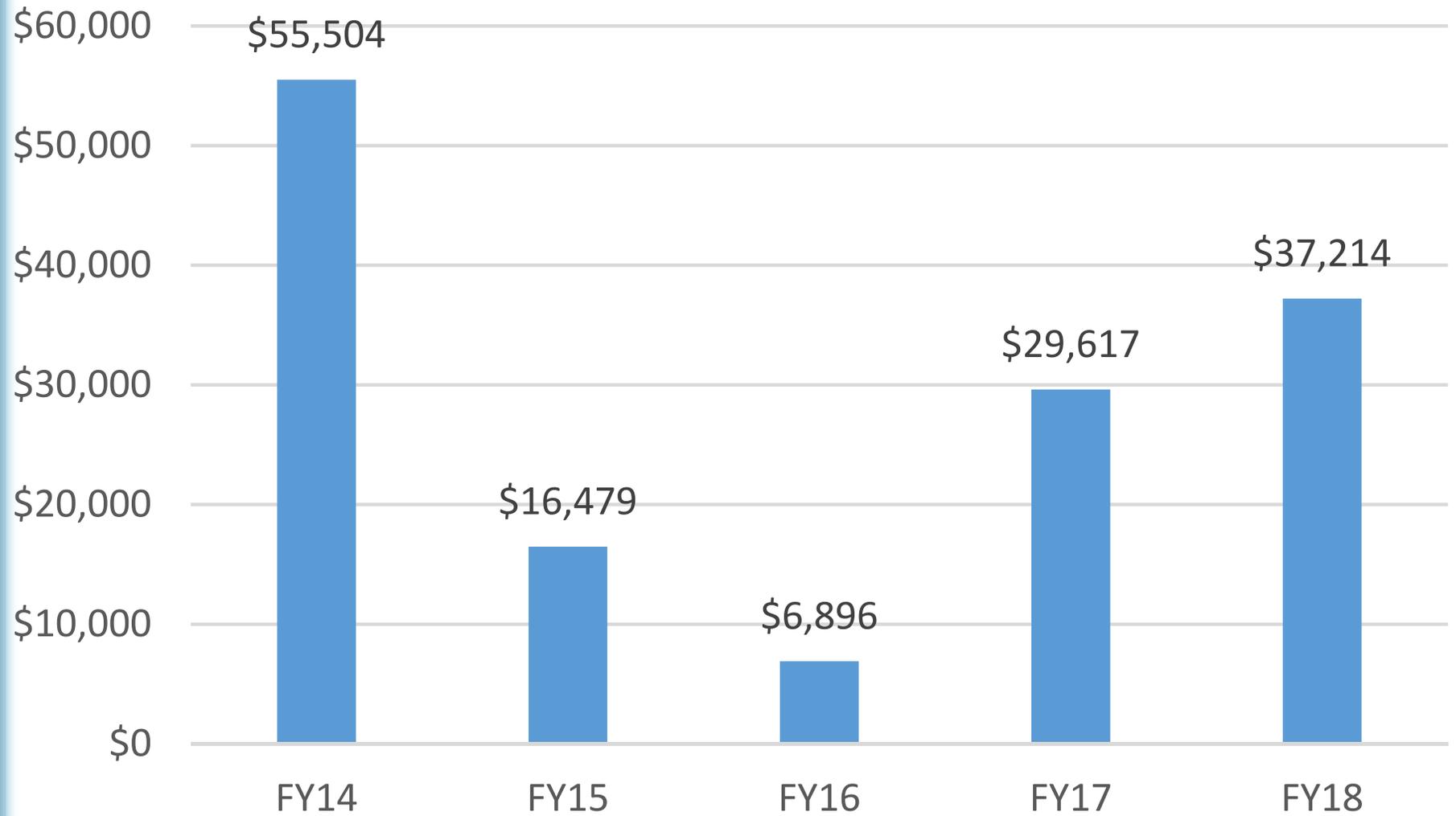
Library Workers Comp Incurred

[Cultural Services](#)
[Library](#)
[Recreation](#)

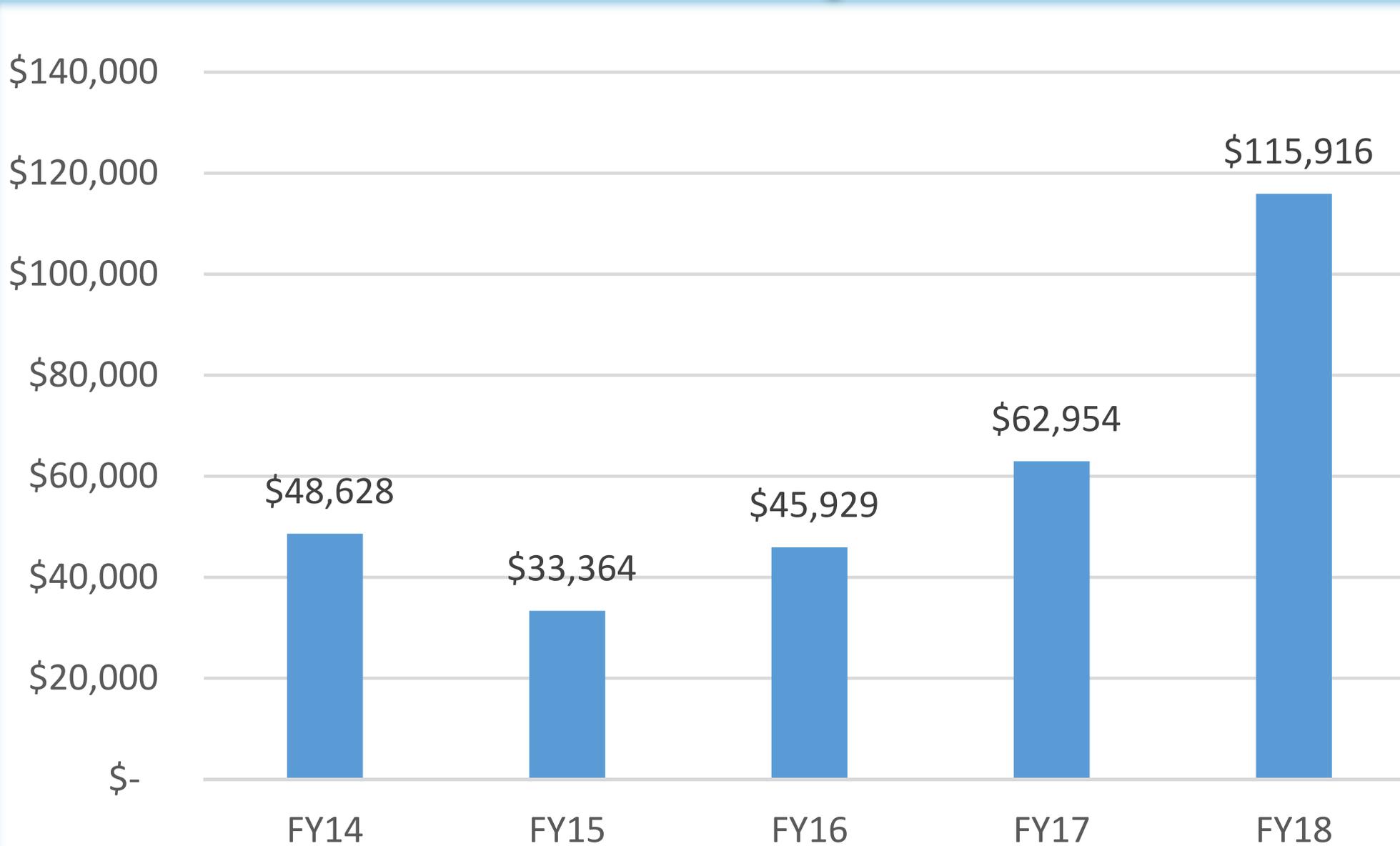


Recreation Workers Comp Incurred

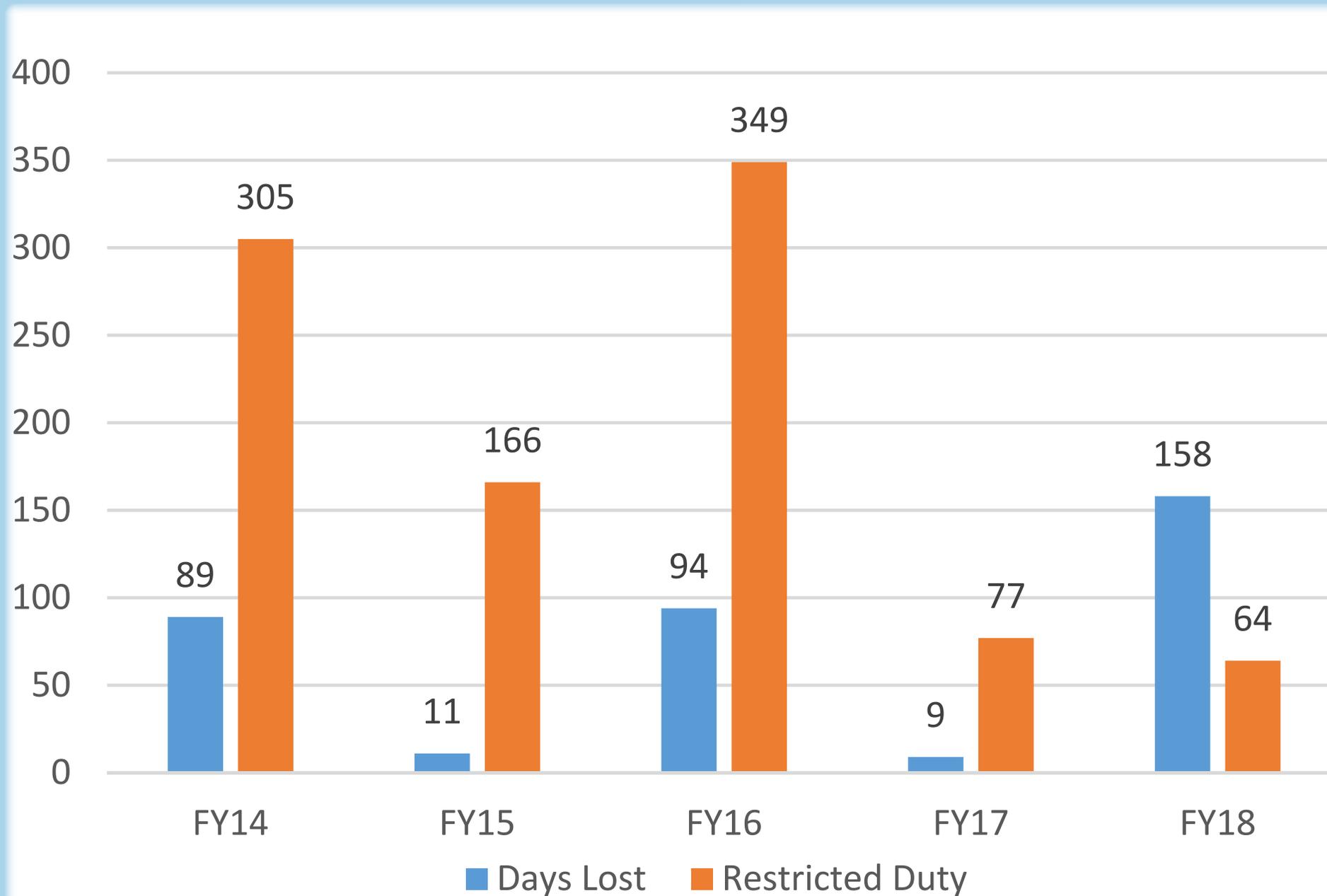
[Cultural Services](#)
[Library](#)
[Recreation](#)



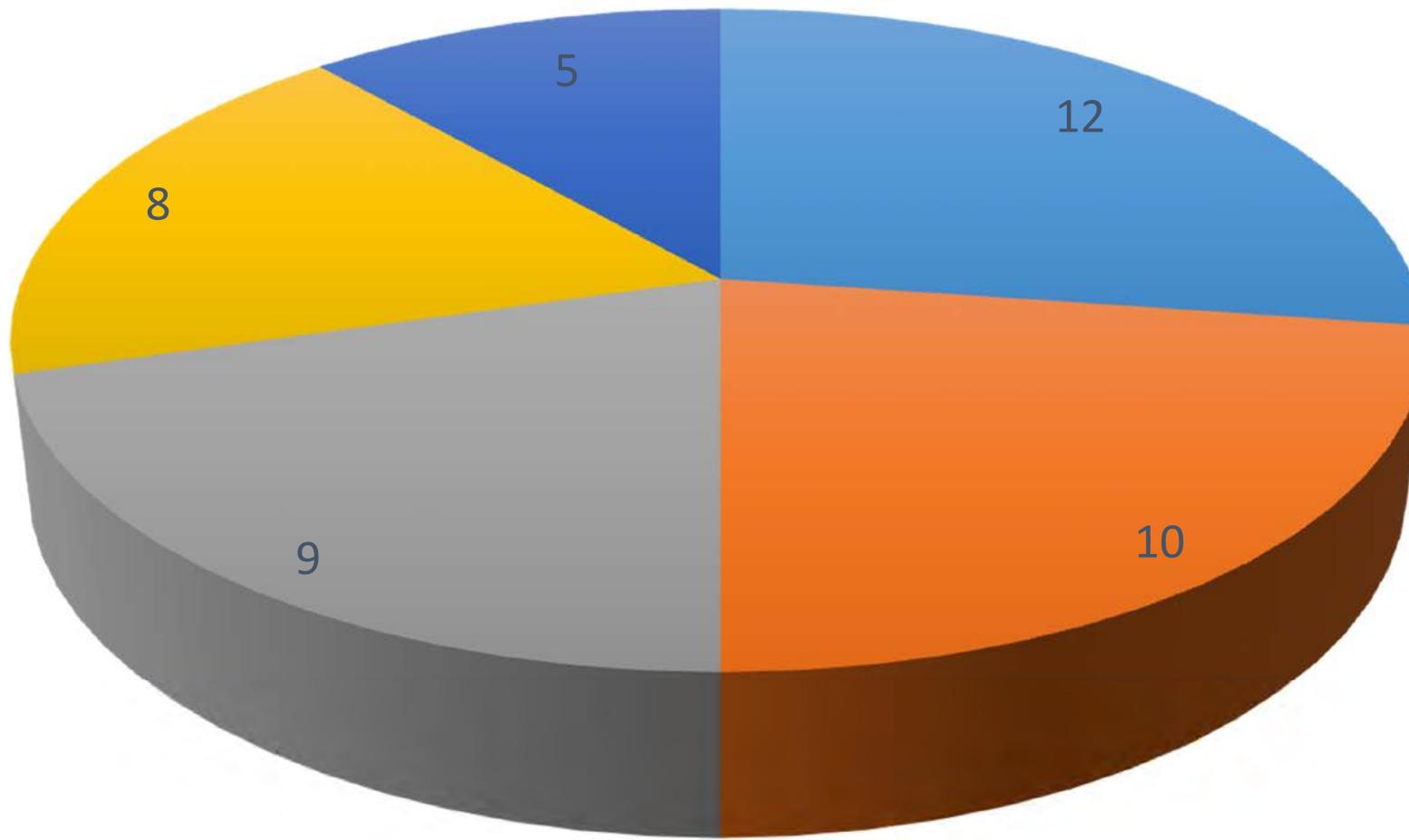
L RCS Workers Comp Total Paid



LRCS Time Loss & Modified

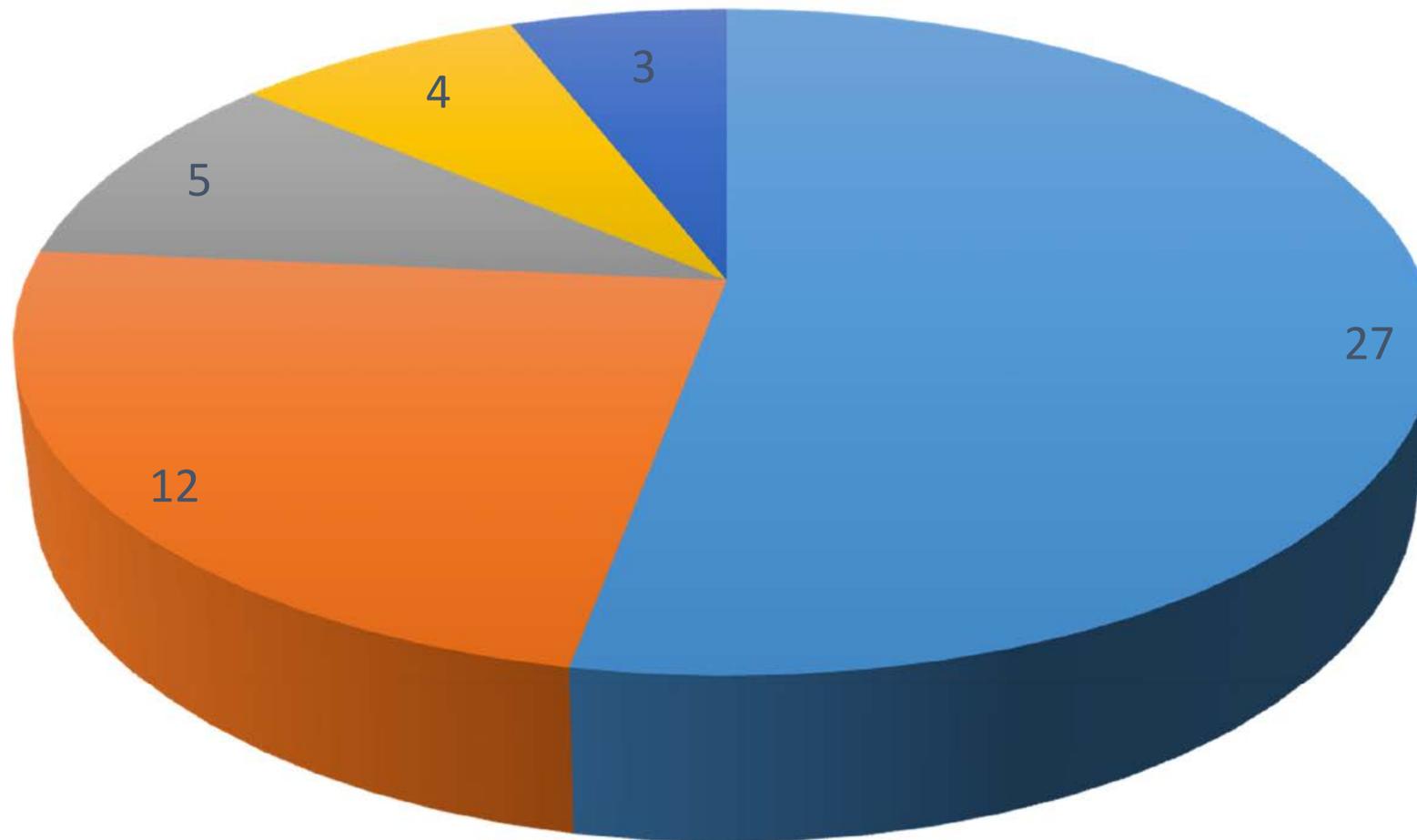


LRCs Top Injury Locations



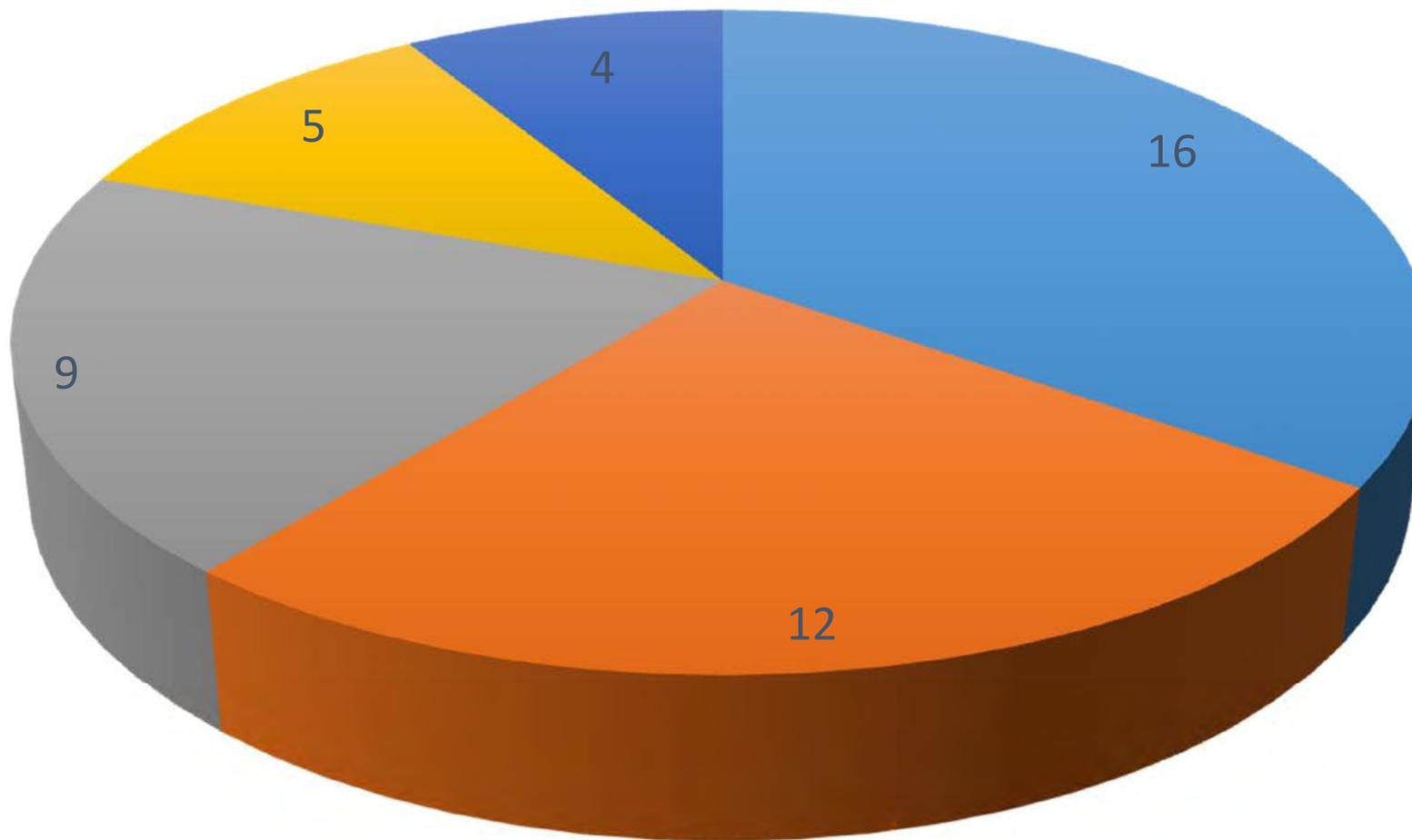
■ Finger ■ Back ■ Head ■ Shoulder ■ Foot

LRCs Top Injury Types



■ Sprain/Strain ■ Contusion ■ Fracture/Break ■ Laceration ■ Concussion

LRCs Top Injury Causes



■ Rec Activity

■ Material Handling

■ Walking/Running

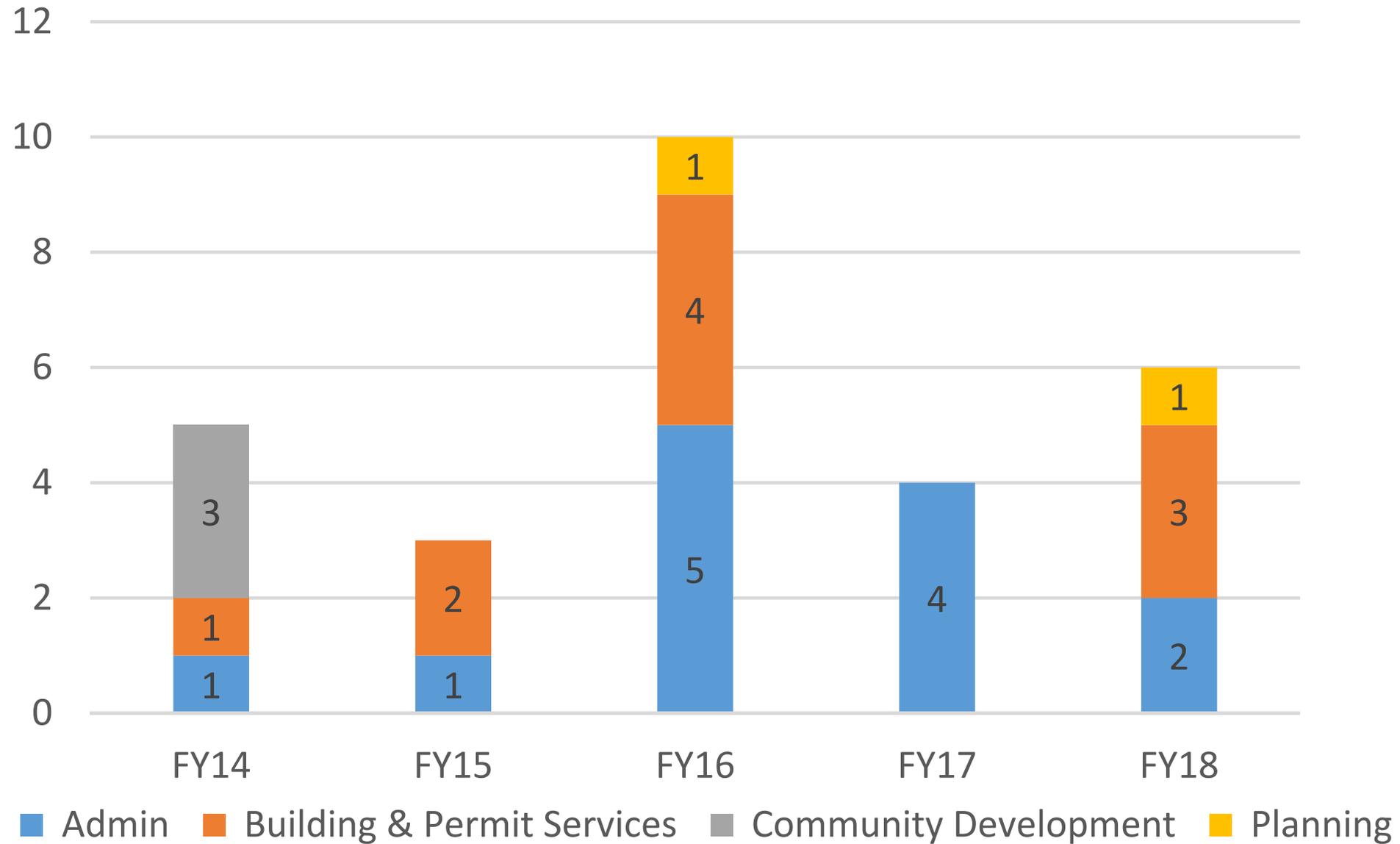
■ Equipment/Tool Usage

■ Cleaning

PDD vs City-Wide Liability Claims



PDD Liability Claims by Division

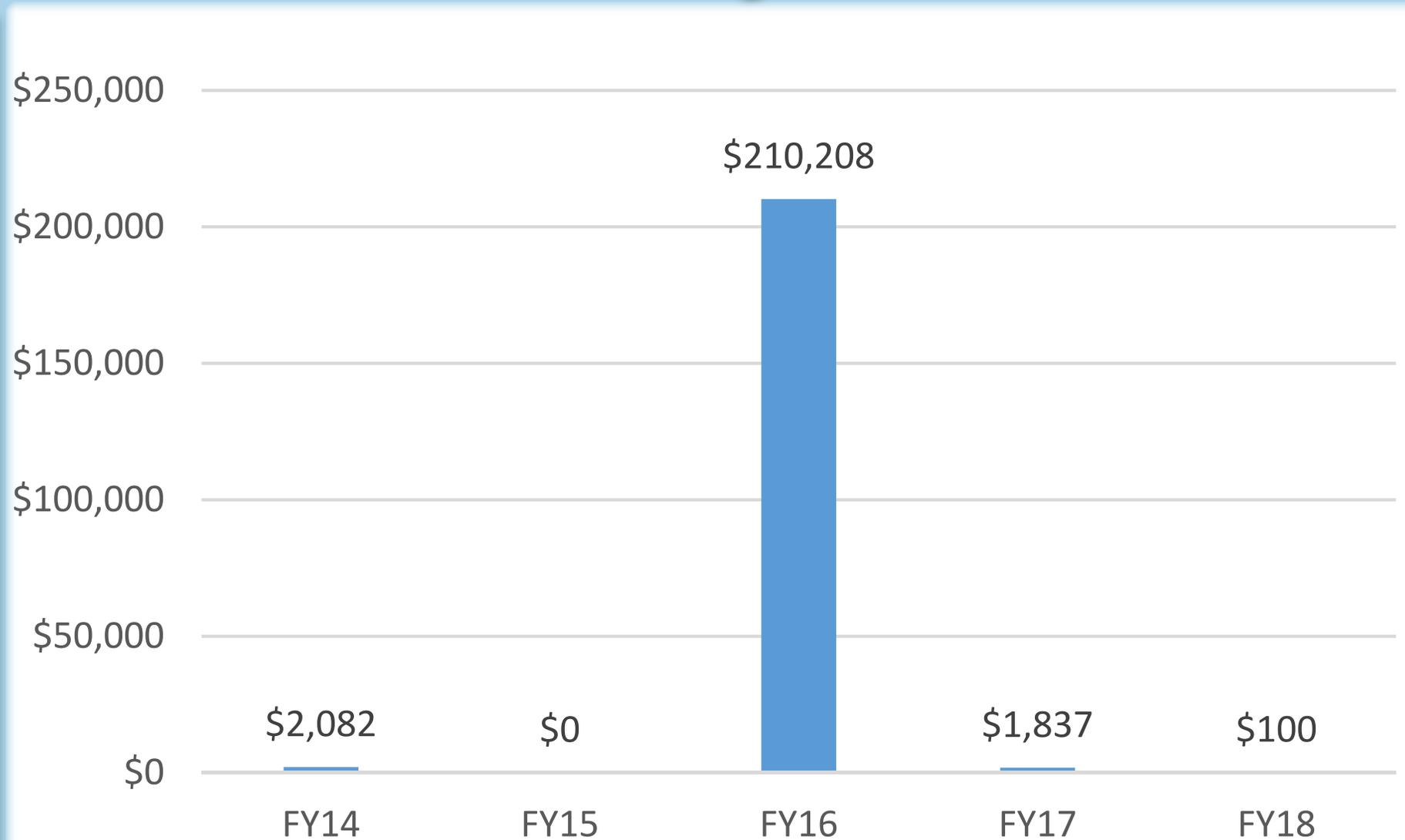


PDD vs City-Wide Liability Incurred



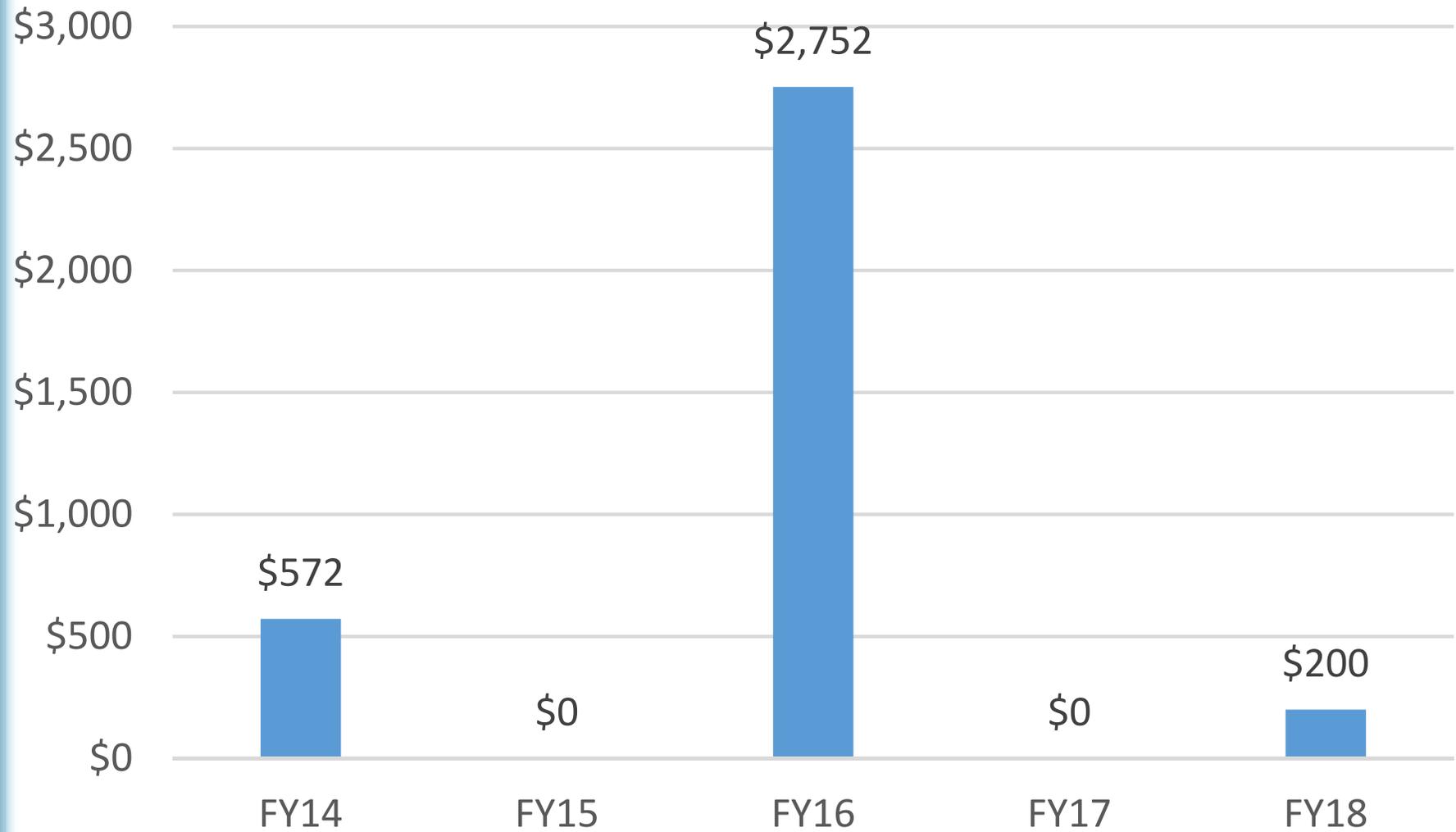
Administration Liability Incurred

- [Administration](#)
- [Building & Permitting](#)
- [Community Dev.](#)
- [Planning](#)



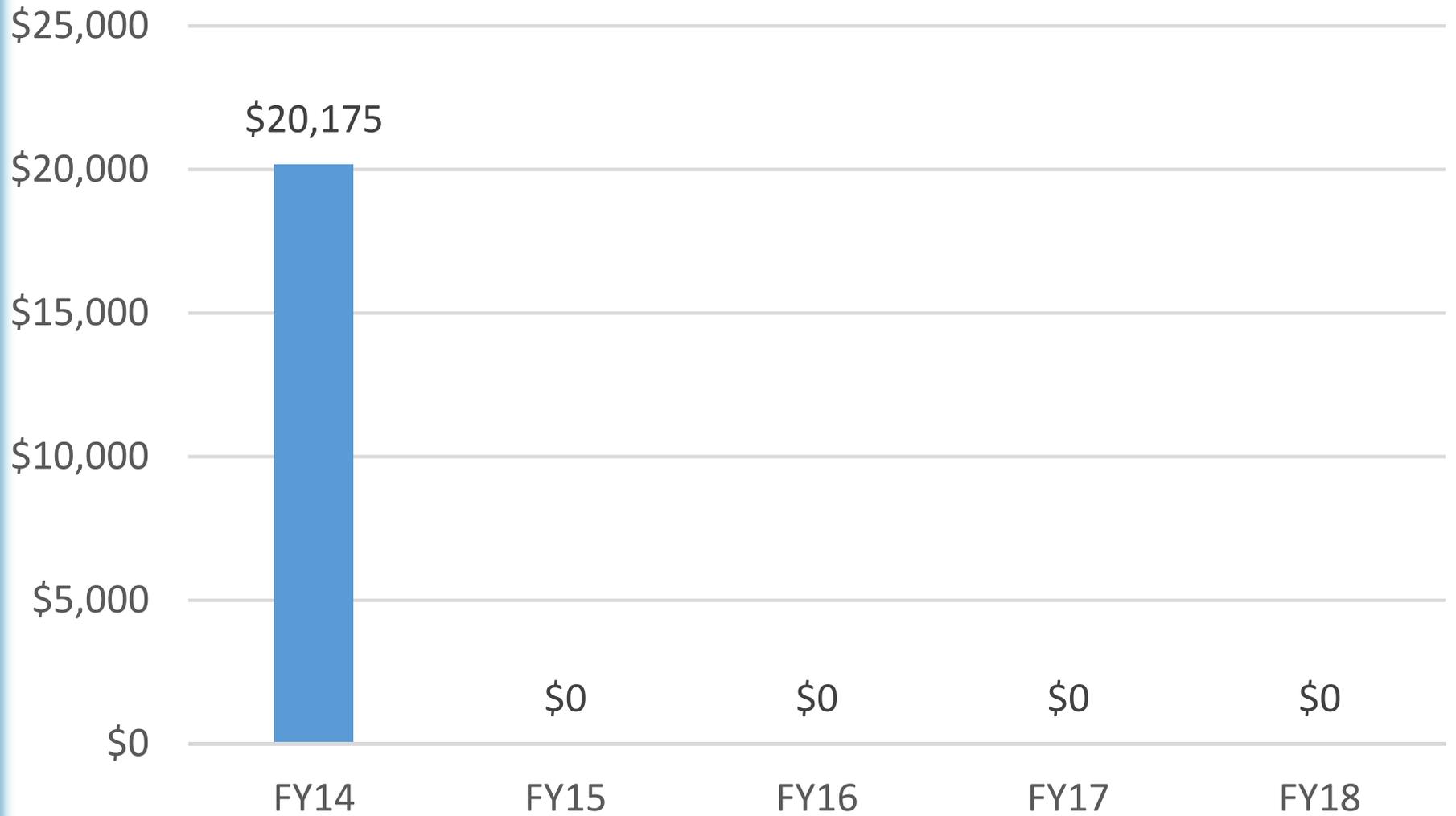
Building & Permitting Liability Incurred

- [Administration](#)
- [Building & Permitting](#)
- [Community Dev.](#)
- [Planning](#)



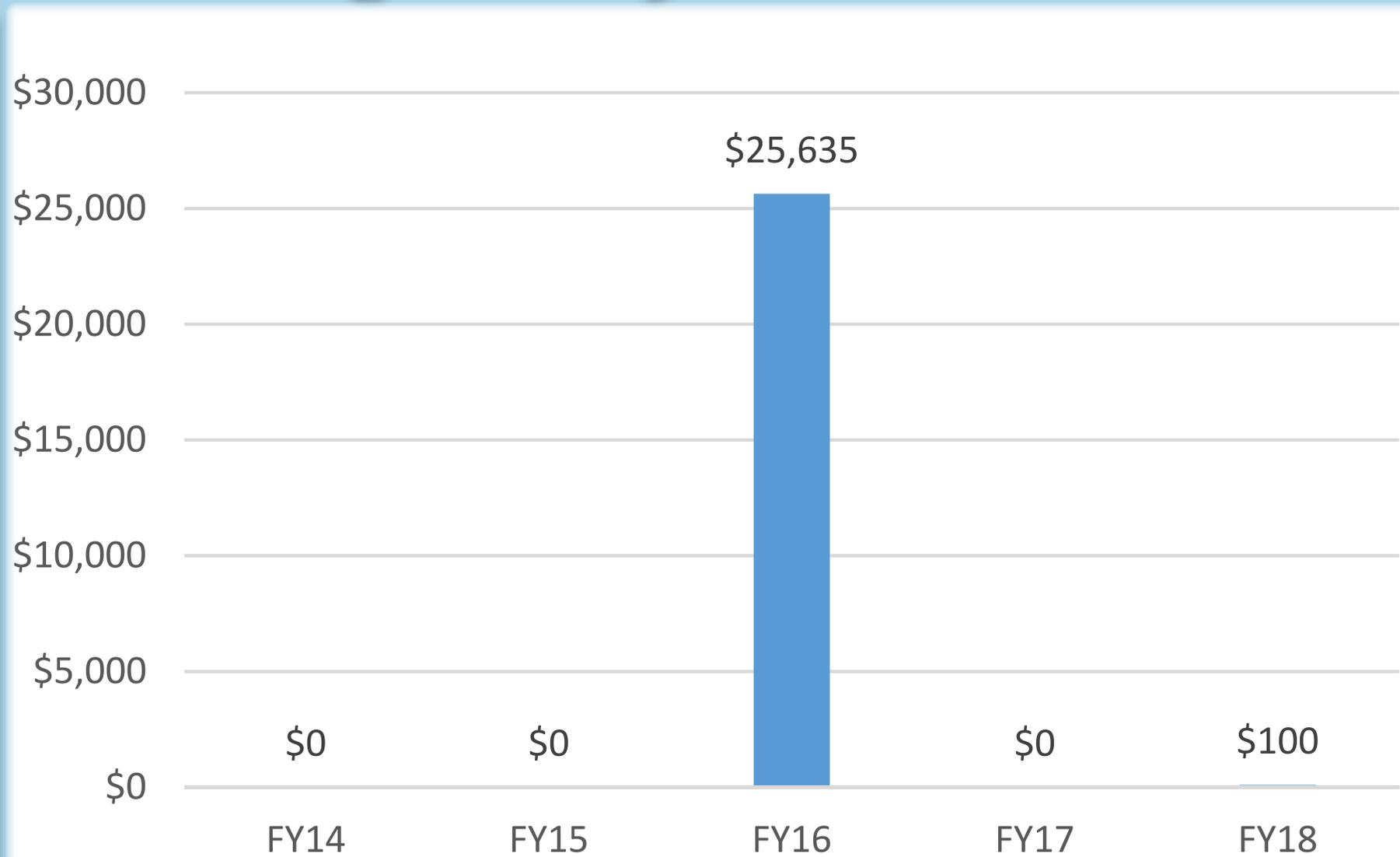
Community Development Liability Incurred

- [Administration](#)
- [Building & Permitting](#)
- [Community Dev.](#)
- [Planning](#)

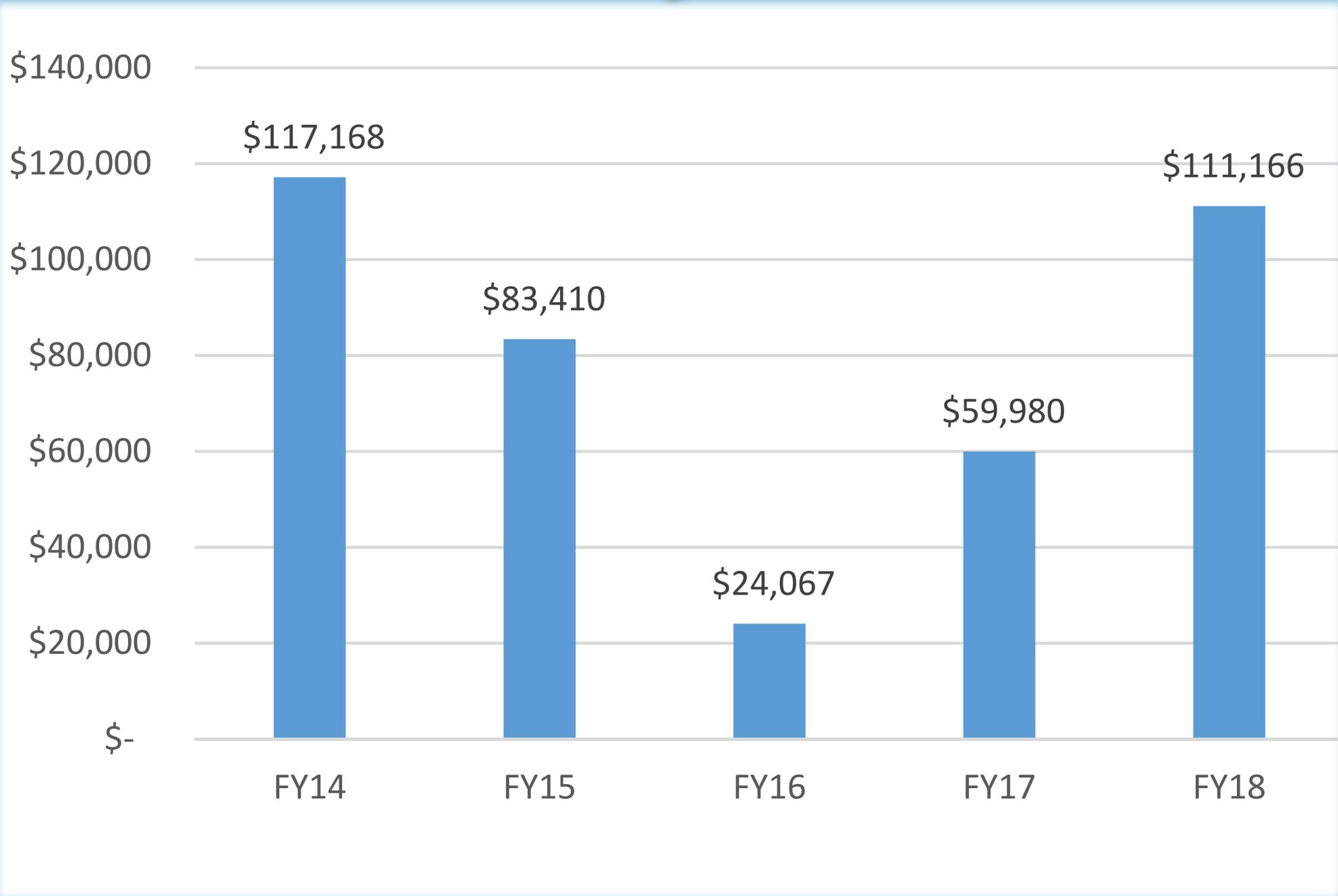


Planning Liability Incurred

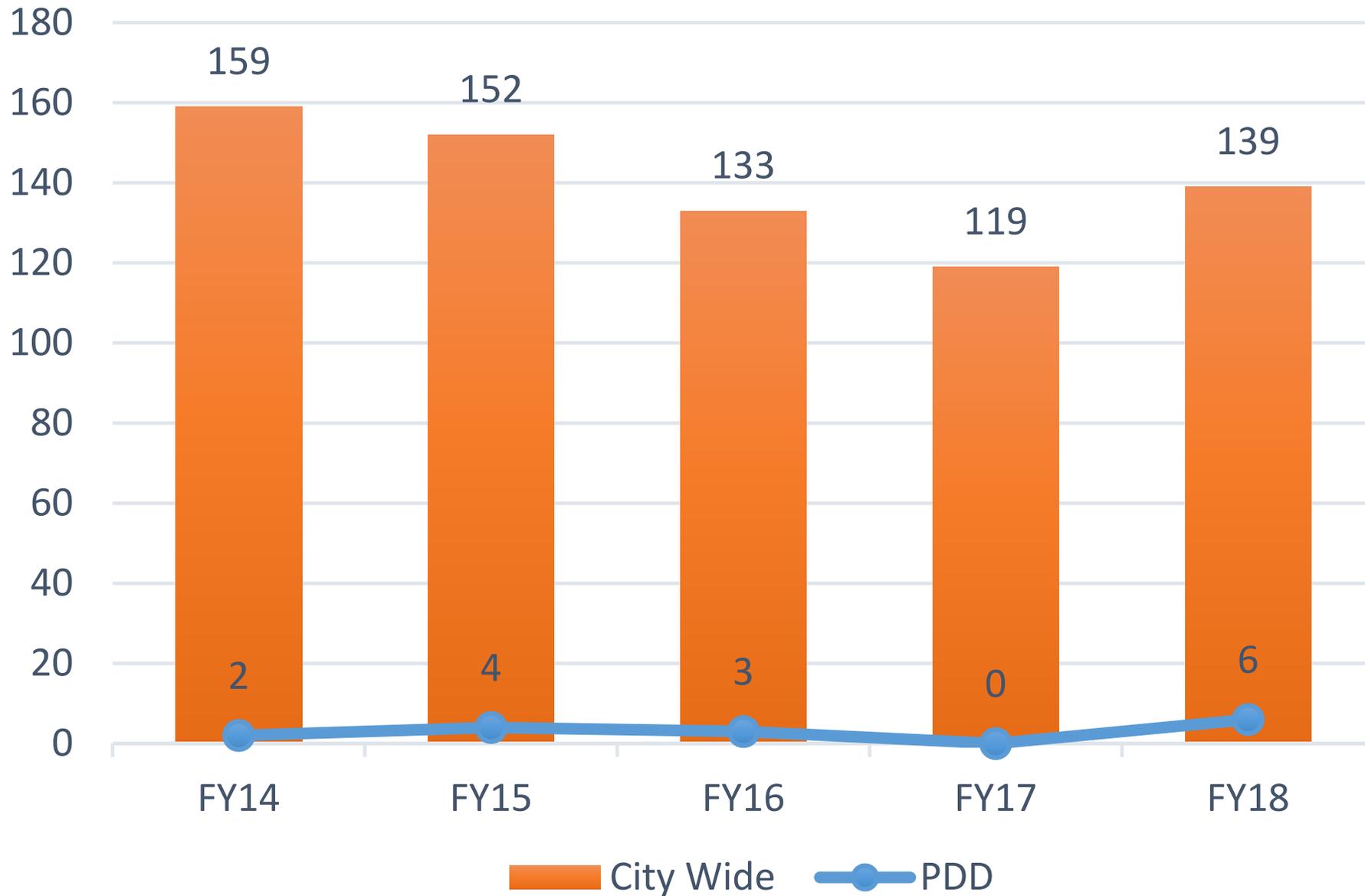
- [Administration](#)
- [Building & Permitting](#)
- [Community Dev.](#)
- [Planning](#)



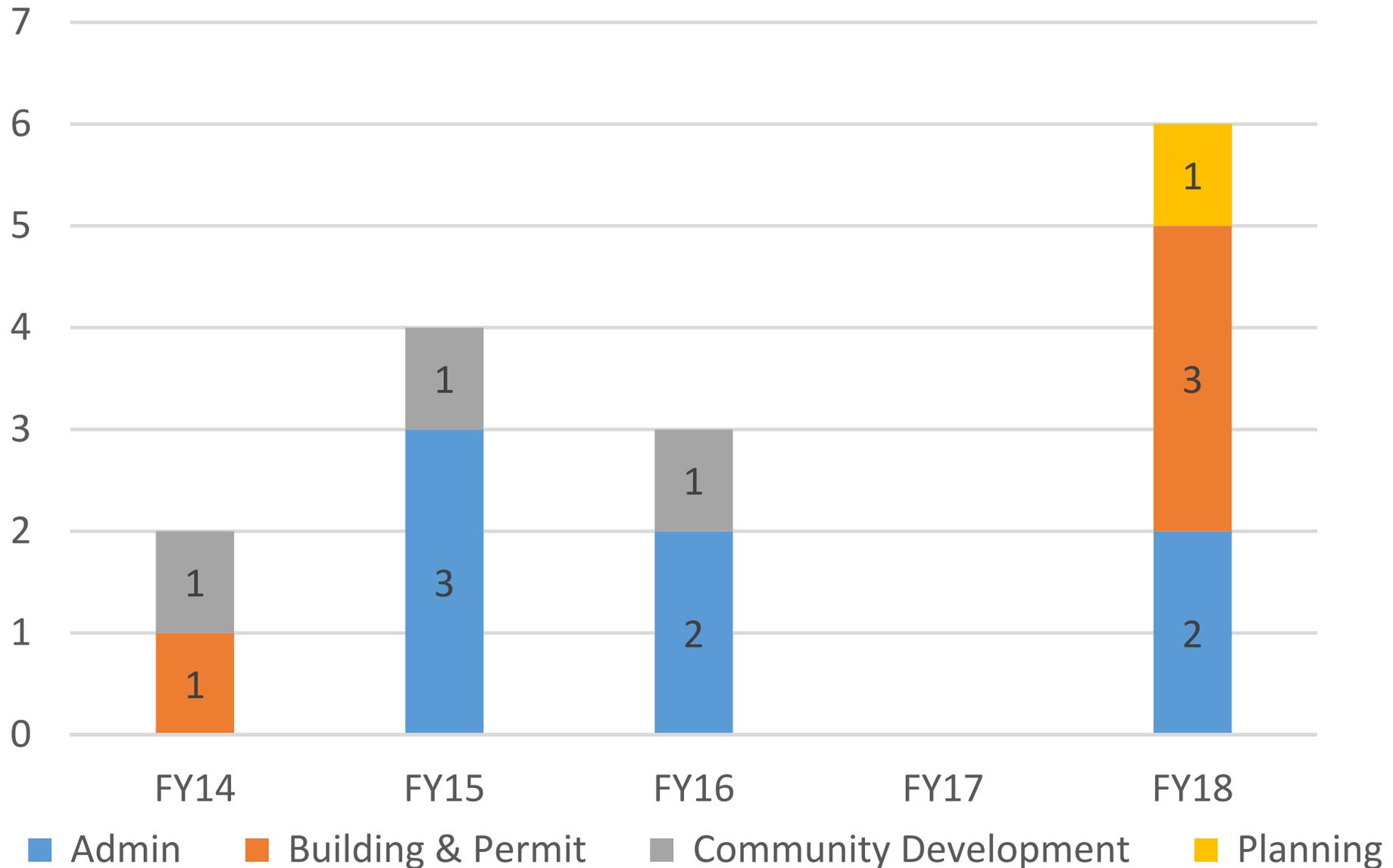
PDD Liability Total Paid



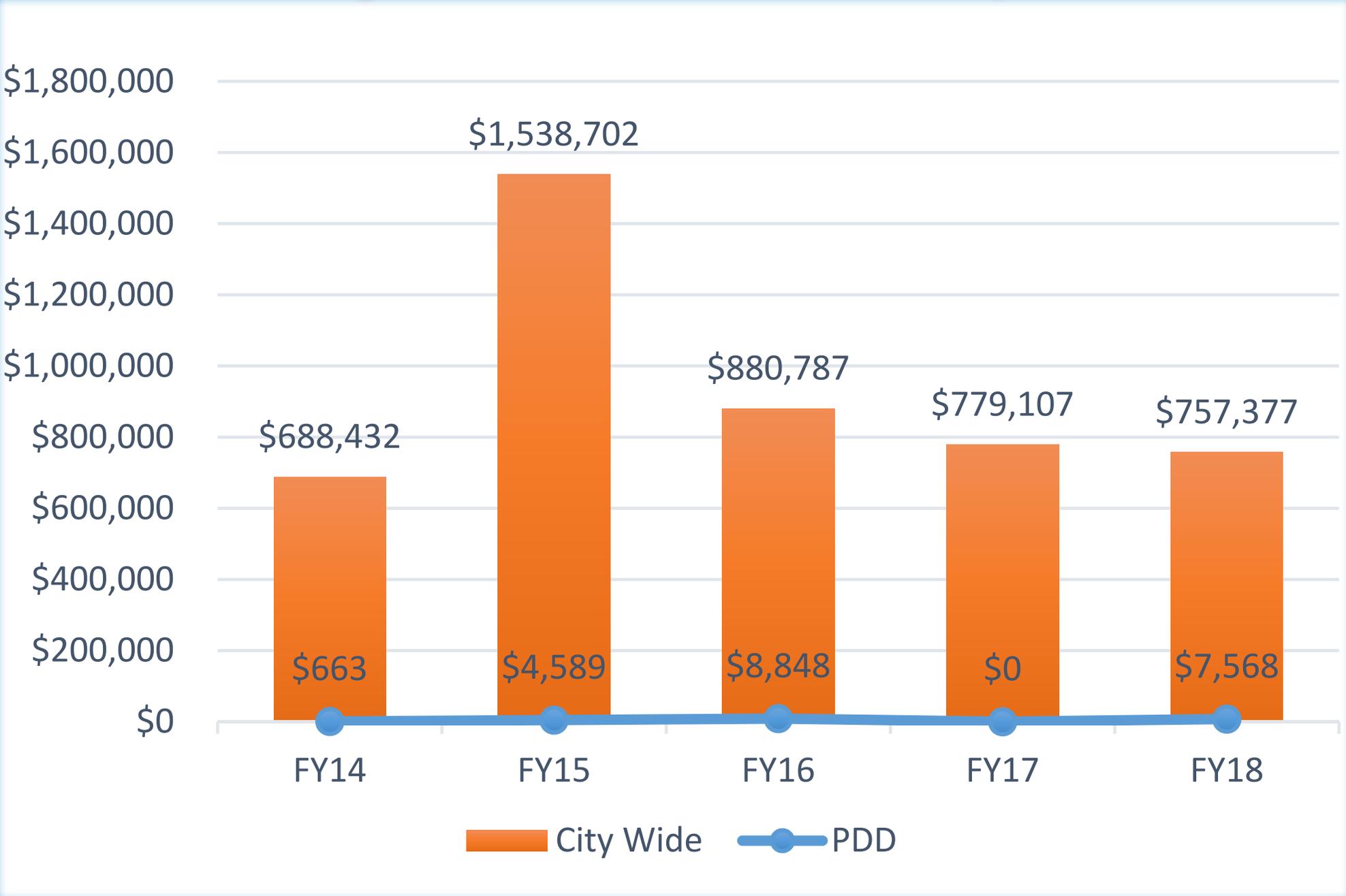
PDD vs City-Wide Workers Comp Claims



PDD Workers Comp Claims by Division

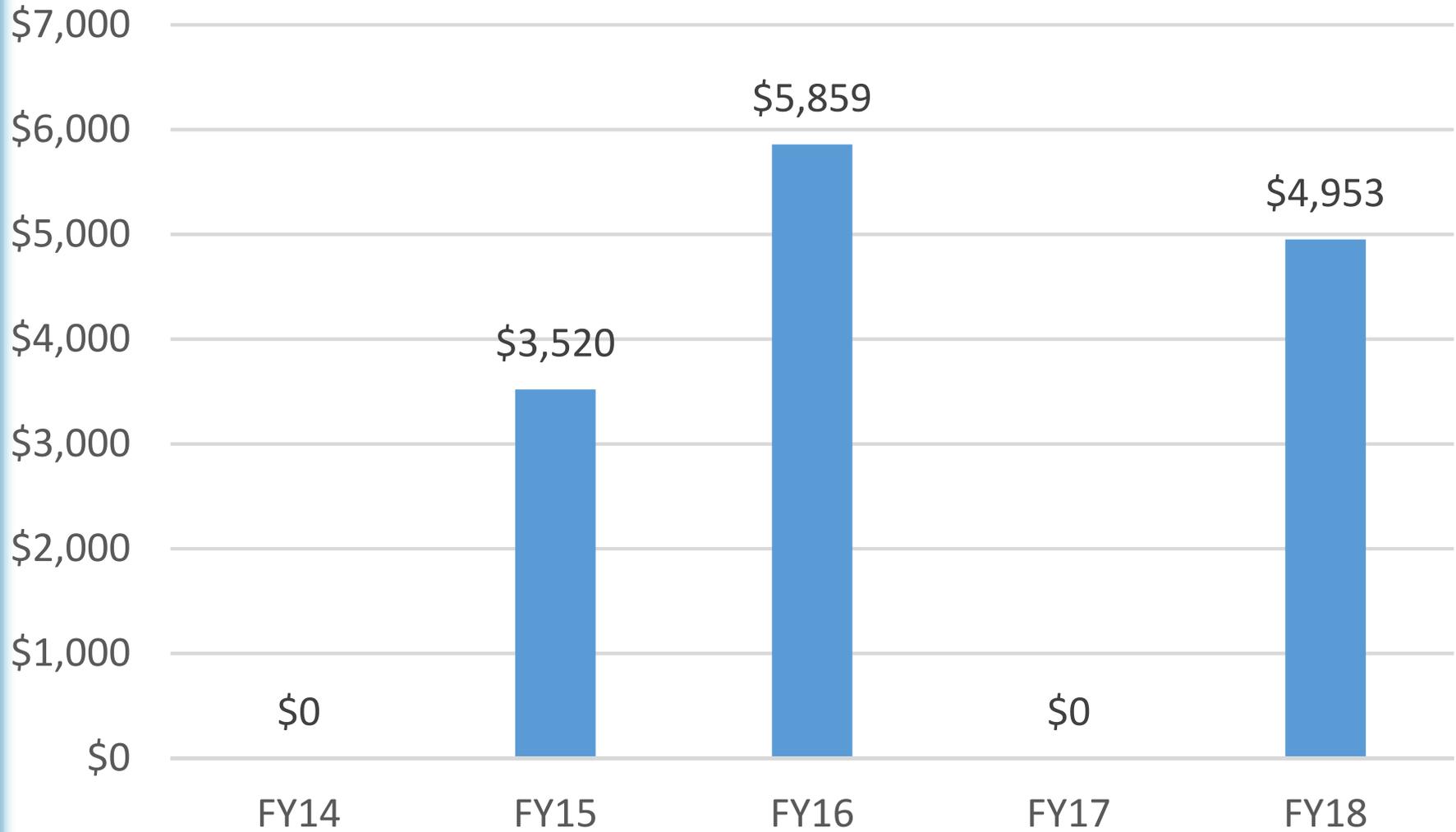


PDD vs City-Wide Workers Comp Incurred



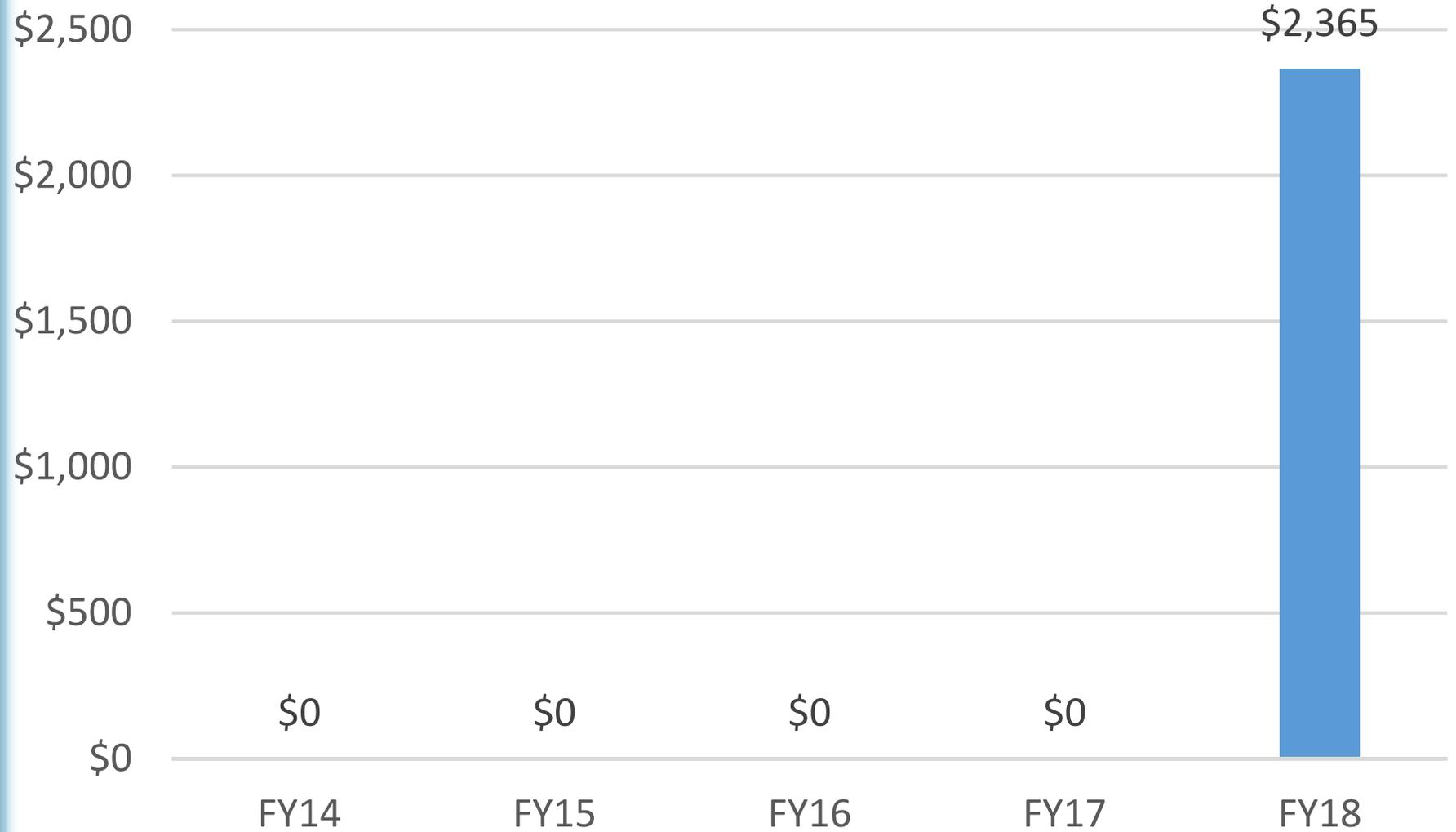
Administration Workers Comp Incurred

- [Administration](#)
- [Building & Permitting](#)
- [Community Dev.](#)
- [Planning](#)



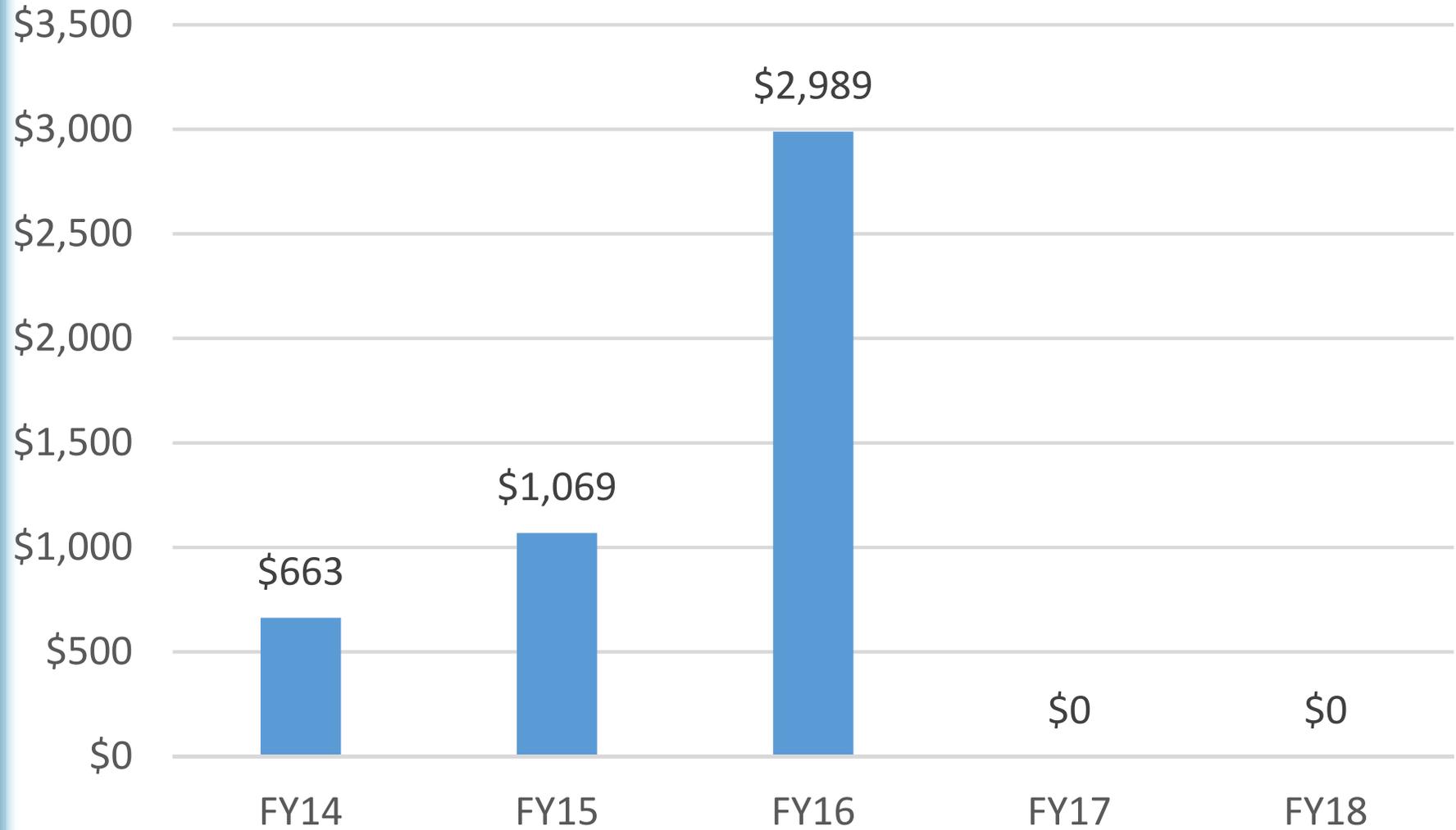
Building & Permitting Workers Comp Incurred

- [Administration](#)
- [Building & Permitting](#)
- [Community Dev.](#)
- [Planning](#)



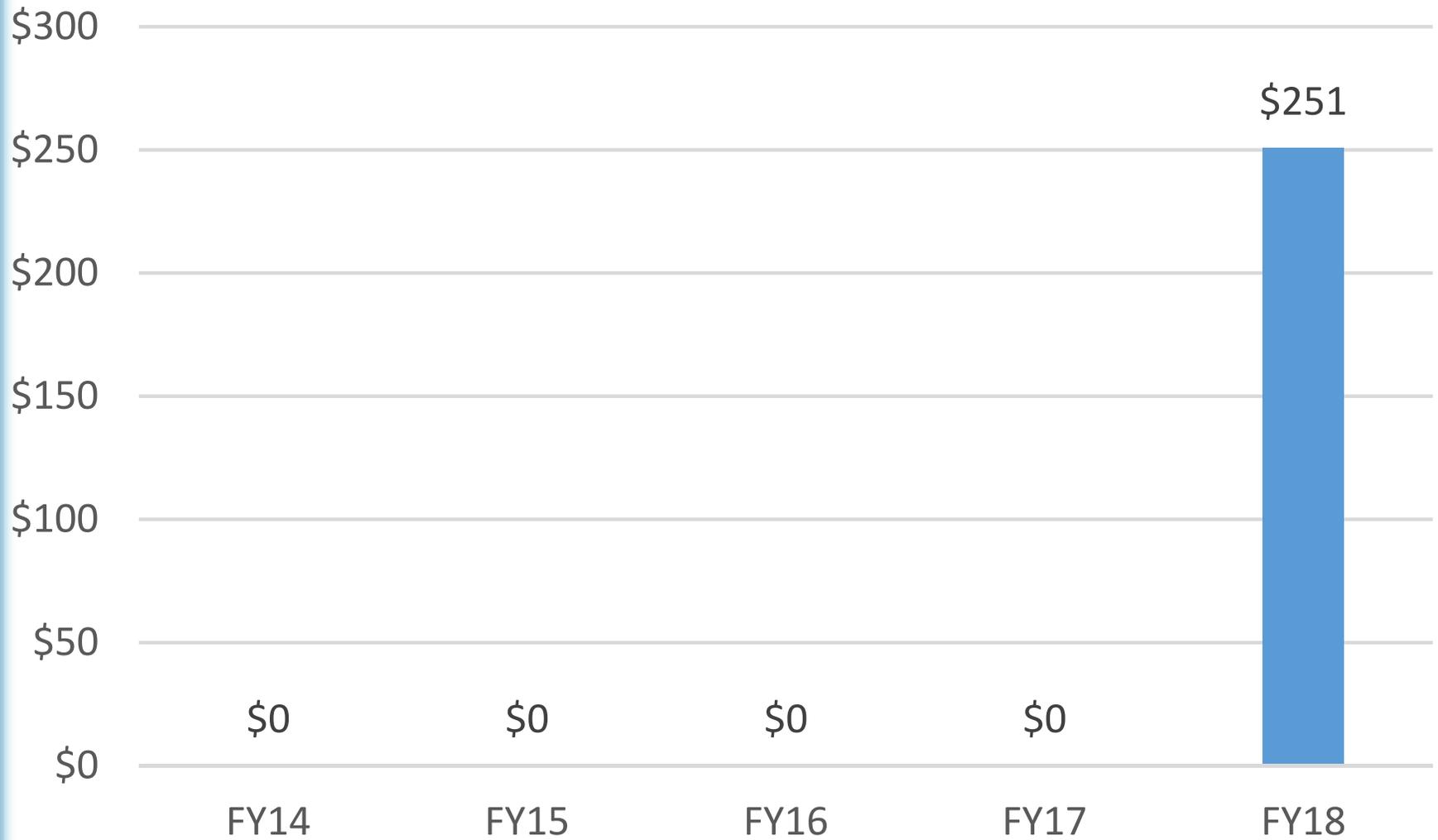
Community Development Workers Comp Incurred

- [Administration](#)
- [Building & Permitting](#)
- [Community Dev.](#)
- [Planning](#)

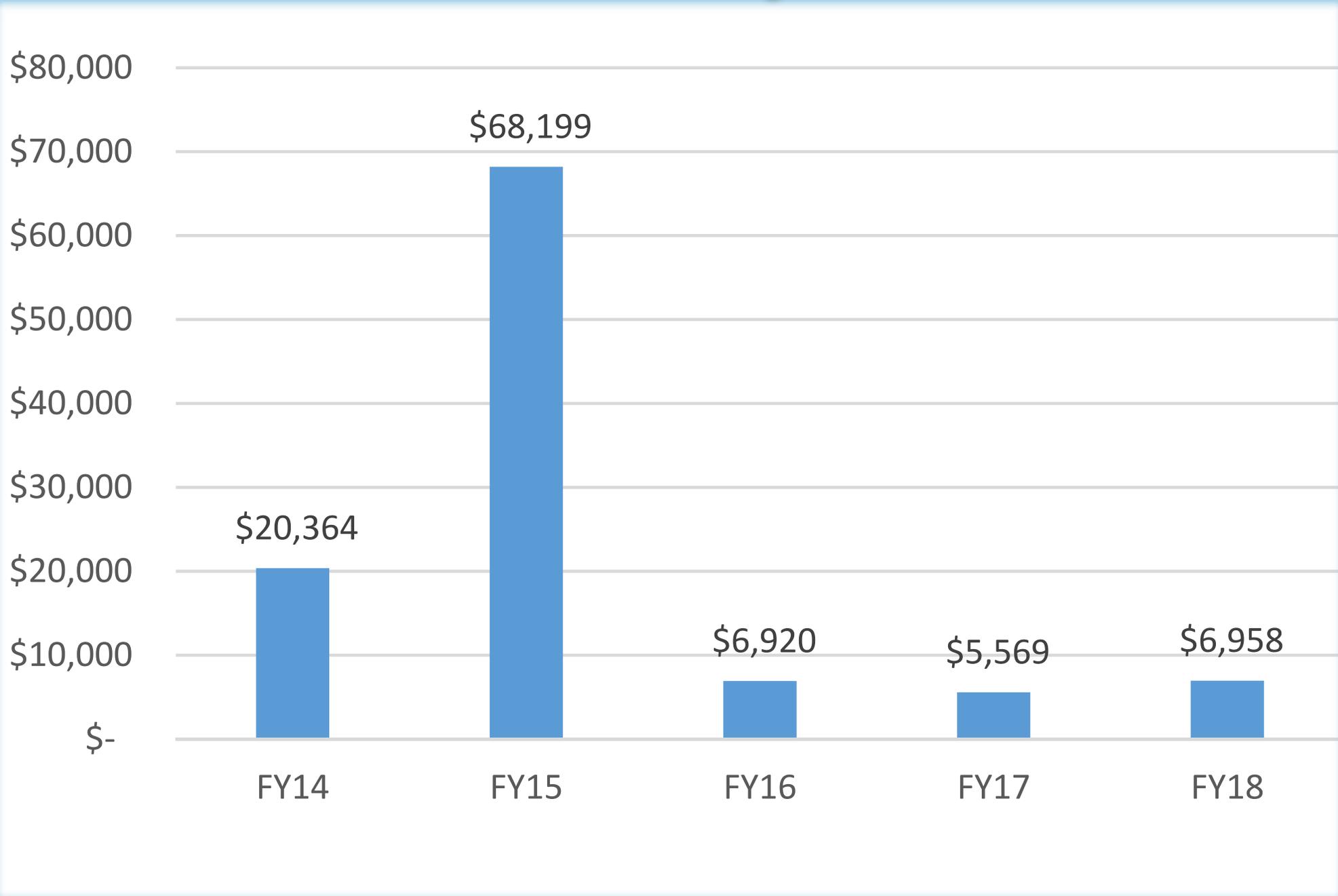


Planning Workers Comp Incurred

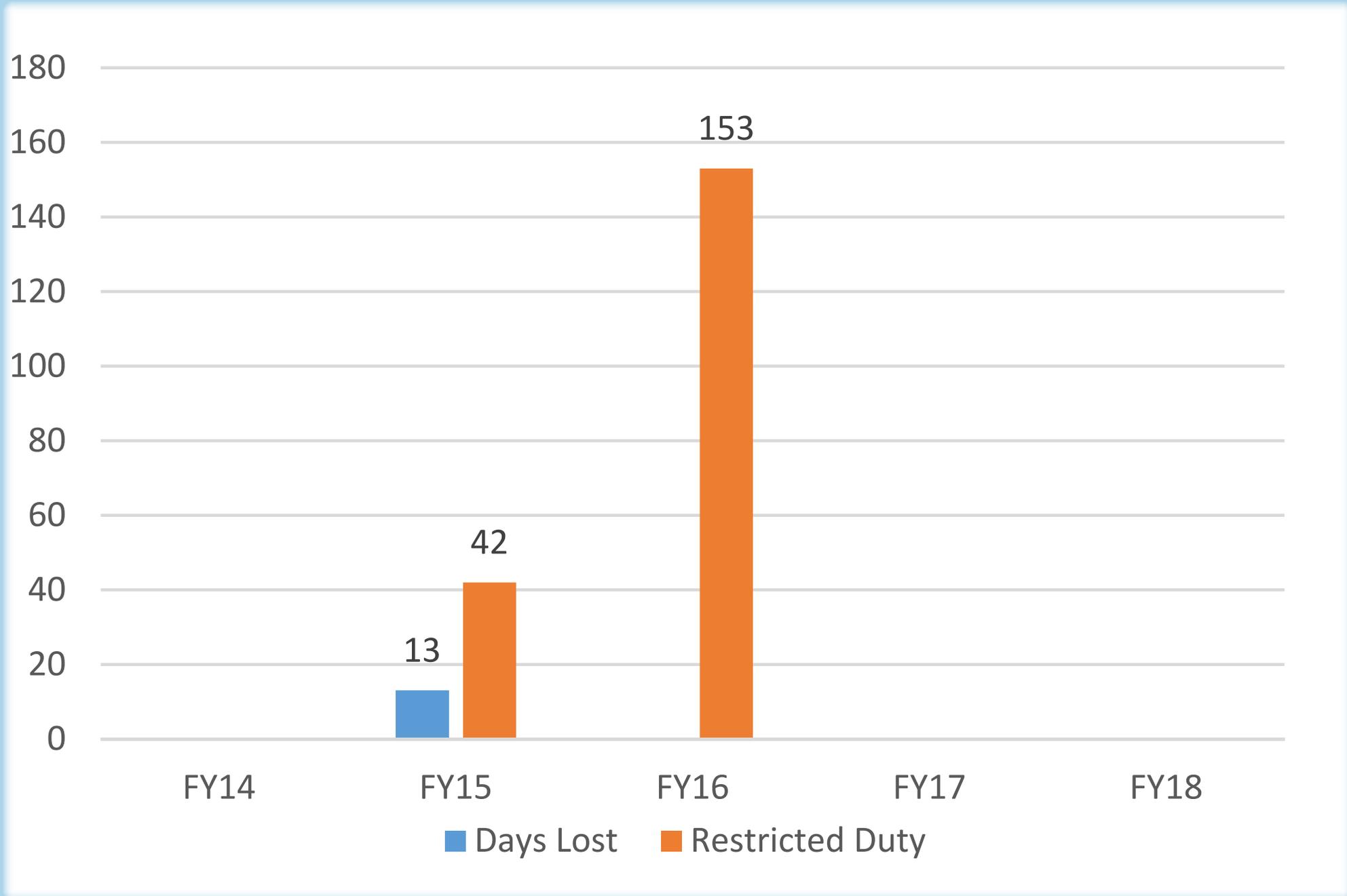
- [Administration](#)
- [Building & Permitting](#)
- [Community Dev.](#)
- [Planning](#)



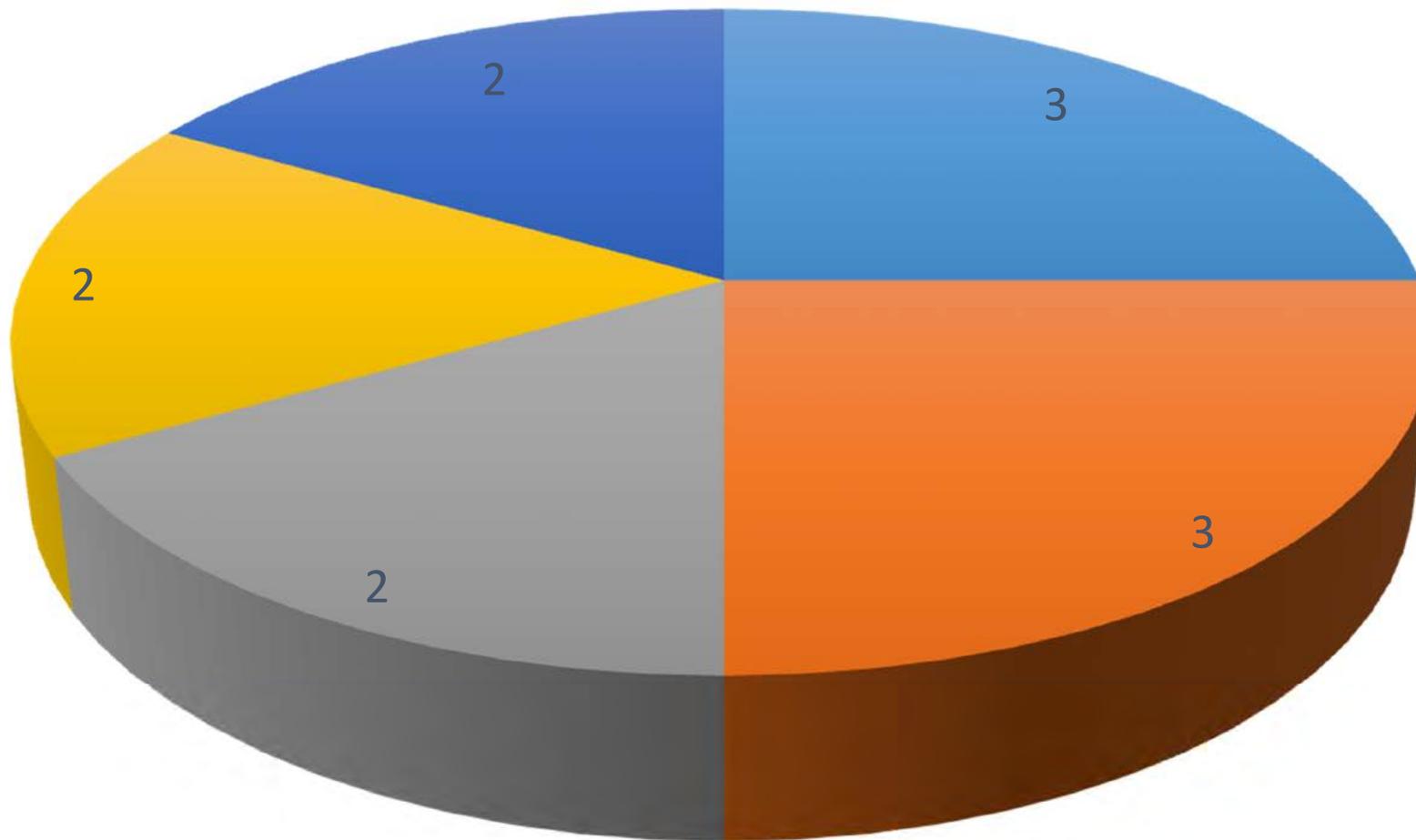
PDD Workers Comp Total Paid



PDD Time Loss & Modified

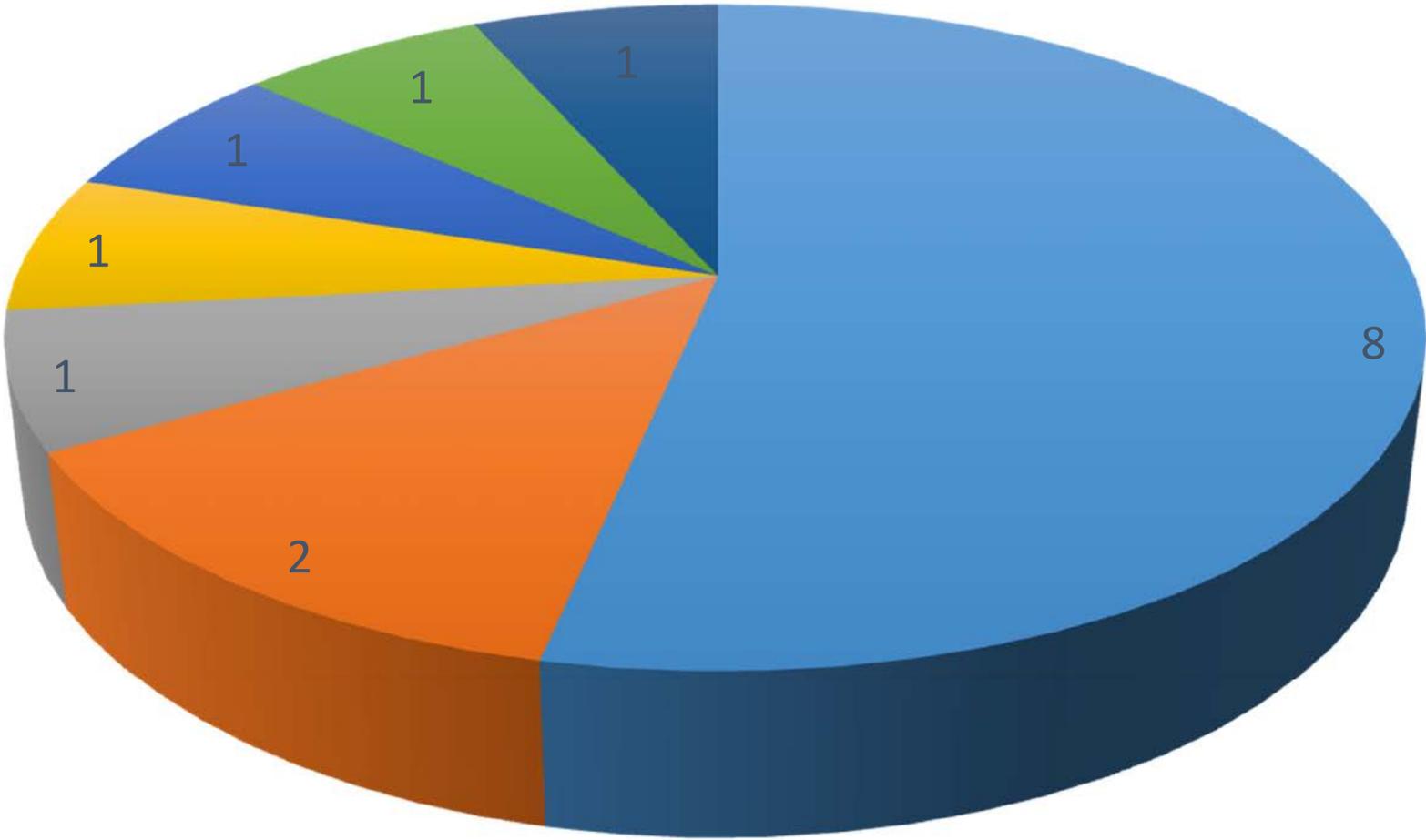


PDD Top Injury Locations



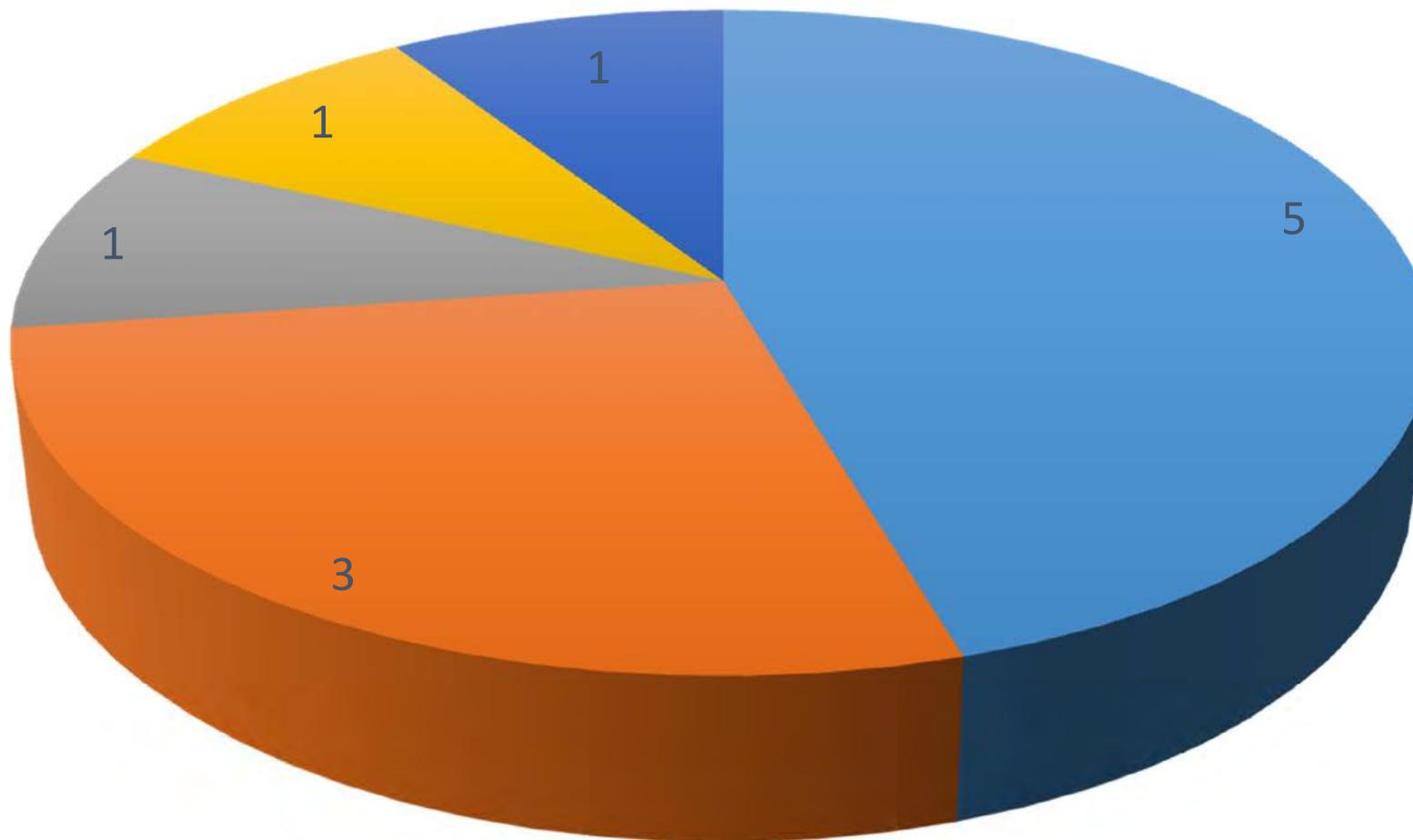
■ Back ■ Eye ■ Knee ■ Shoulder ■ Neck

PDD Top Injury Types



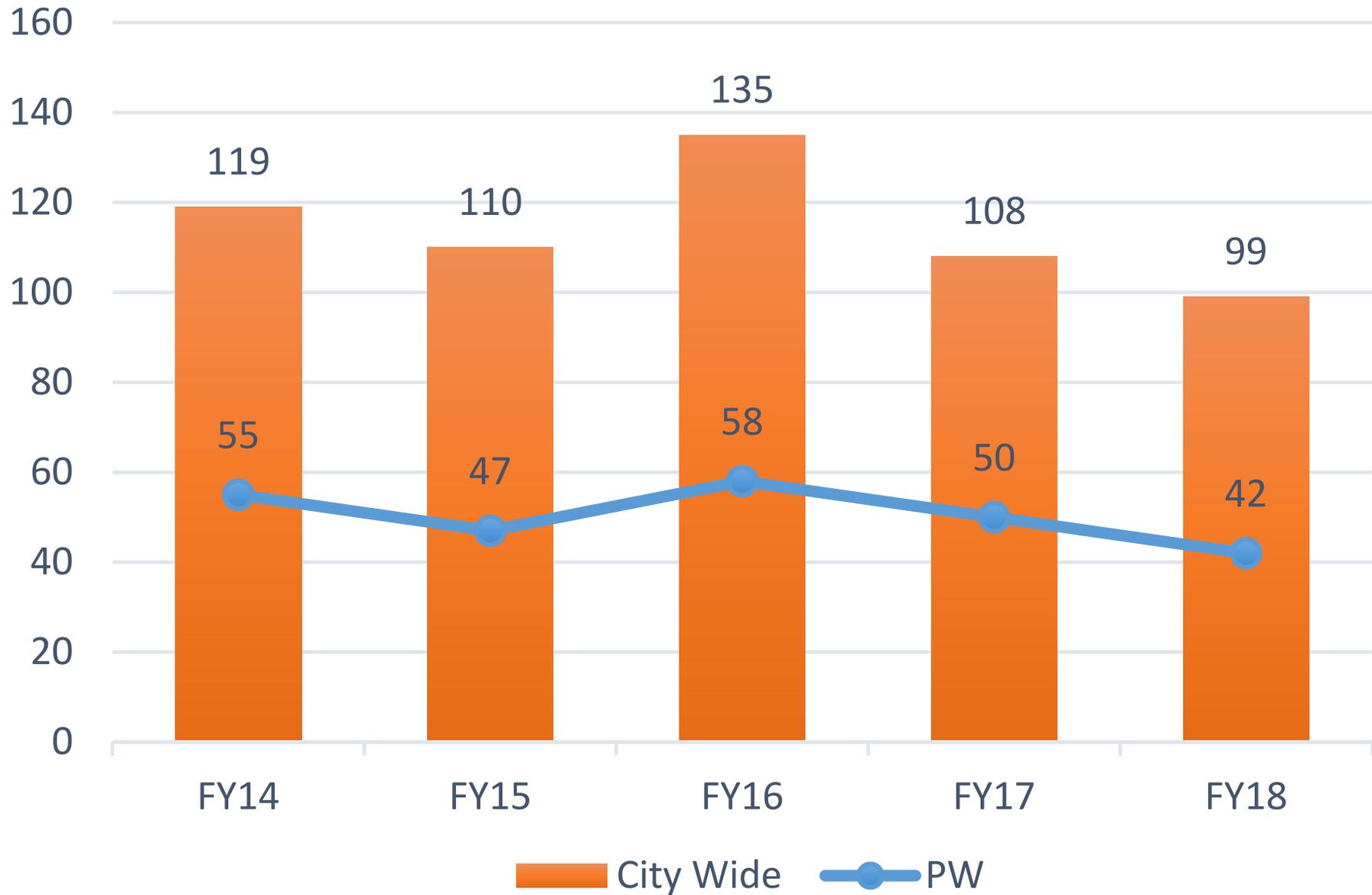
- Sprain/Strain
- Contusion
- Laceration
- Foreign Body
- Bite/Sting
- Abrasion
- Cumulative Inj

PDD Top Injury Causes

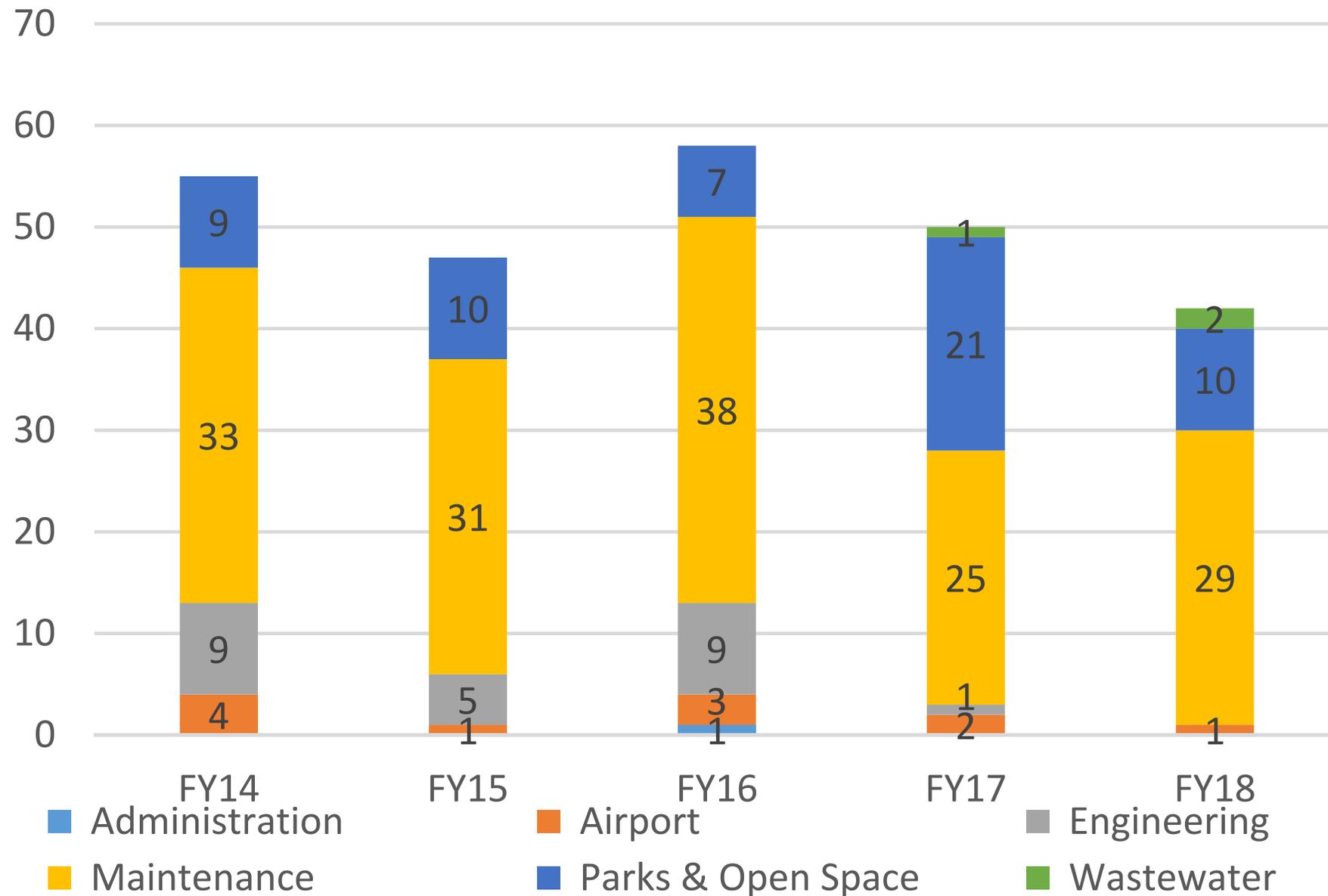


- Walking/Running
- Marking Vehicles
- Material Handling
- Cumulative
- Training/Exercise

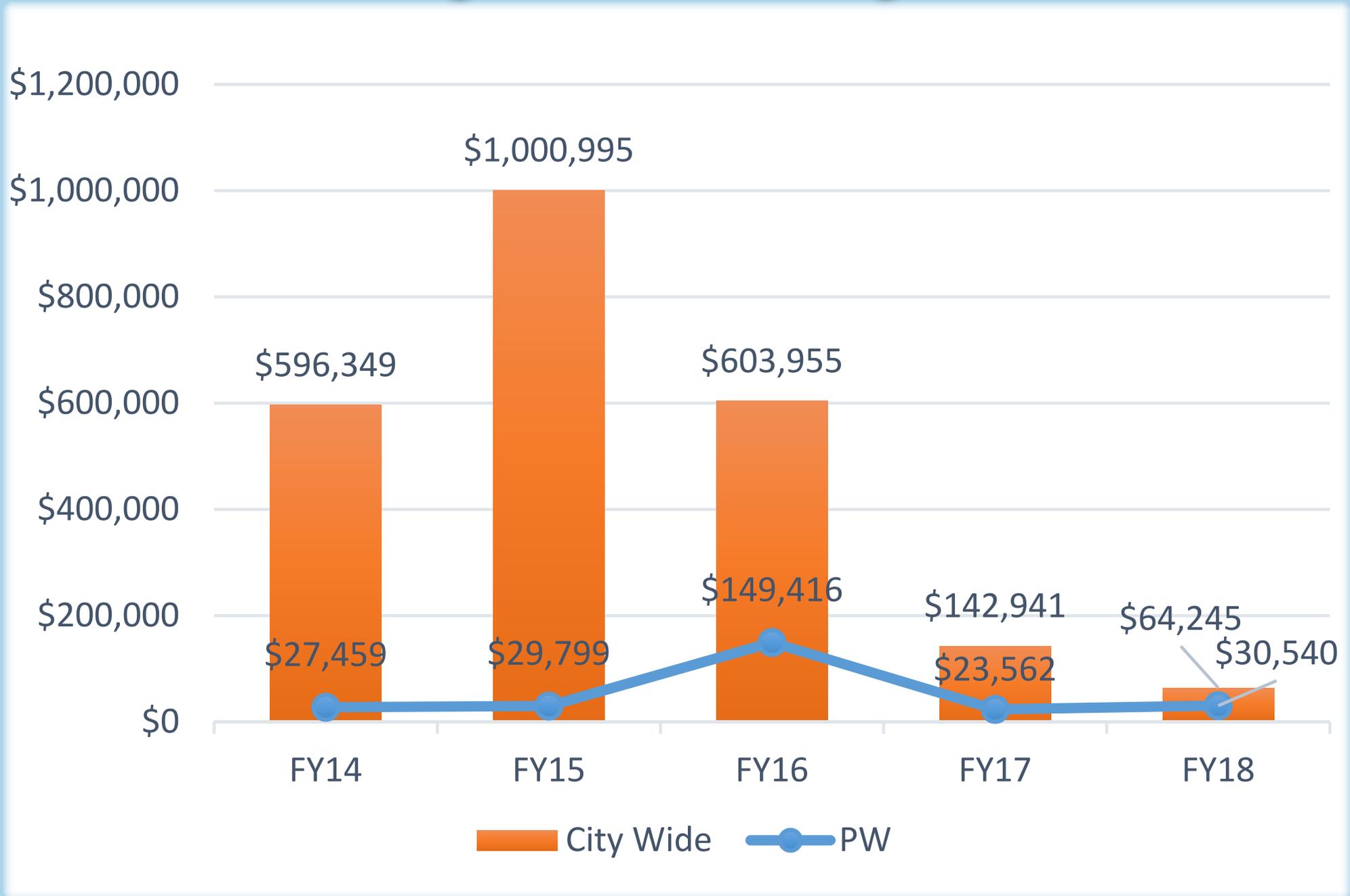
PW vs City-Wide Liability Claims



PW Liability Claims by Division

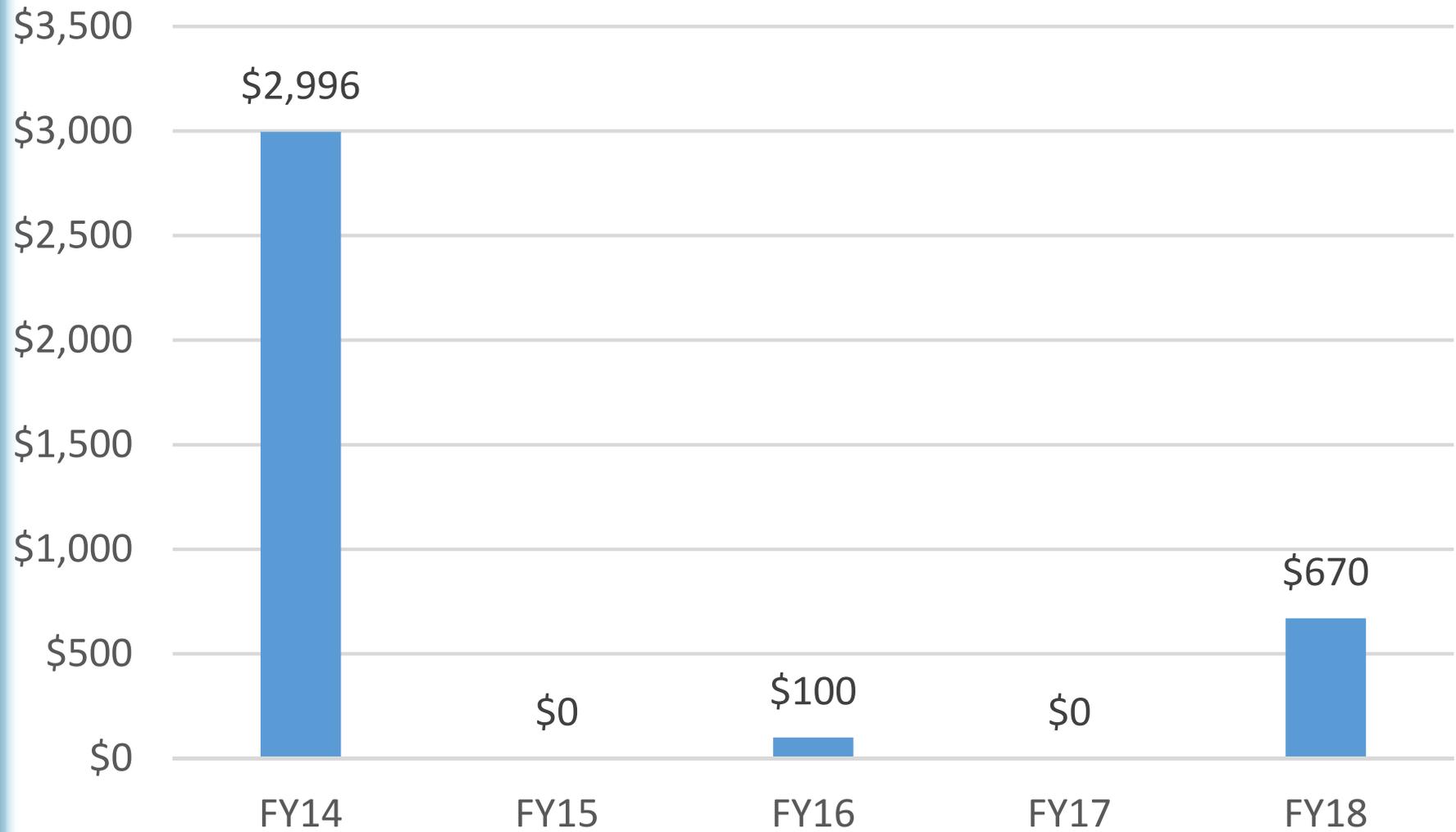


PW vs City-Wide Liability Incurred



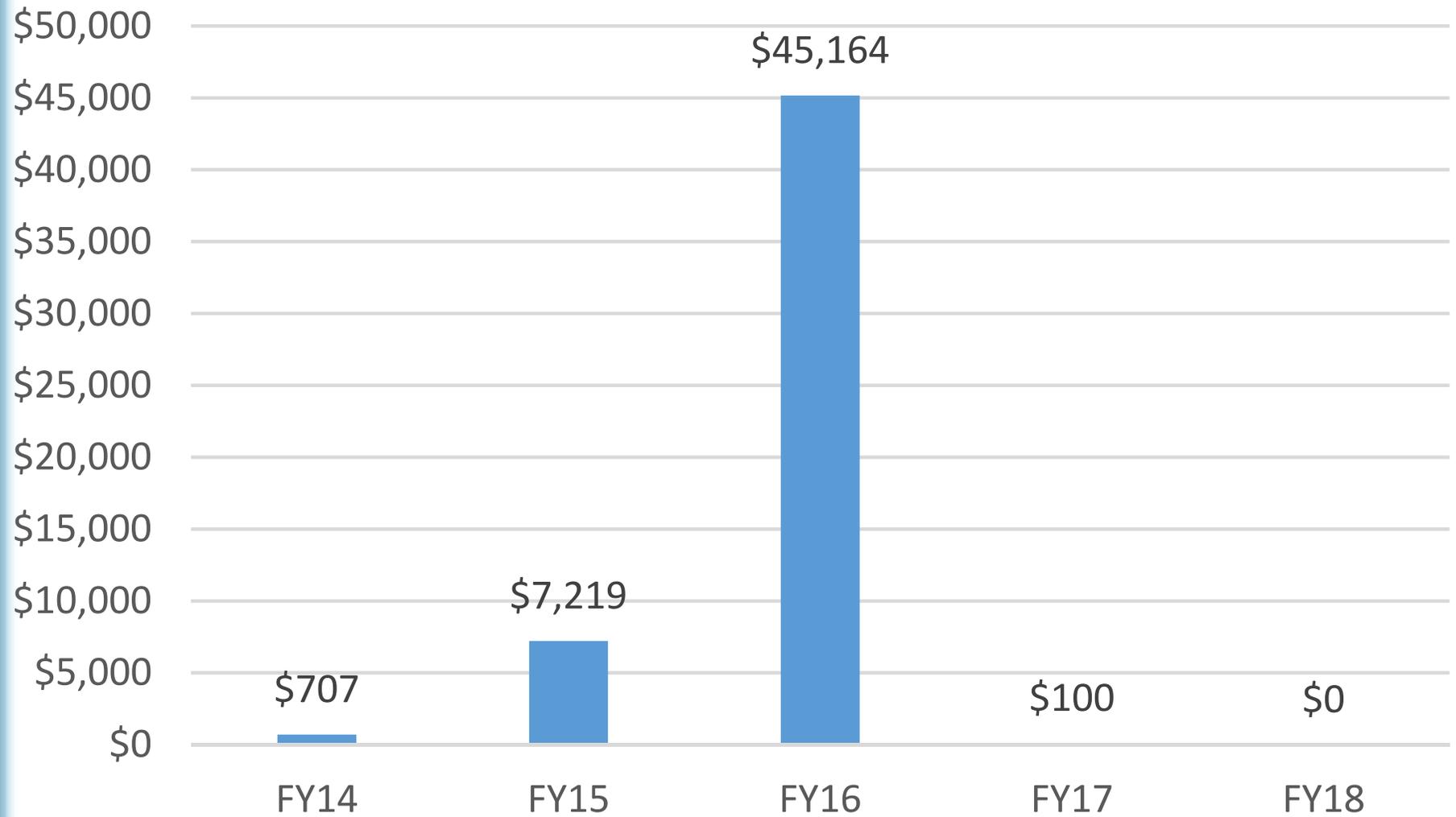
Airport Liability Incurred

- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)



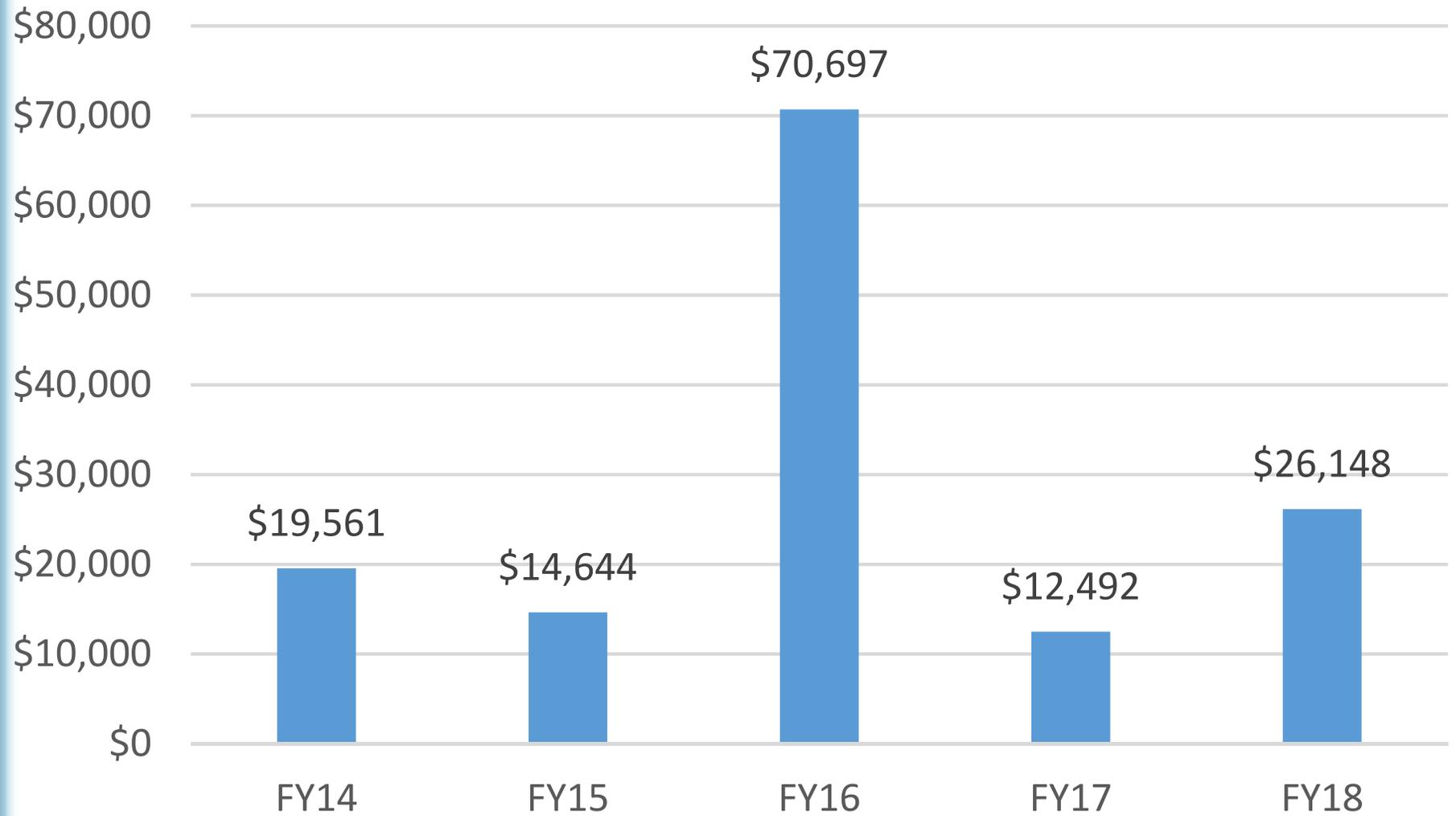
Engineering Liability Incurred

- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)



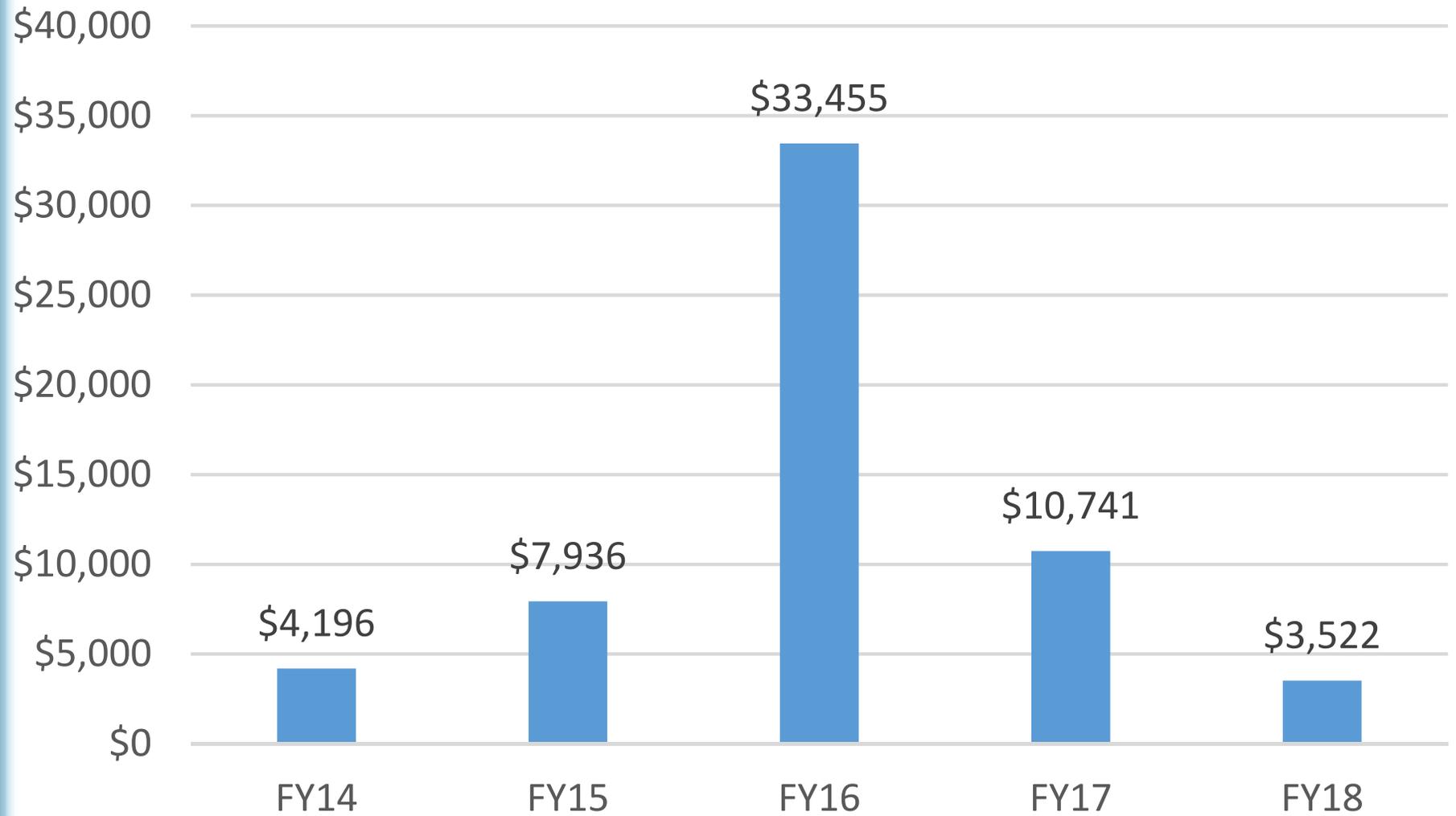
Maintenance Liability Incurred

- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)



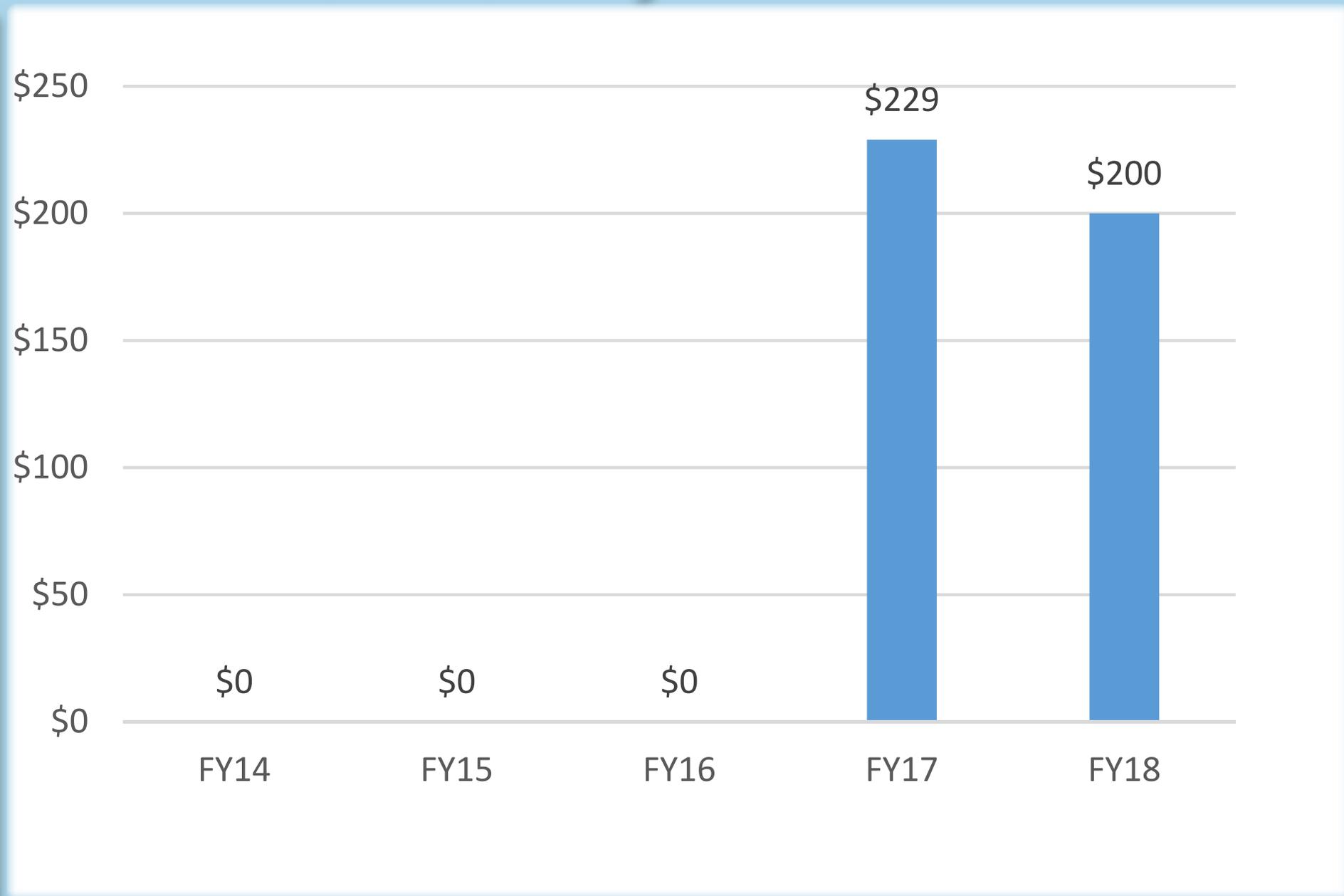
Parks & Open Space Liability Incurred

- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)

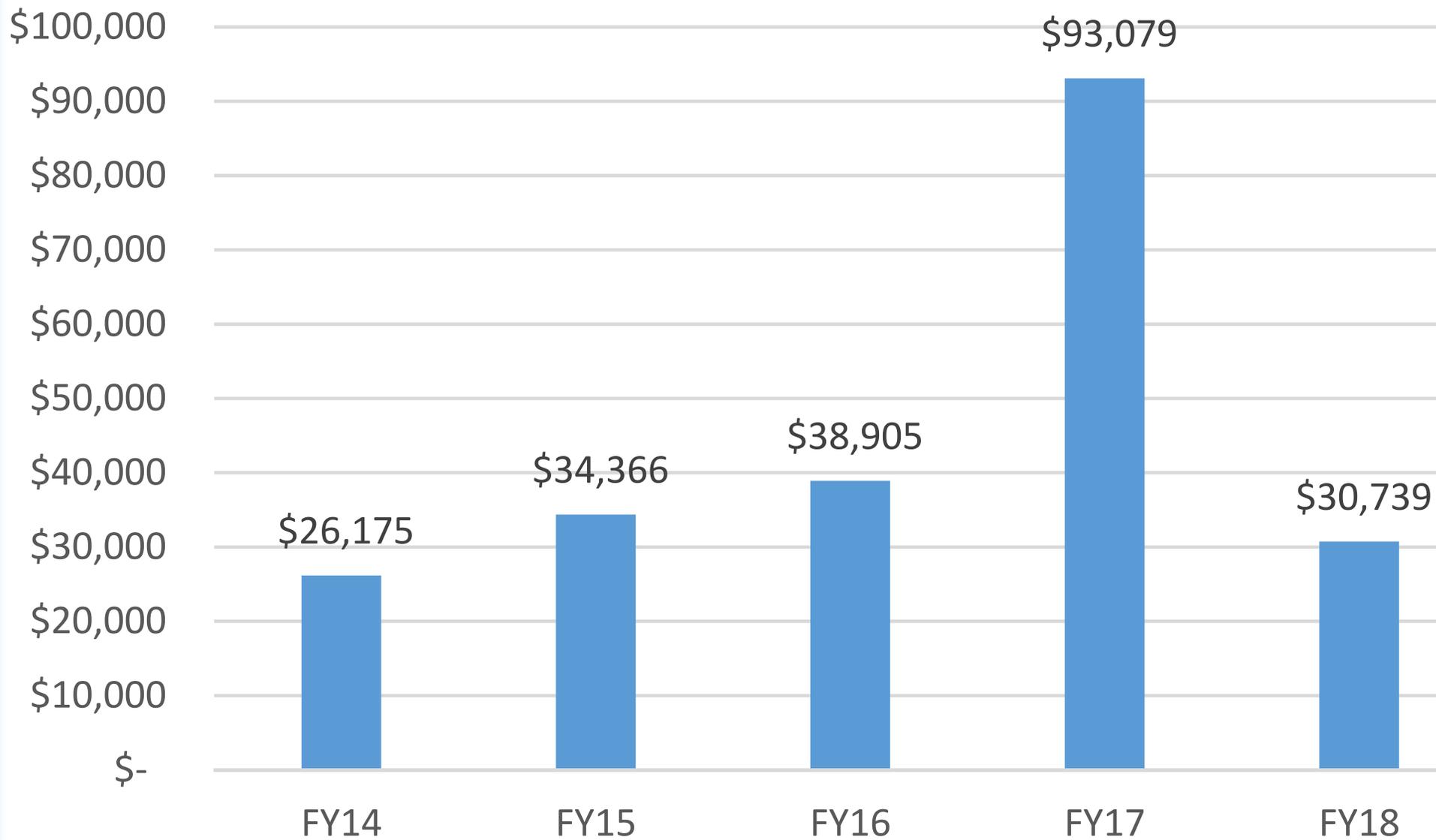


Wastewater Liability Incurred

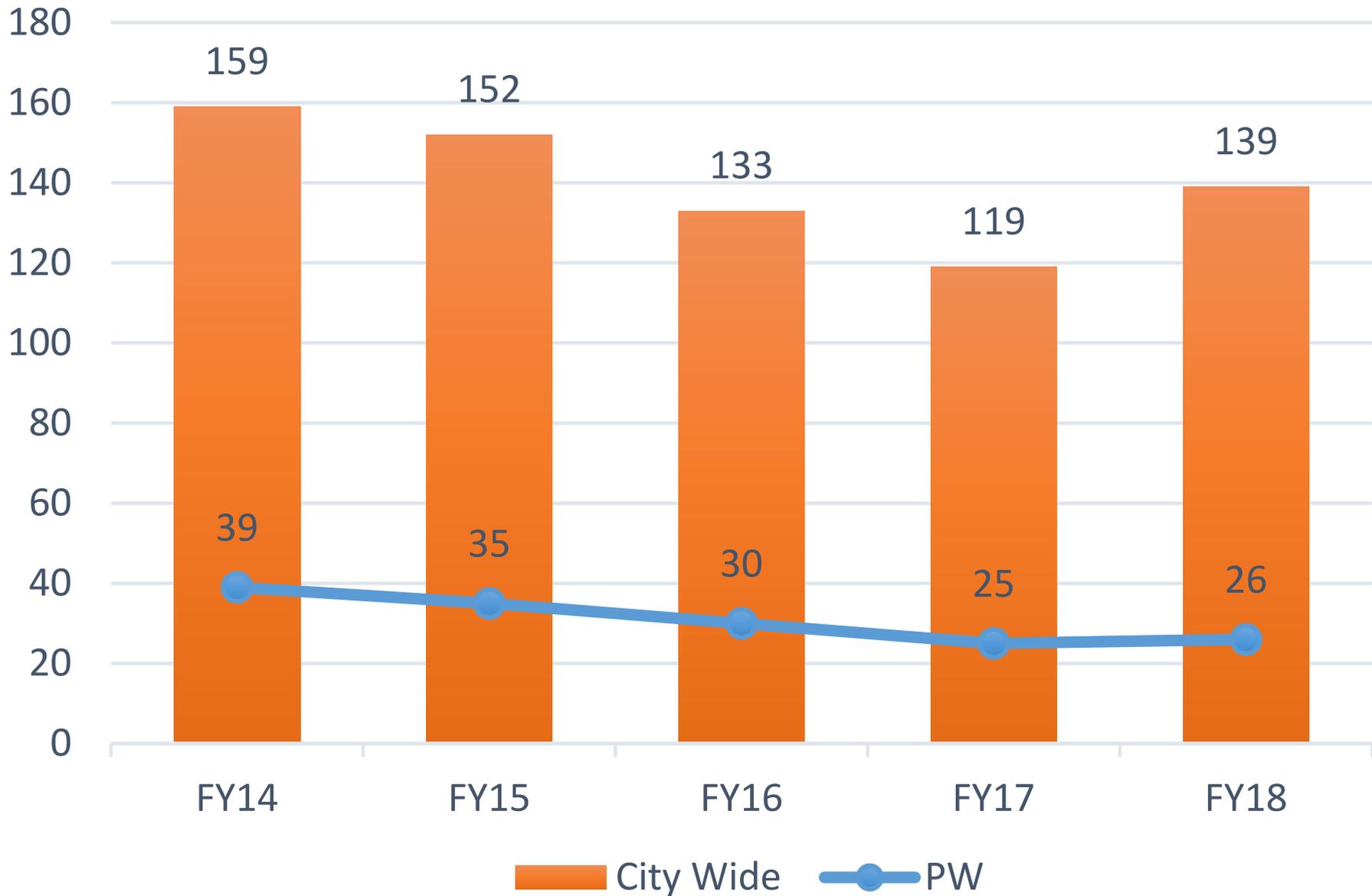
- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)



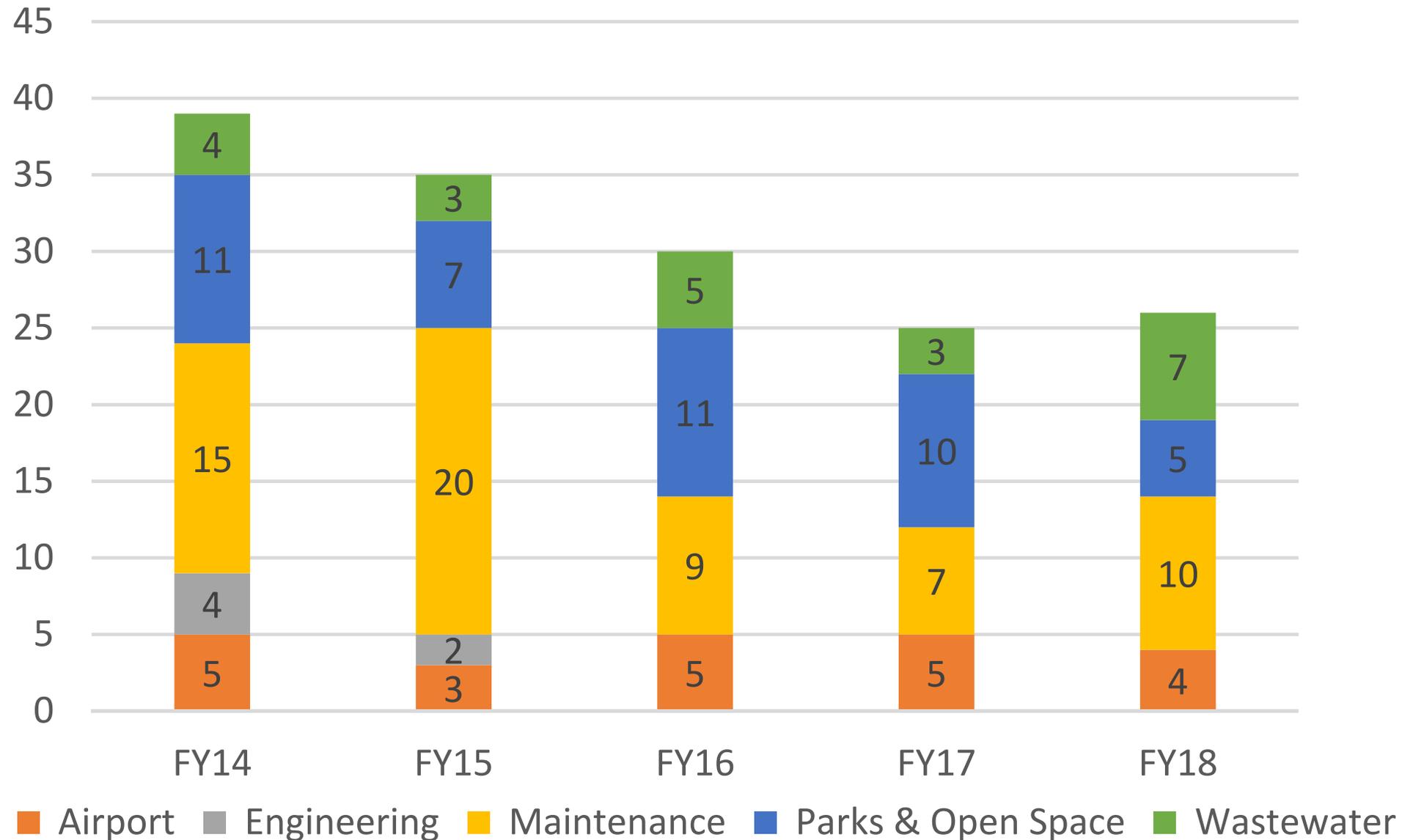
PW Liability Total Paid



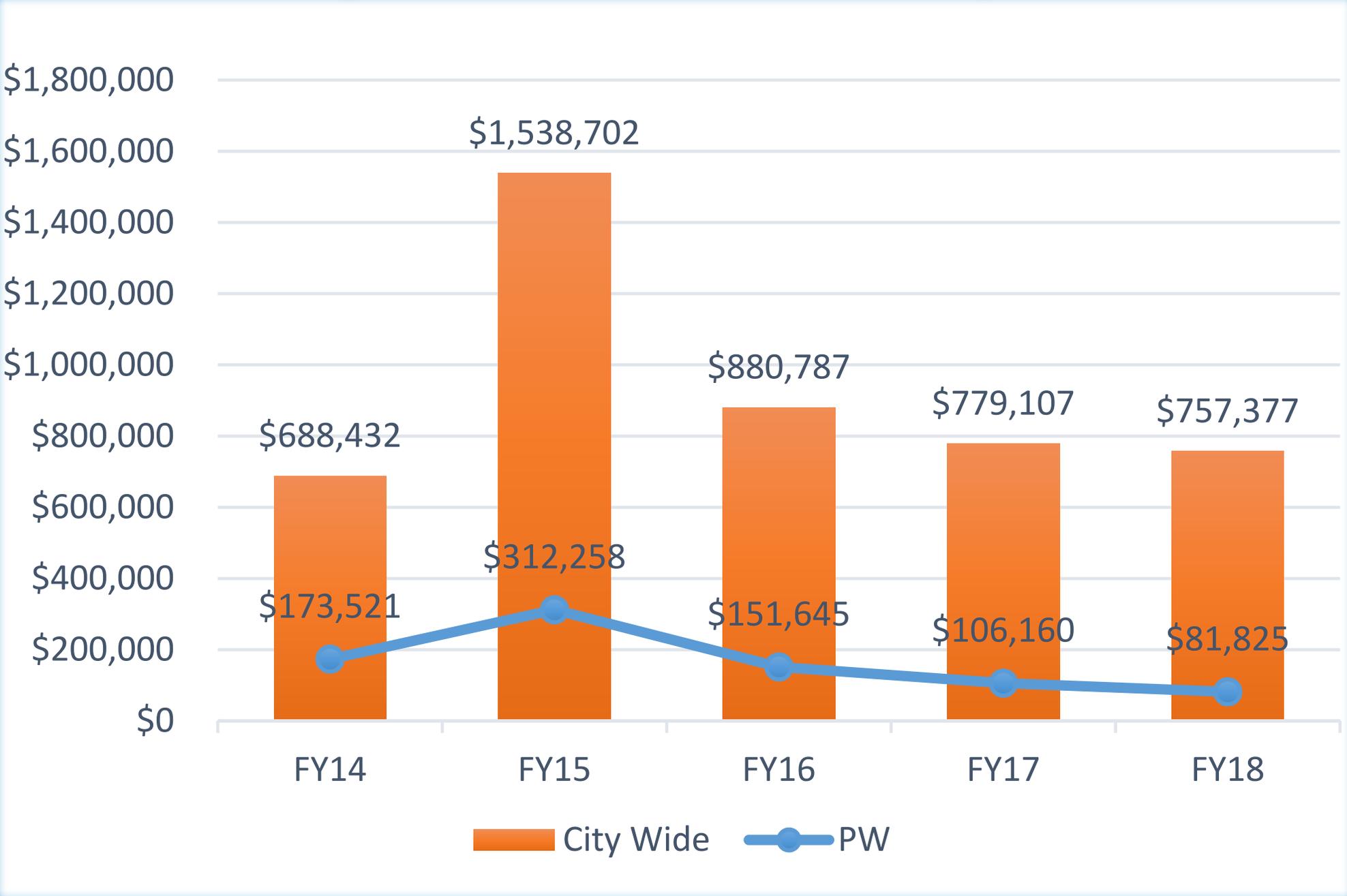
PW vs City-Wide Workers Comp Claims



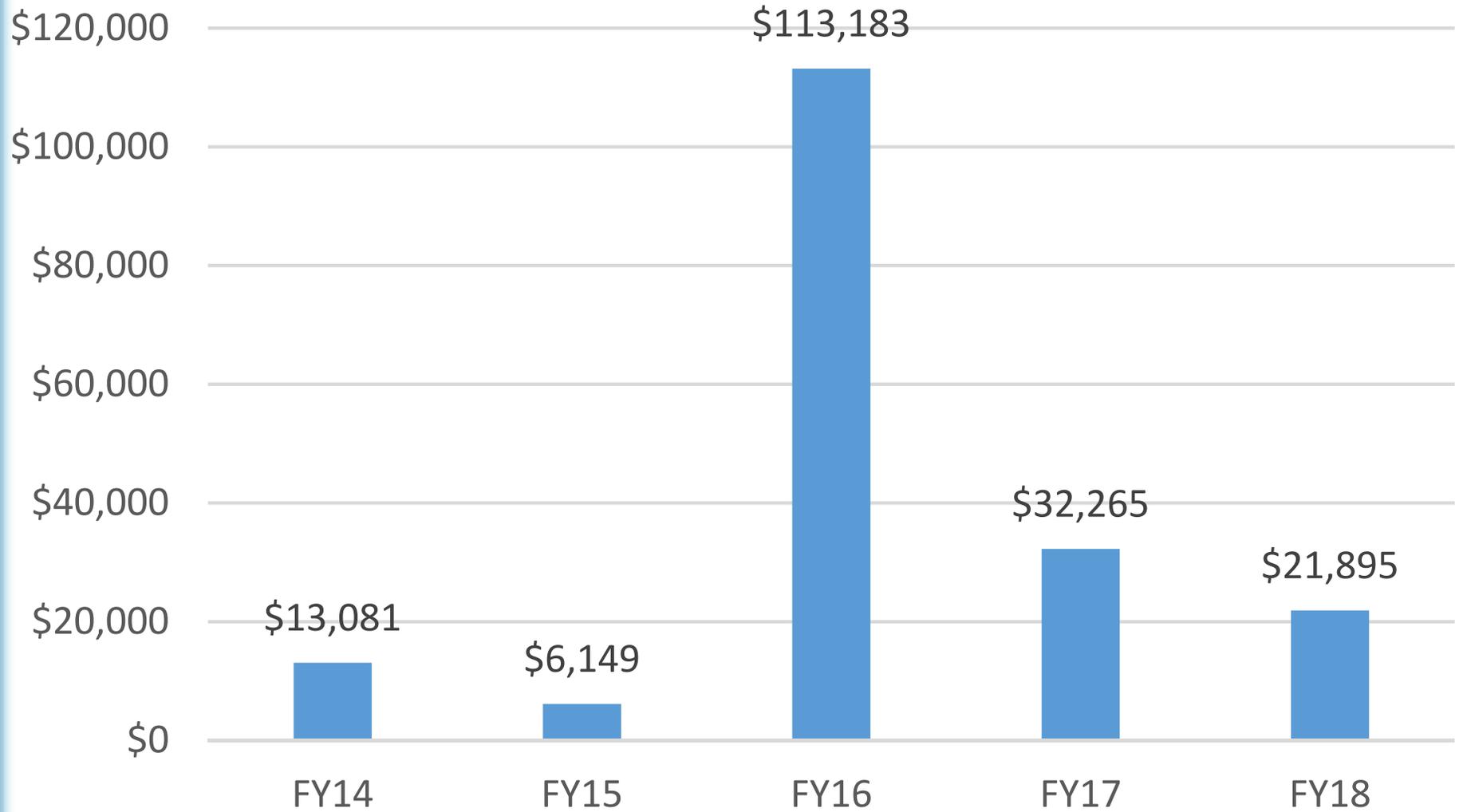
PW Workers Comp Claims by Division



PW vs City-Wide Workers Comp Incurred



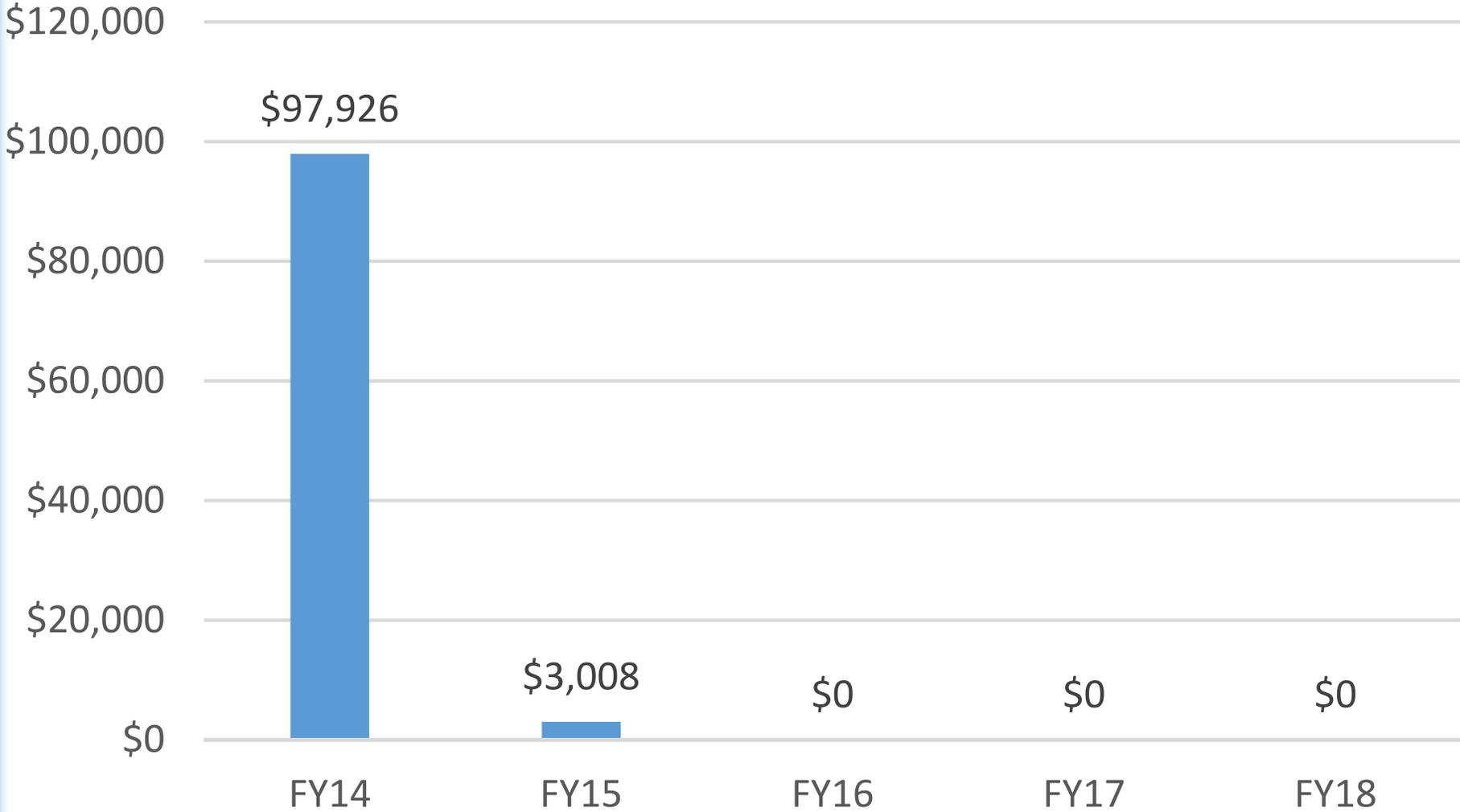
Airport Workers Comp Incurred



- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)

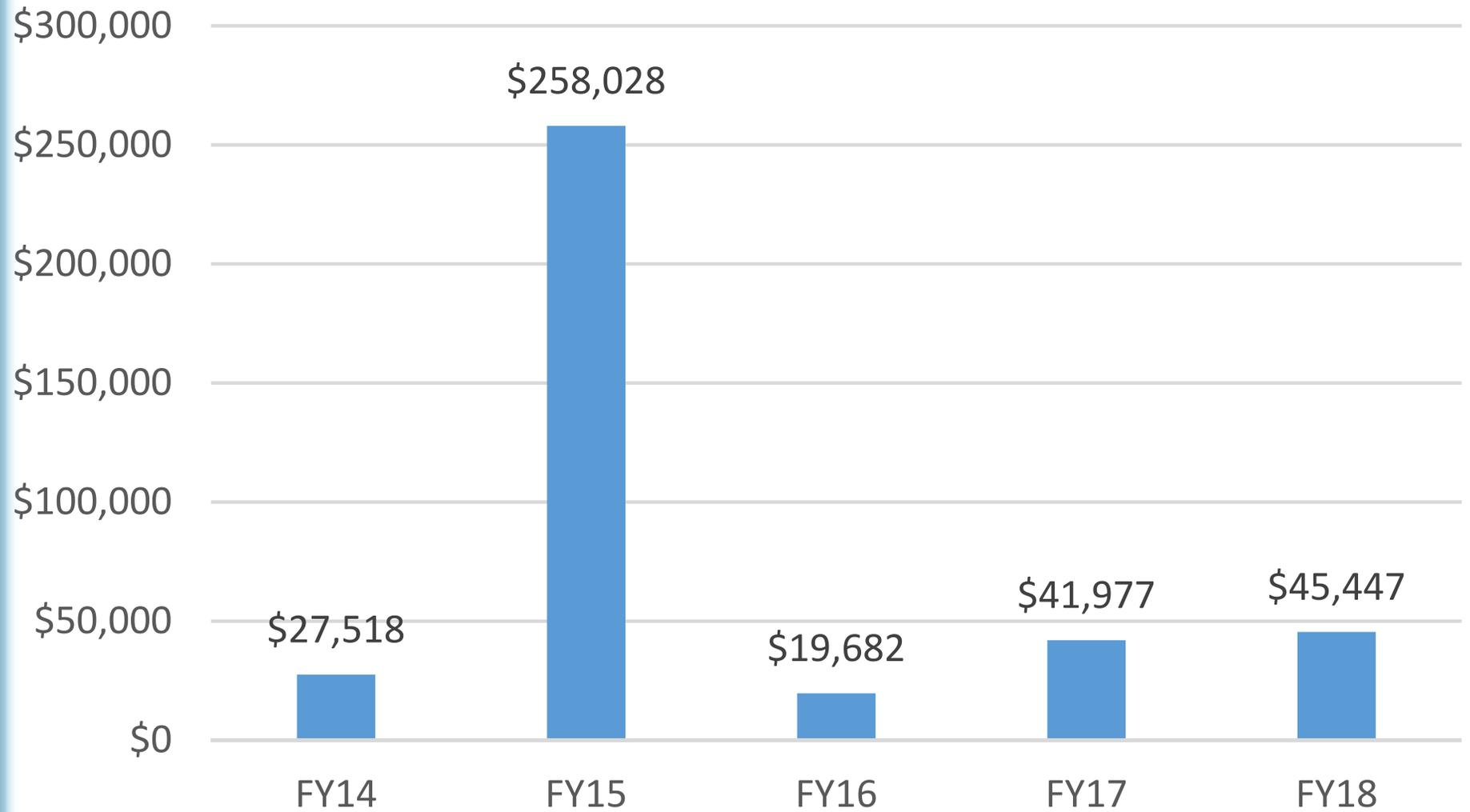
Engineering Workers Comp Incurred

- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)



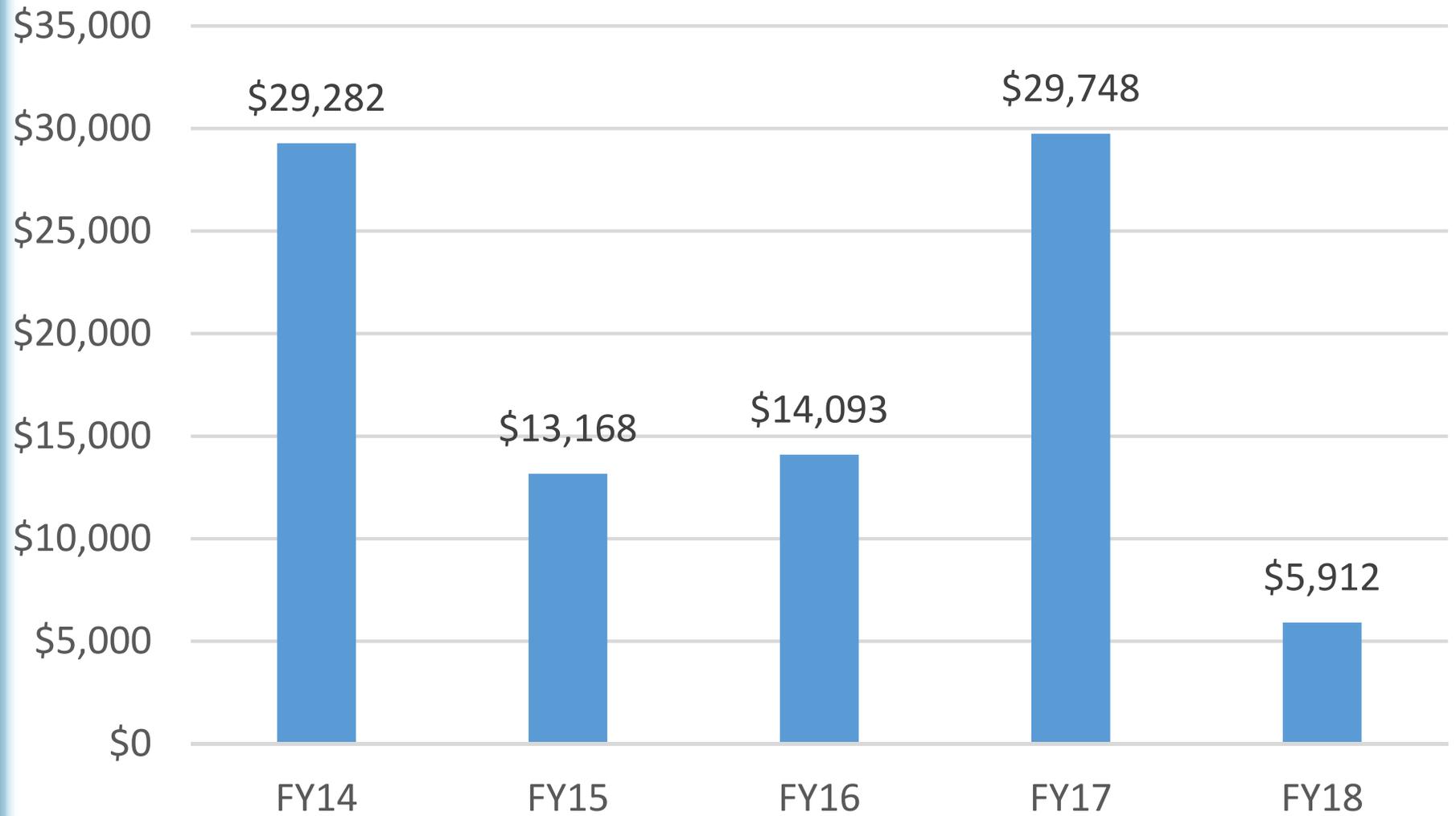
Maintenance Workers Comp Incurred

- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)



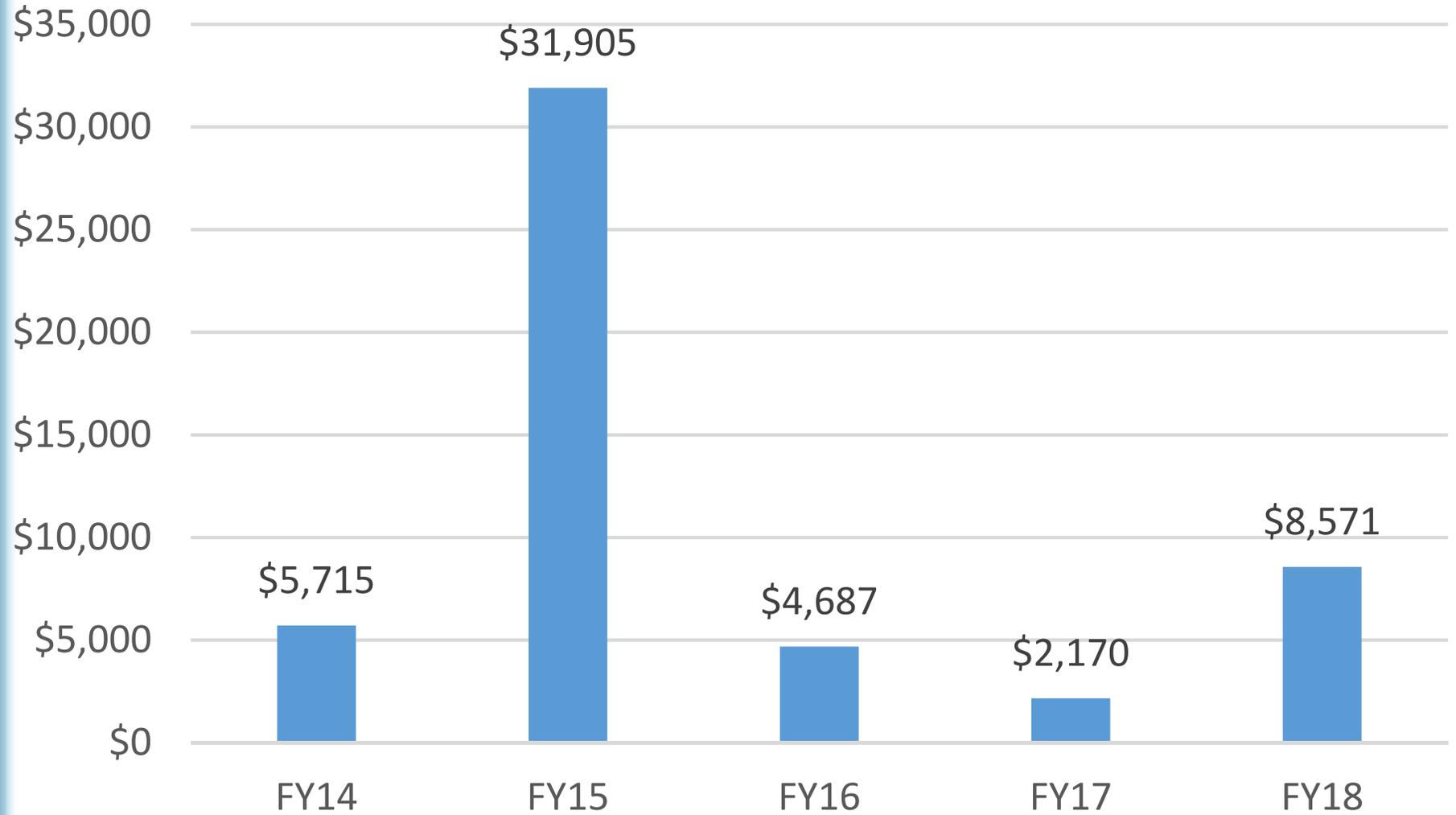
Parks & Open Space Workers Comp Incurred

- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)

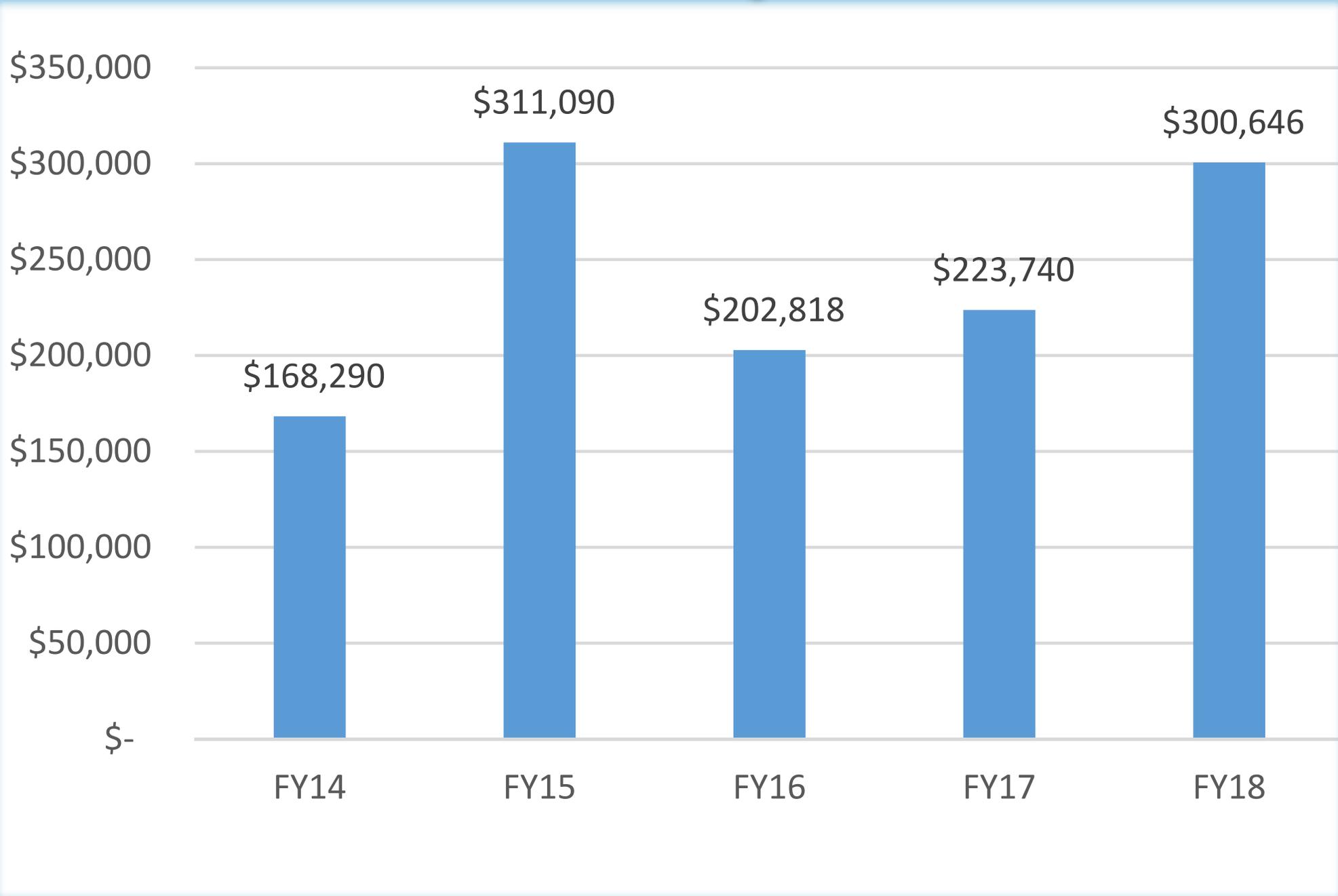


Wastewater Workers Comp Incurred

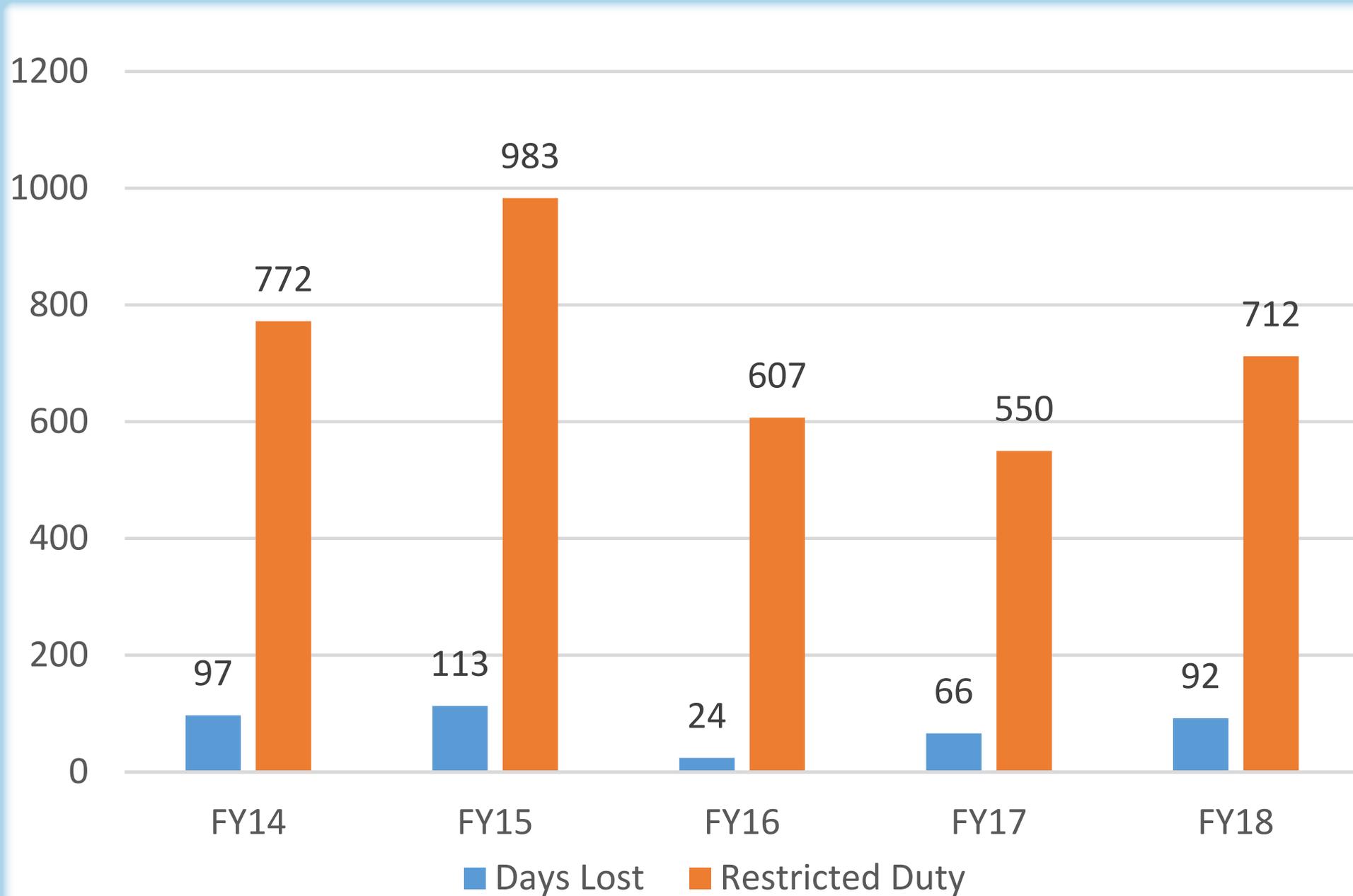
- [Airport](#)
- [Engineering](#)
- [Maintenance](#)
- [Parks & Open Space](#)
- [Wastewater](#)



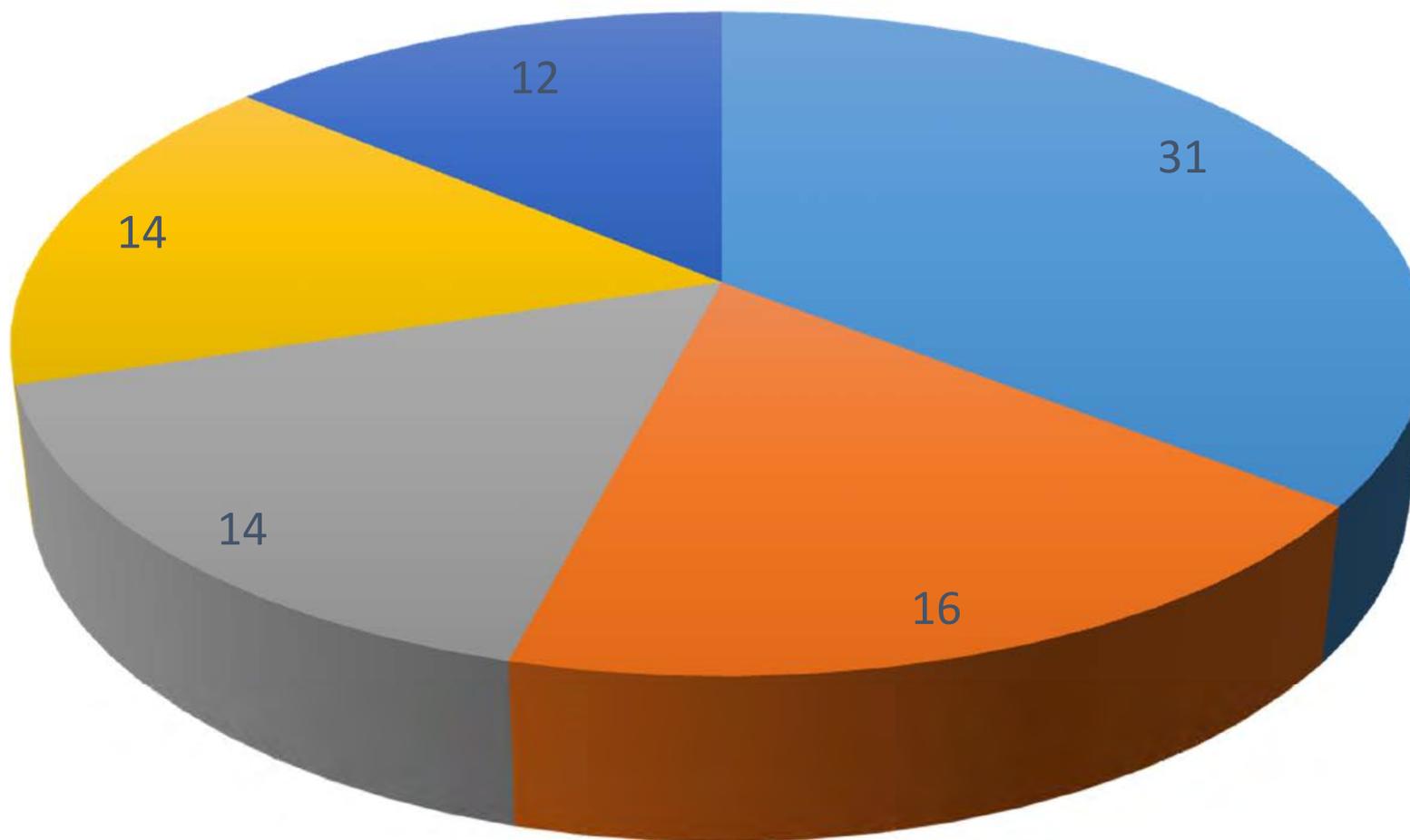
PW Workers Comp Total Paid



PW Time Loss & Modified

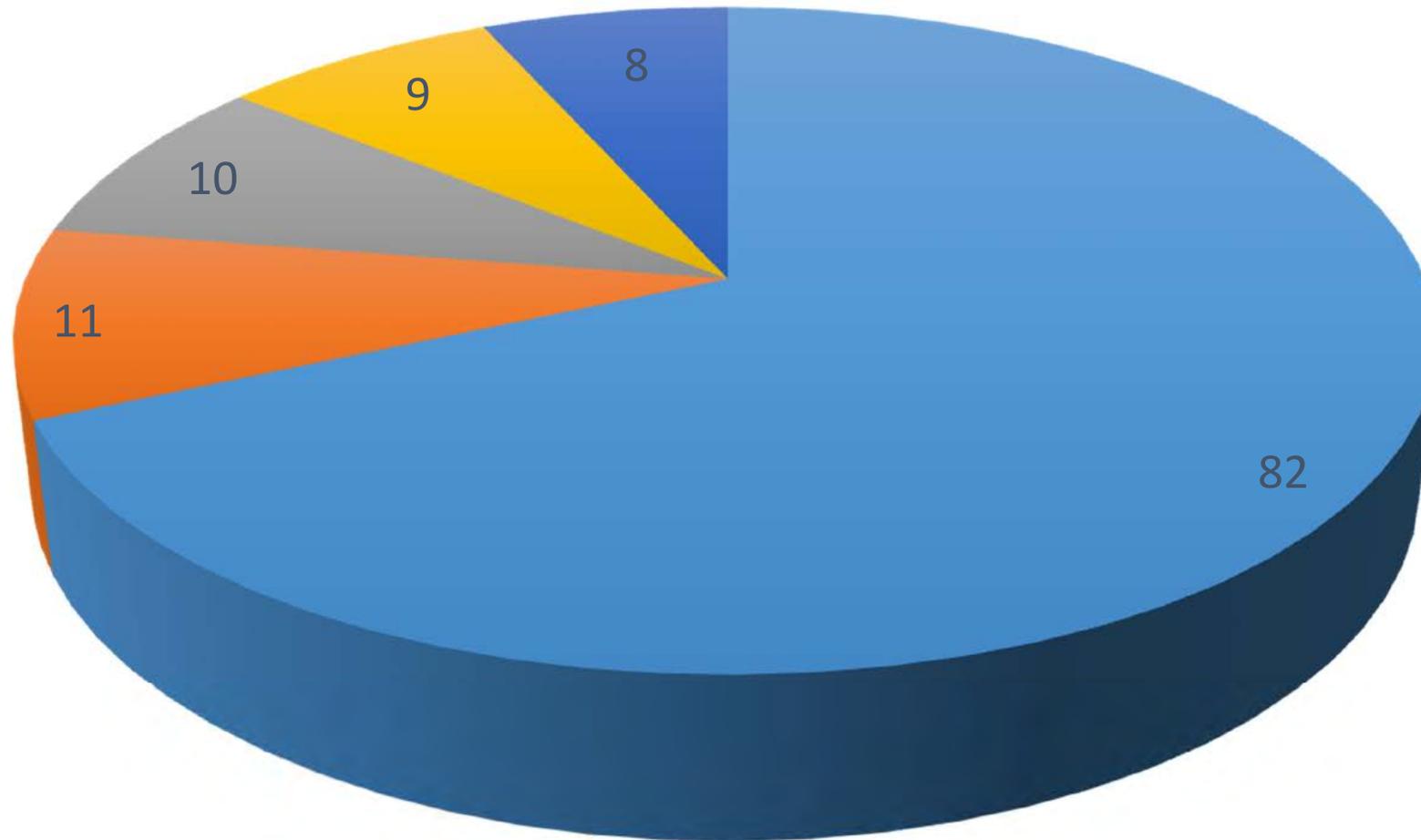


PW Top Injury Locations



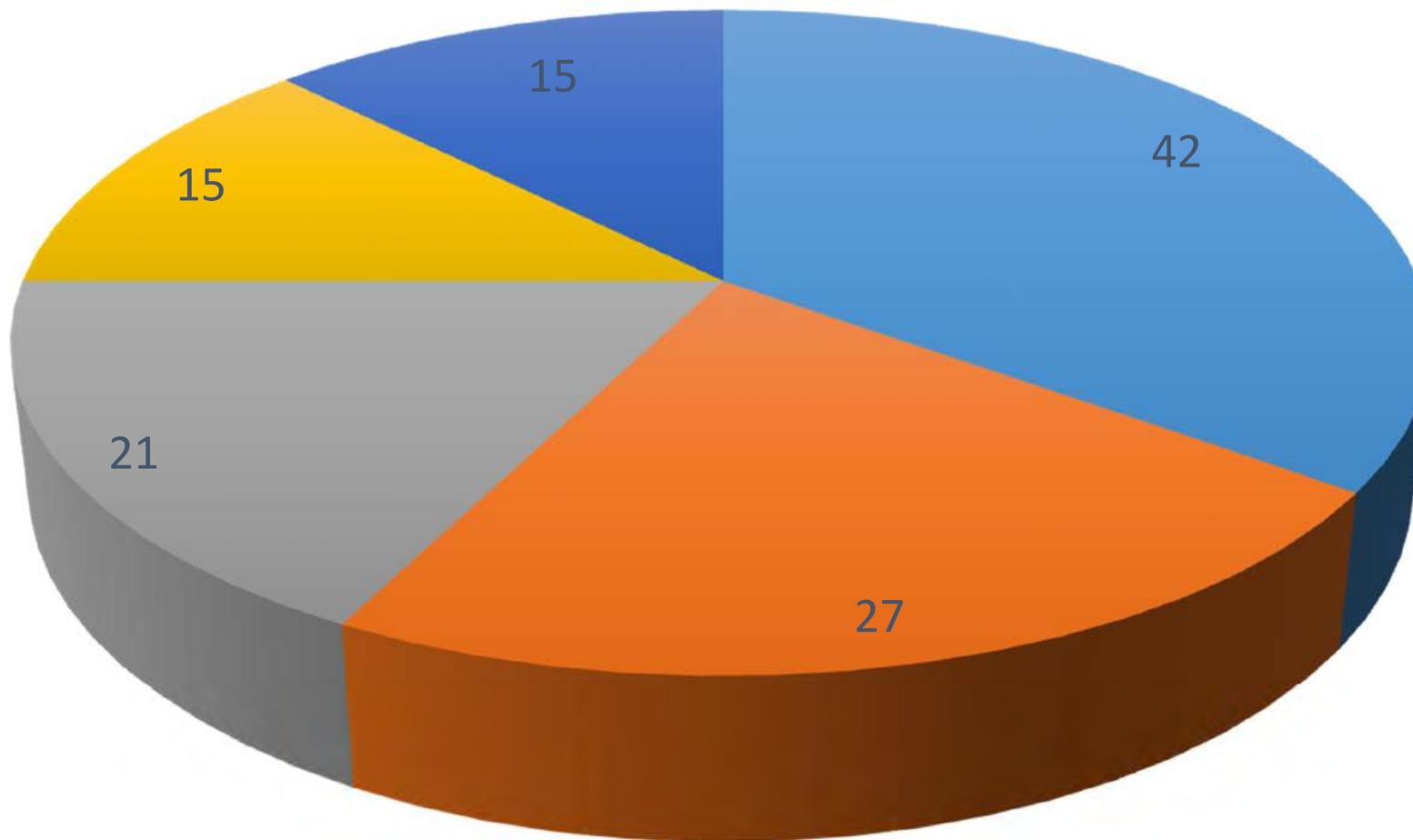
■ Back ■ Finger ■ Knee ■ Hand ■ Shoulder

PW Top Injury Types



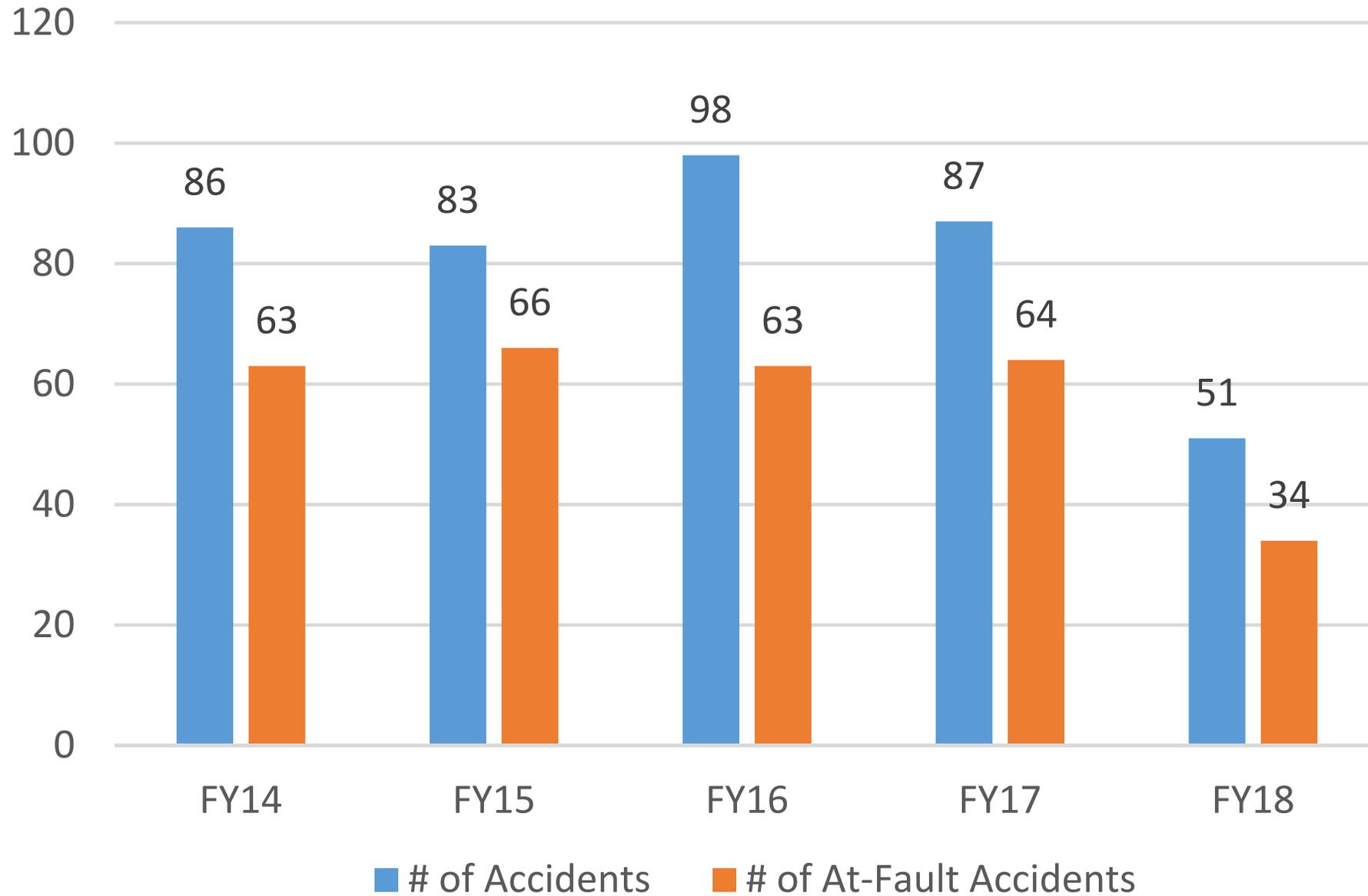
■ Sprain/Strain ■ Laceration ■ Fracture/Break ■ Exposure ■ Contusion

PW Top Injury Causes

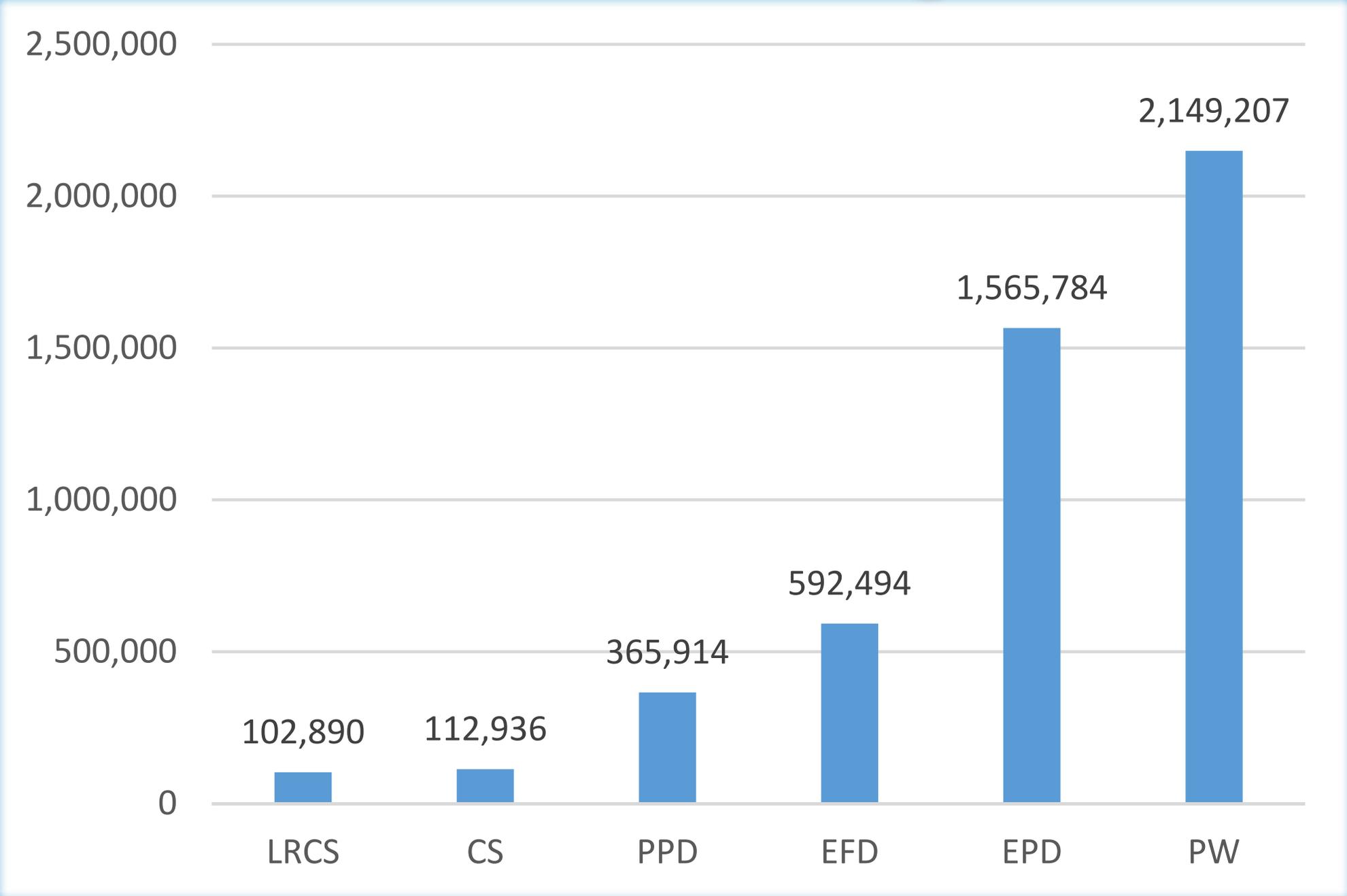


- Equipment/Tool Usage
- Material Handling
- Walking/Running
- Driving/Vehicle
- Groundskeeping

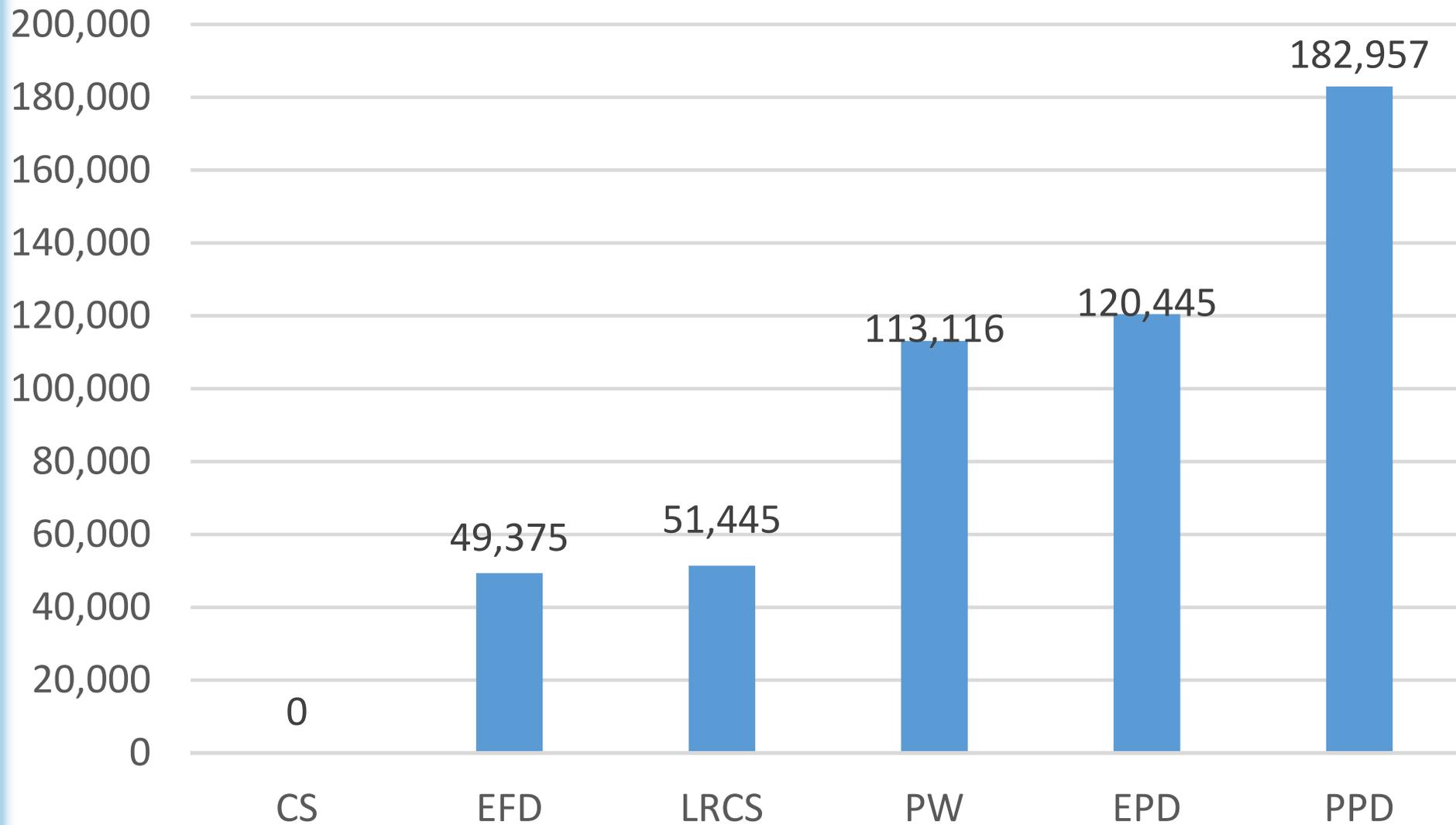
At-Fault vs Not-at-Fault



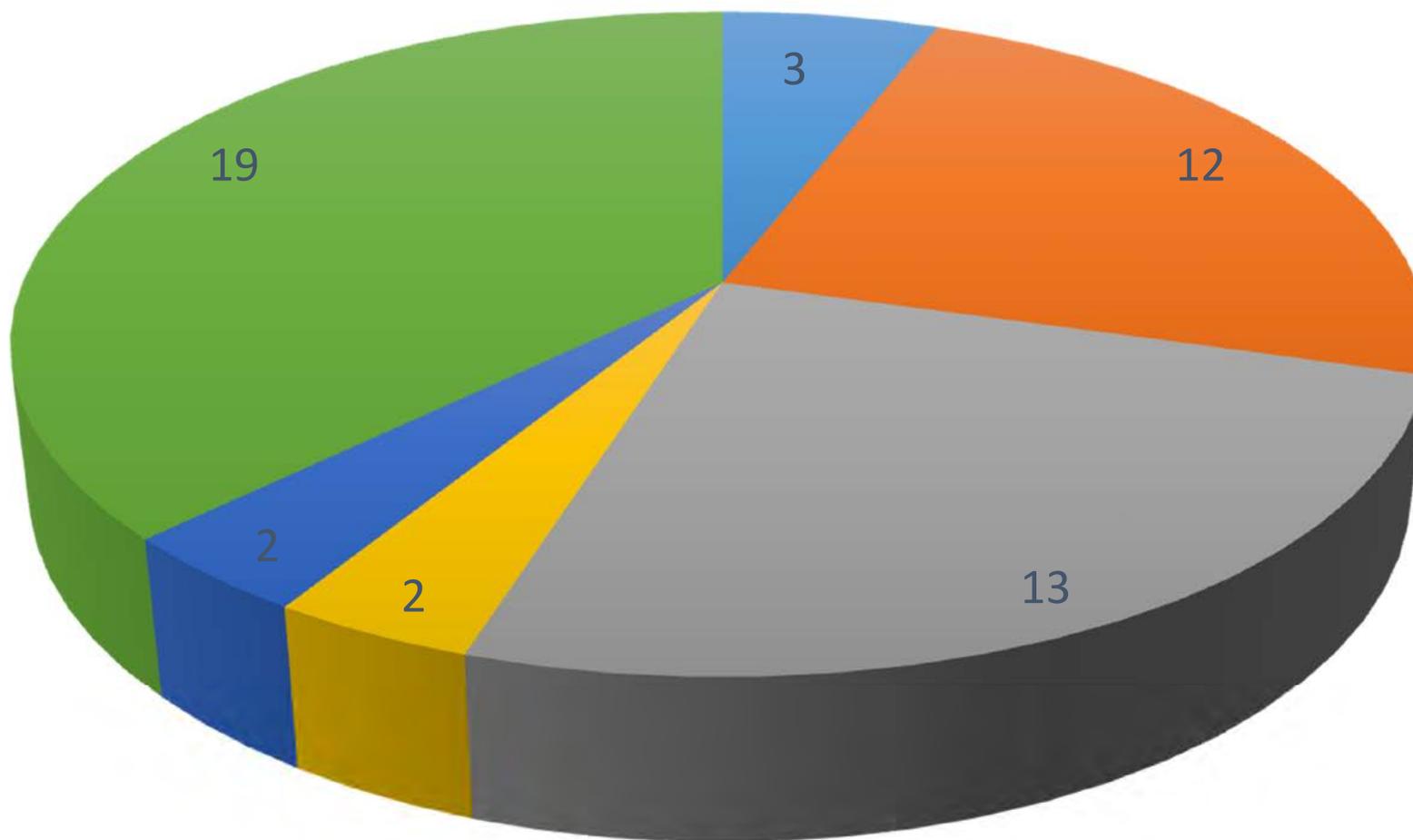
FY18 Vehicle Mileage



FY18 Miles Driven per Accident

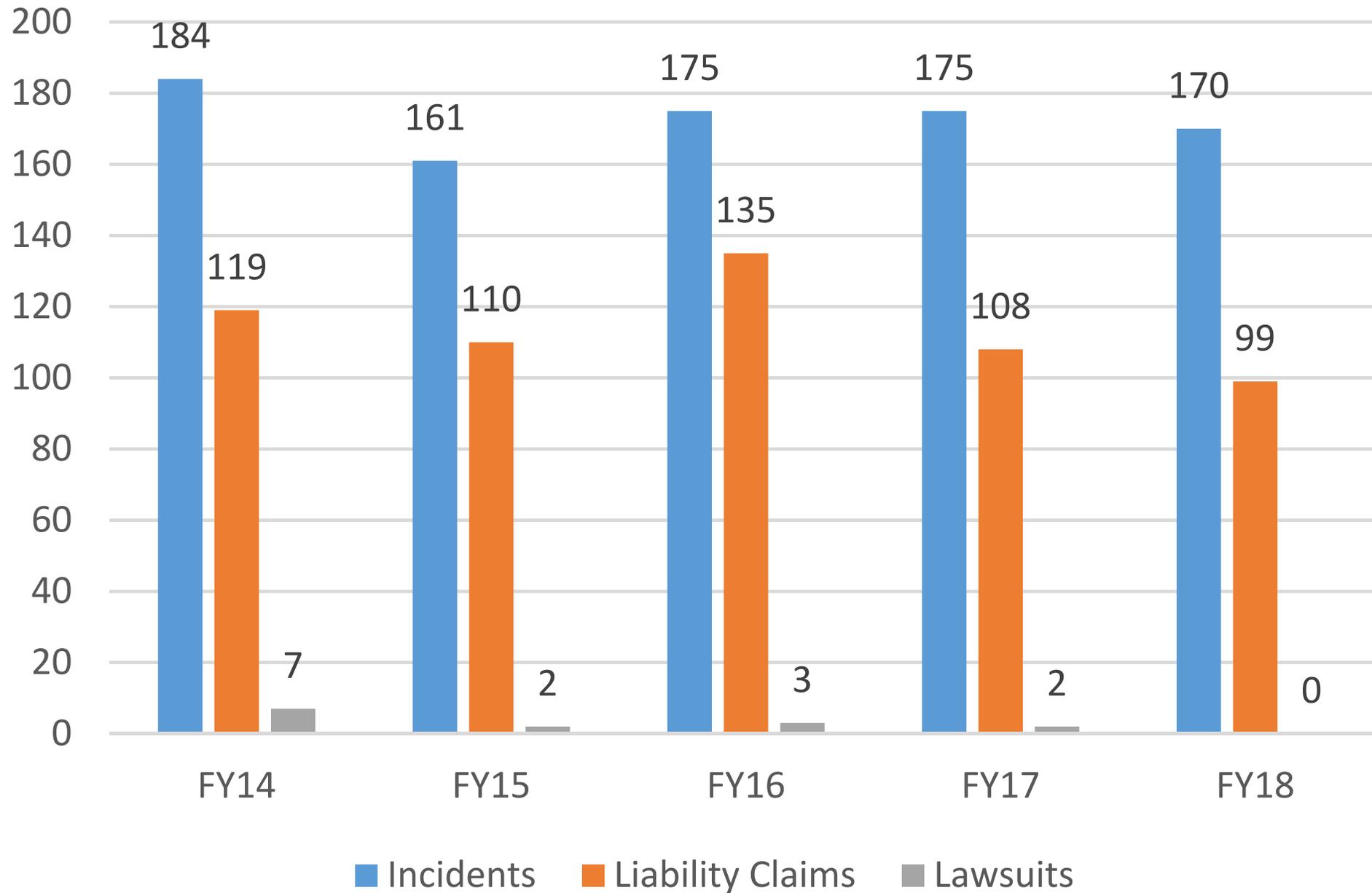


Accidents by Department

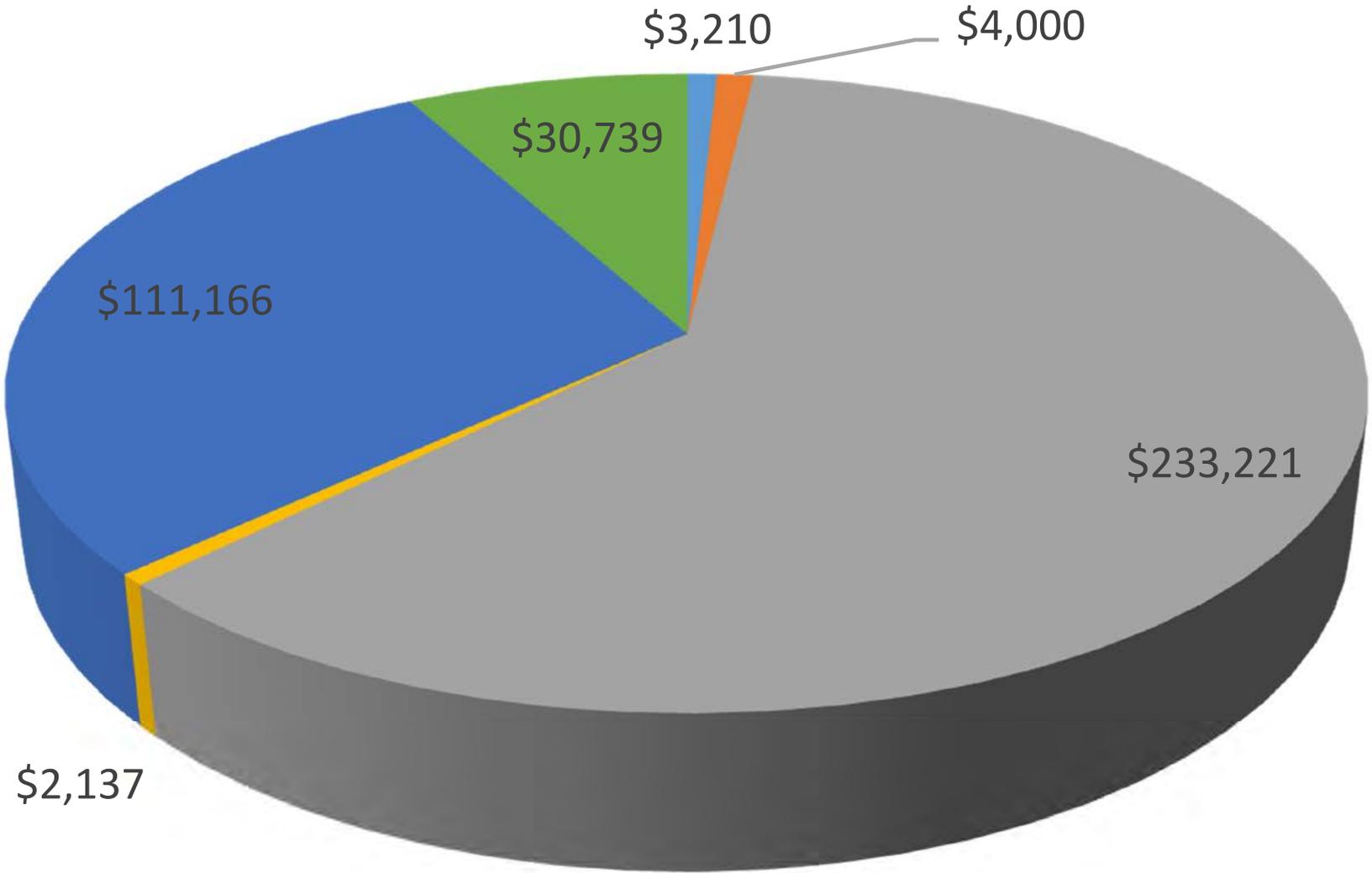


■ CS ■ EFD ■ EPD ■ LRCS ■ PPD ■ PW

Incidents vs Liability Claims vs Lawsuits

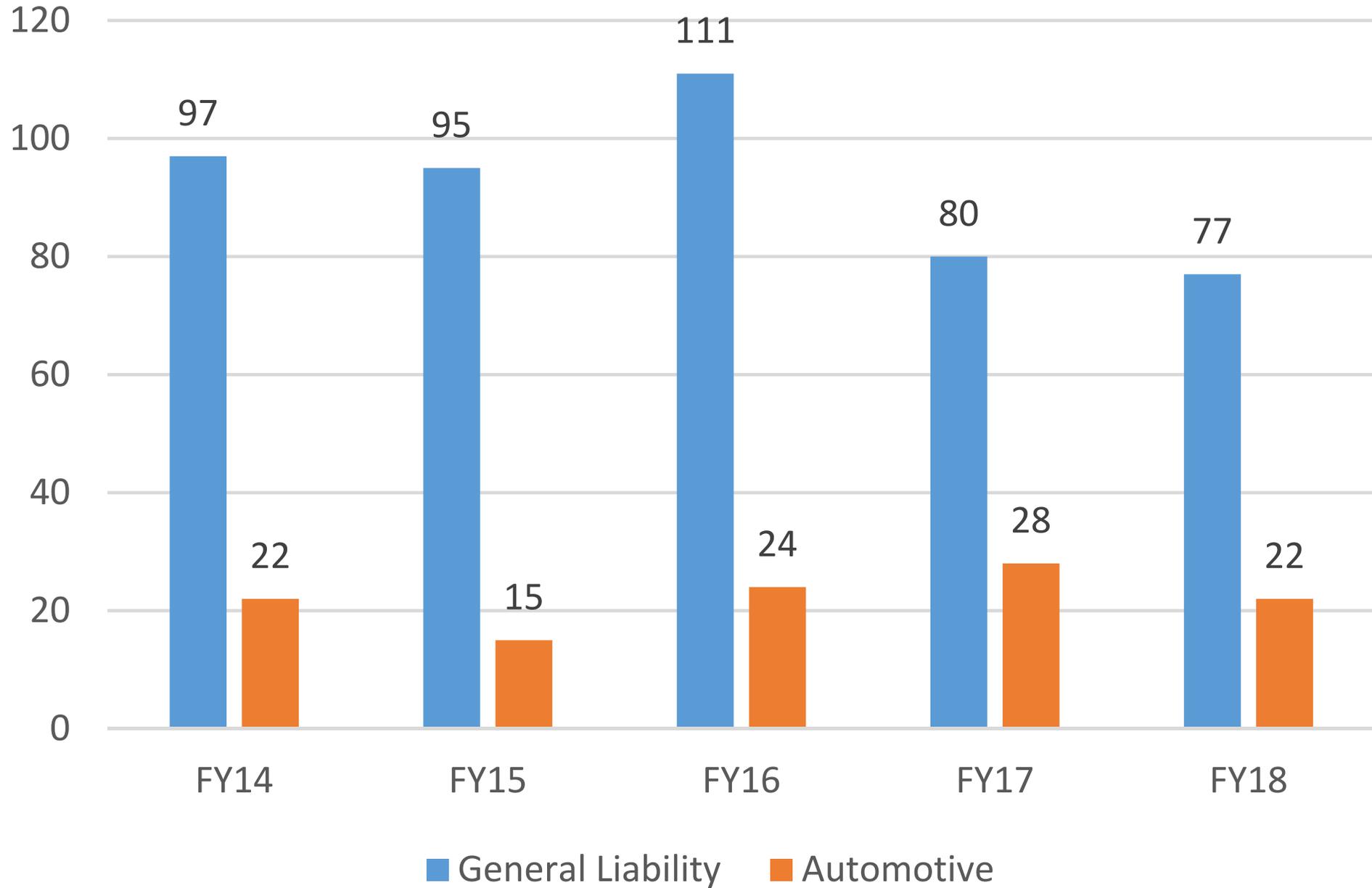


Liability Paid in FY18

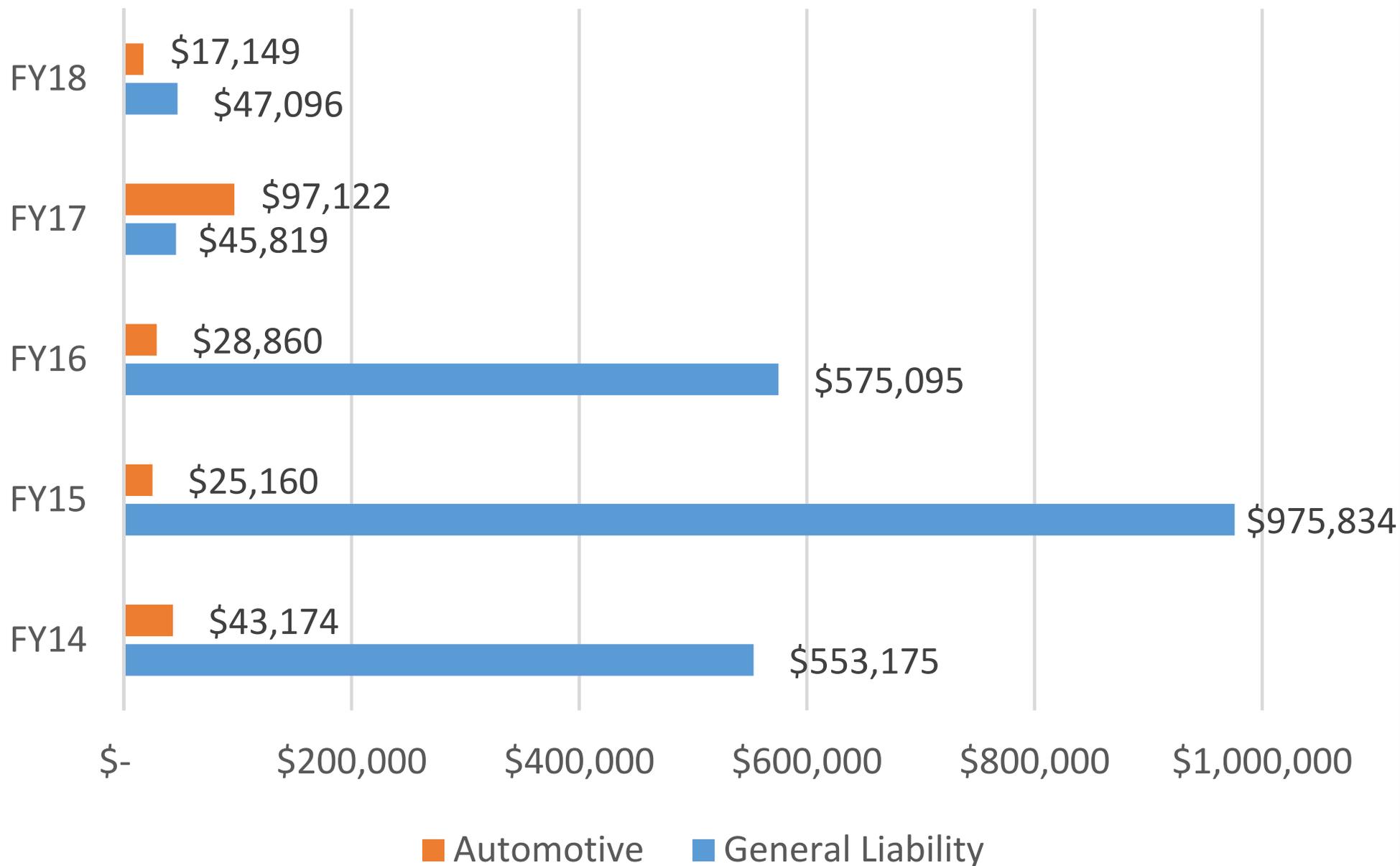


- CS
- EFD
- EPD
- LRCS
- PPD
- PW

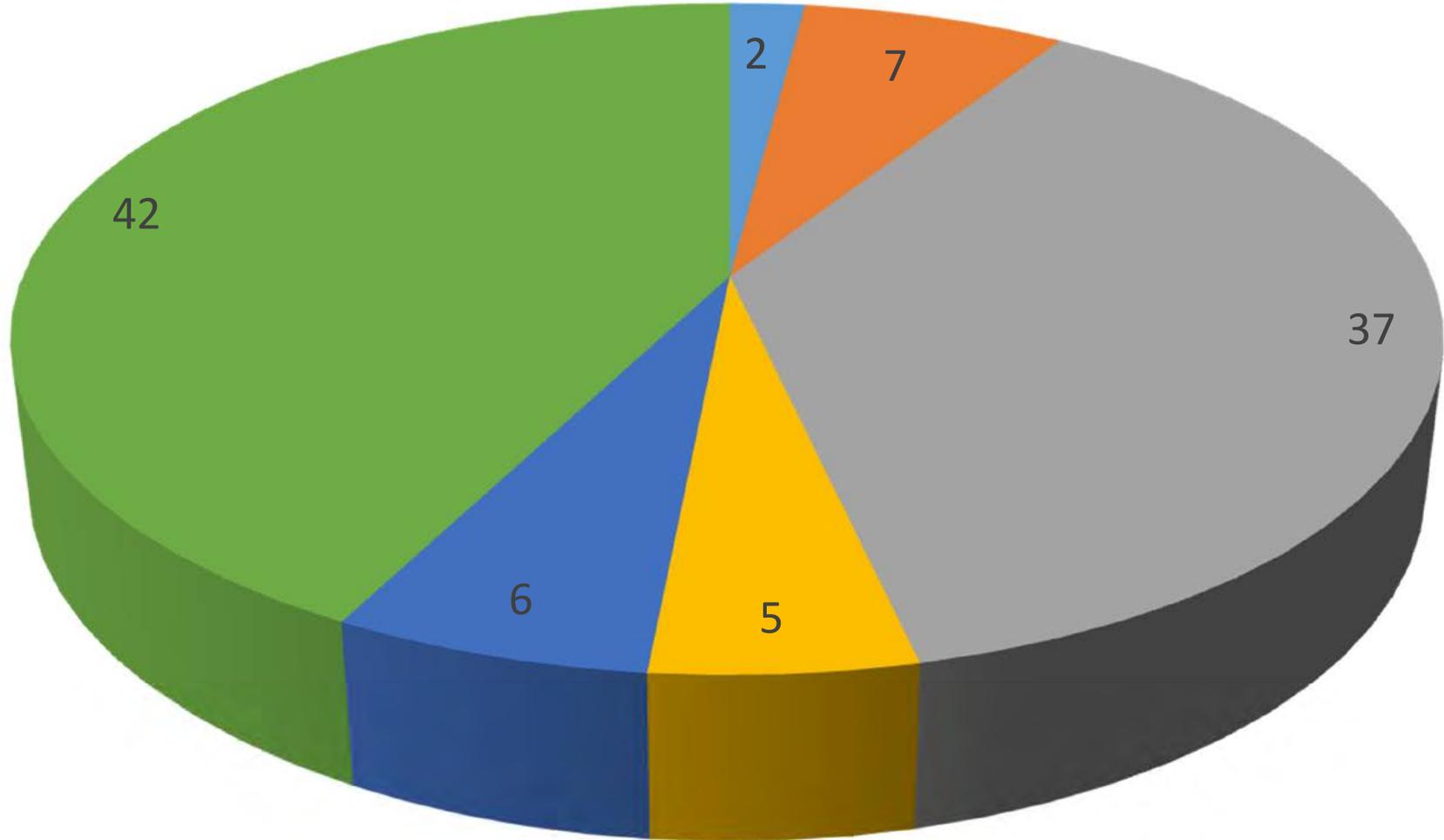
General & Auto Liability Claims



General & Auto Liability Incurred

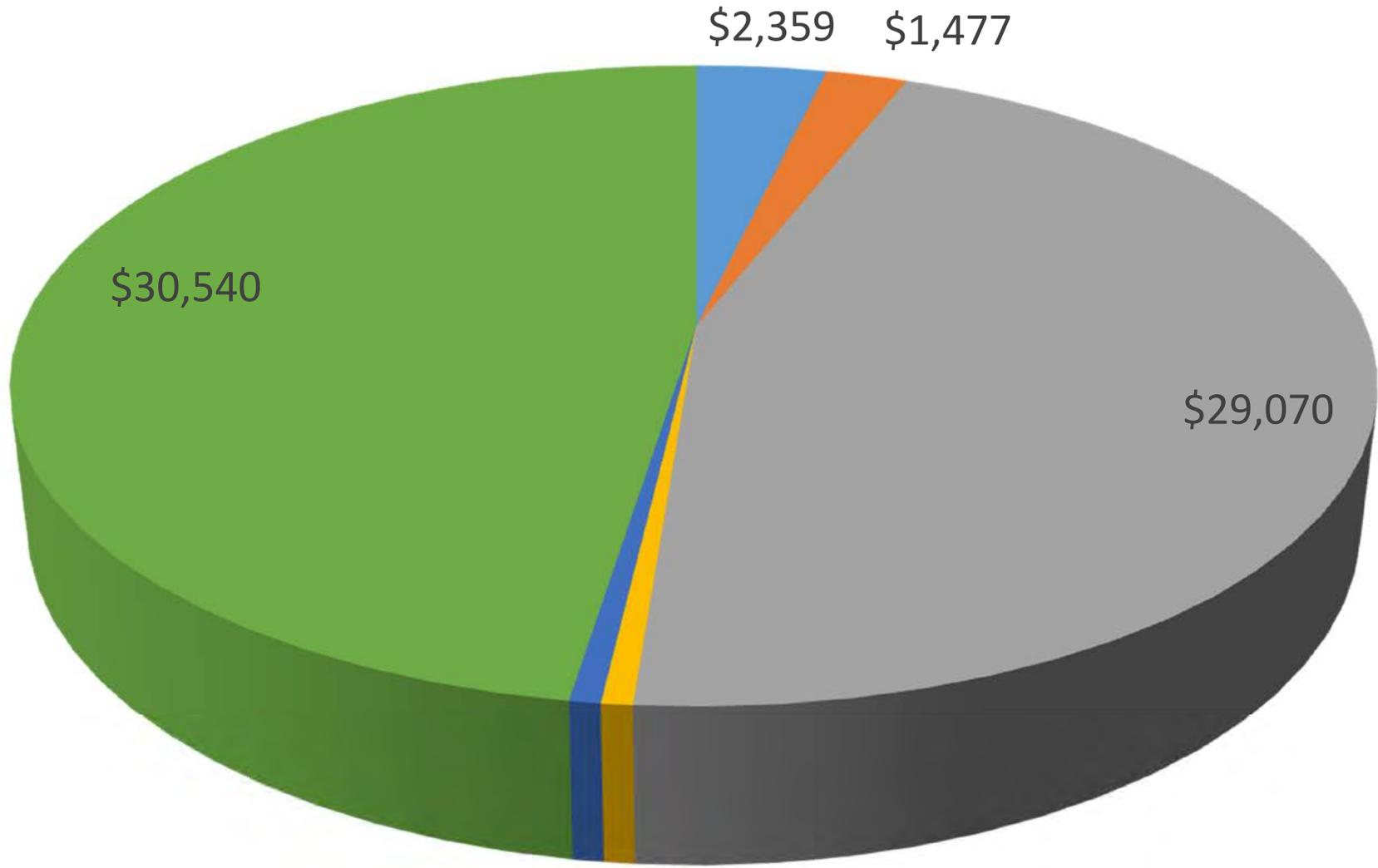


Liability Claims by Department



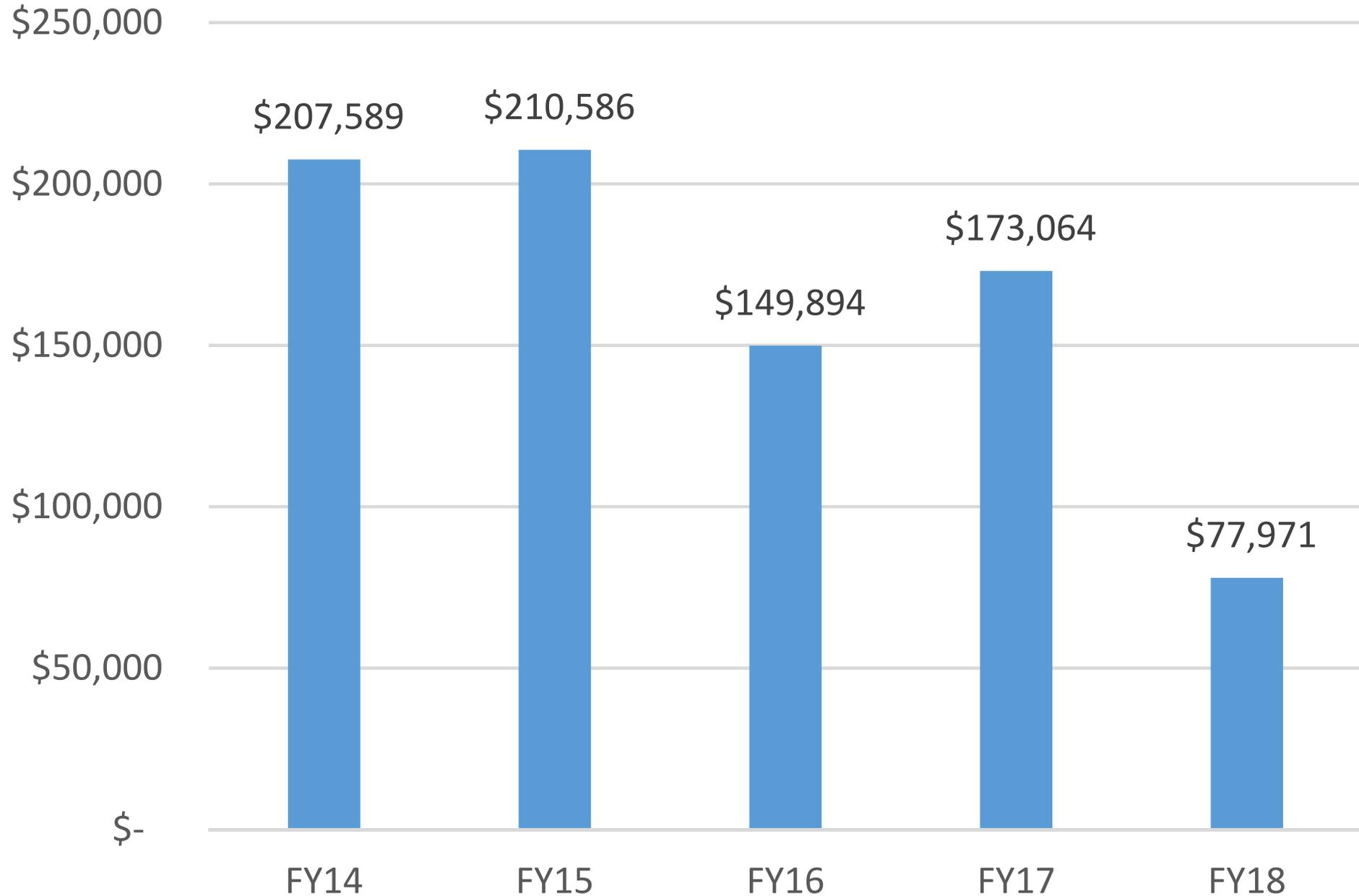
■ CS ■ EFD ■ EPD ■ LRCS ■ PPD ■ PW

Liability Incurred by Department

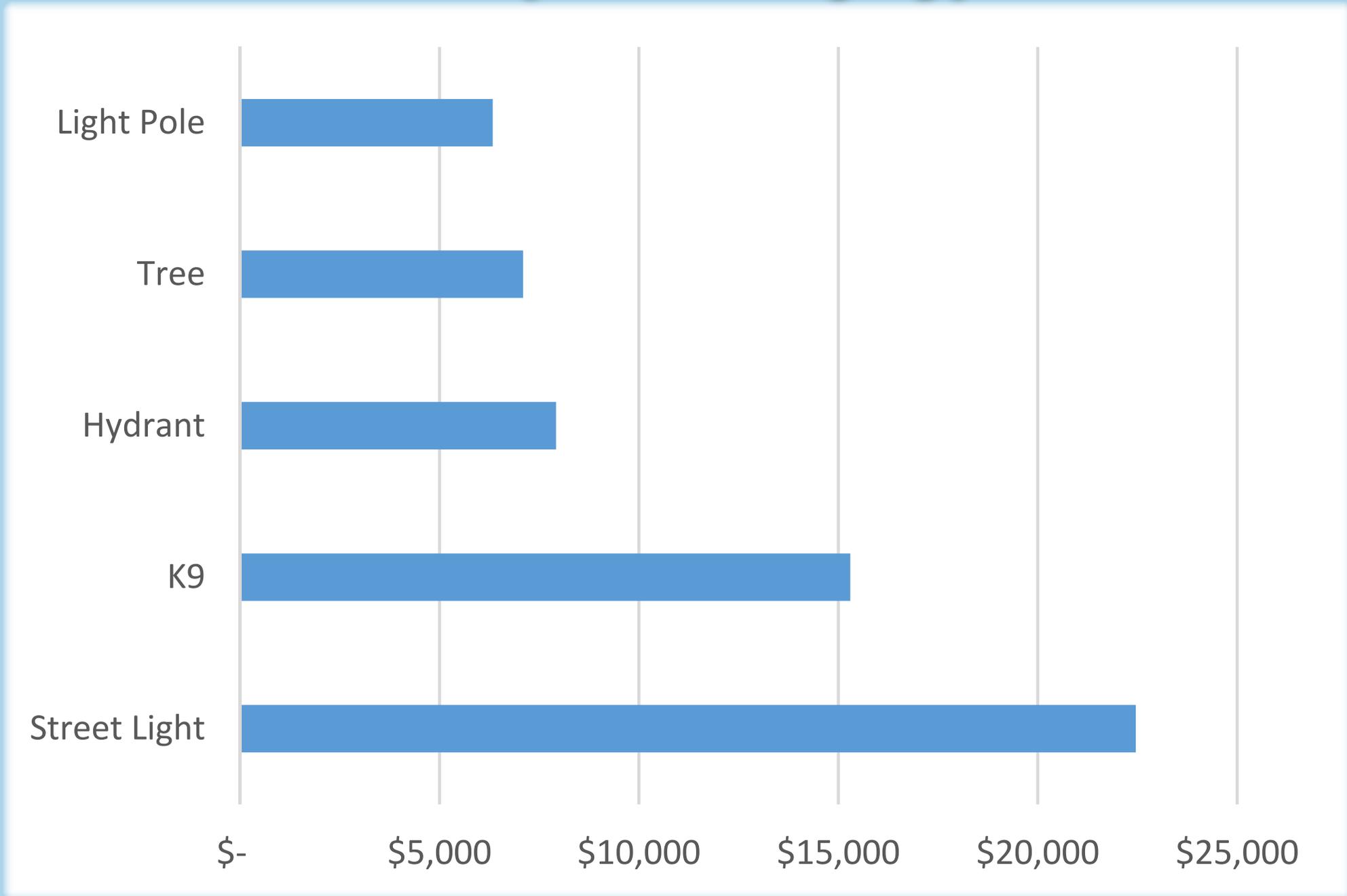


■ CS ■ EFD ■ EPD ■ LRCS ■ PPD ■ PW

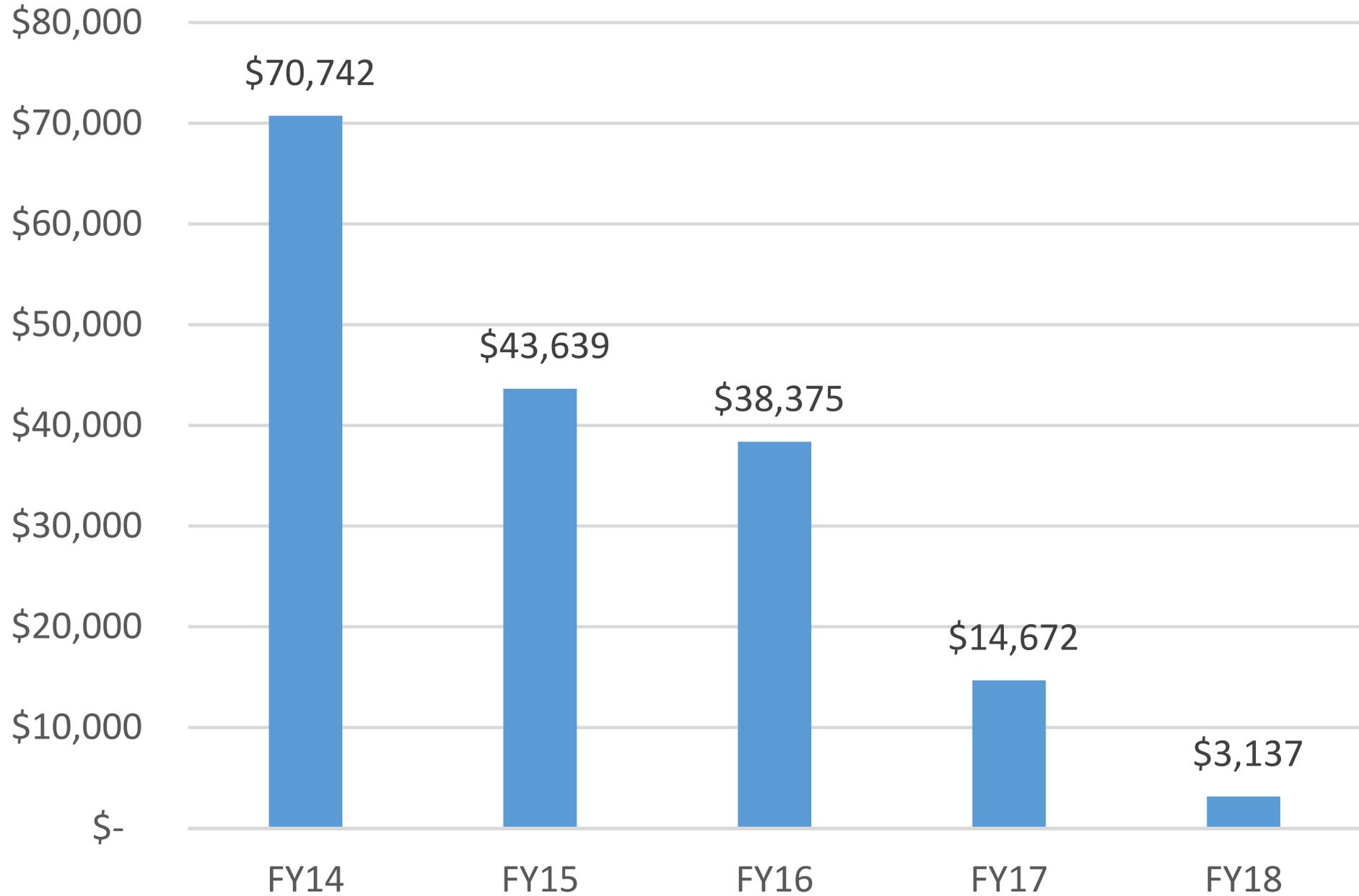
Recovered Funds



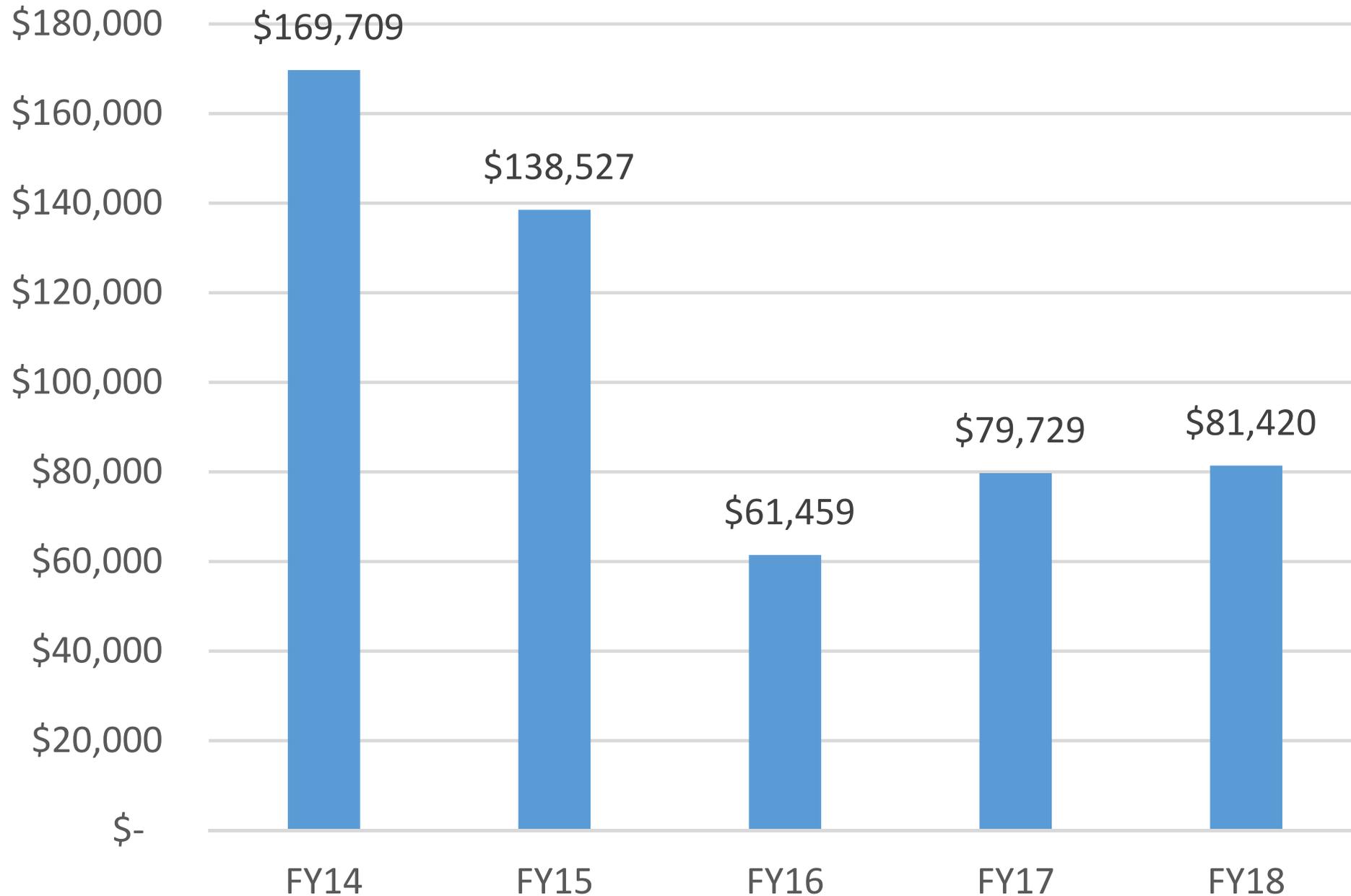
FY18 Top Recovery Types



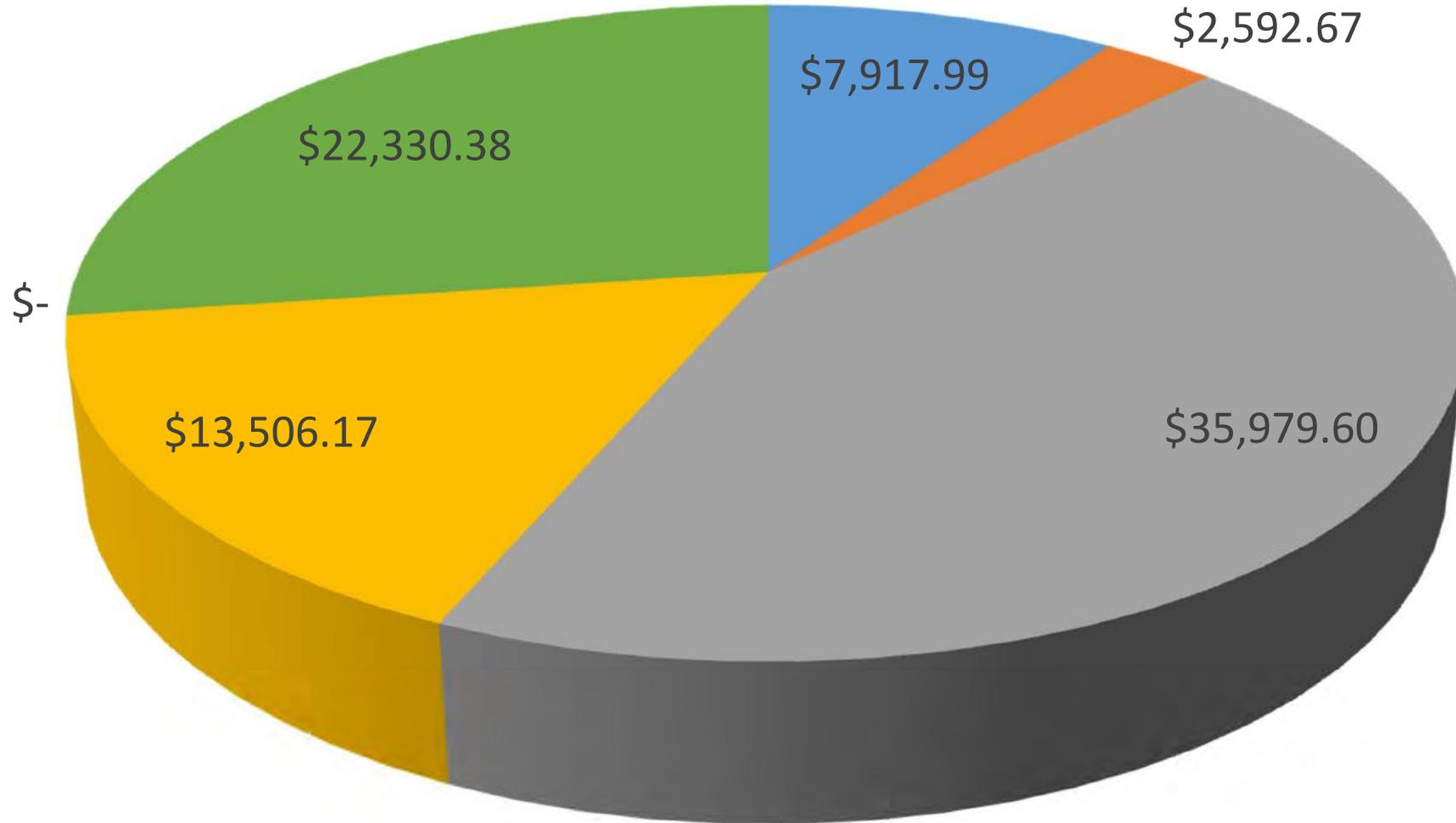
Property Losses



Unemployment Claim Costs

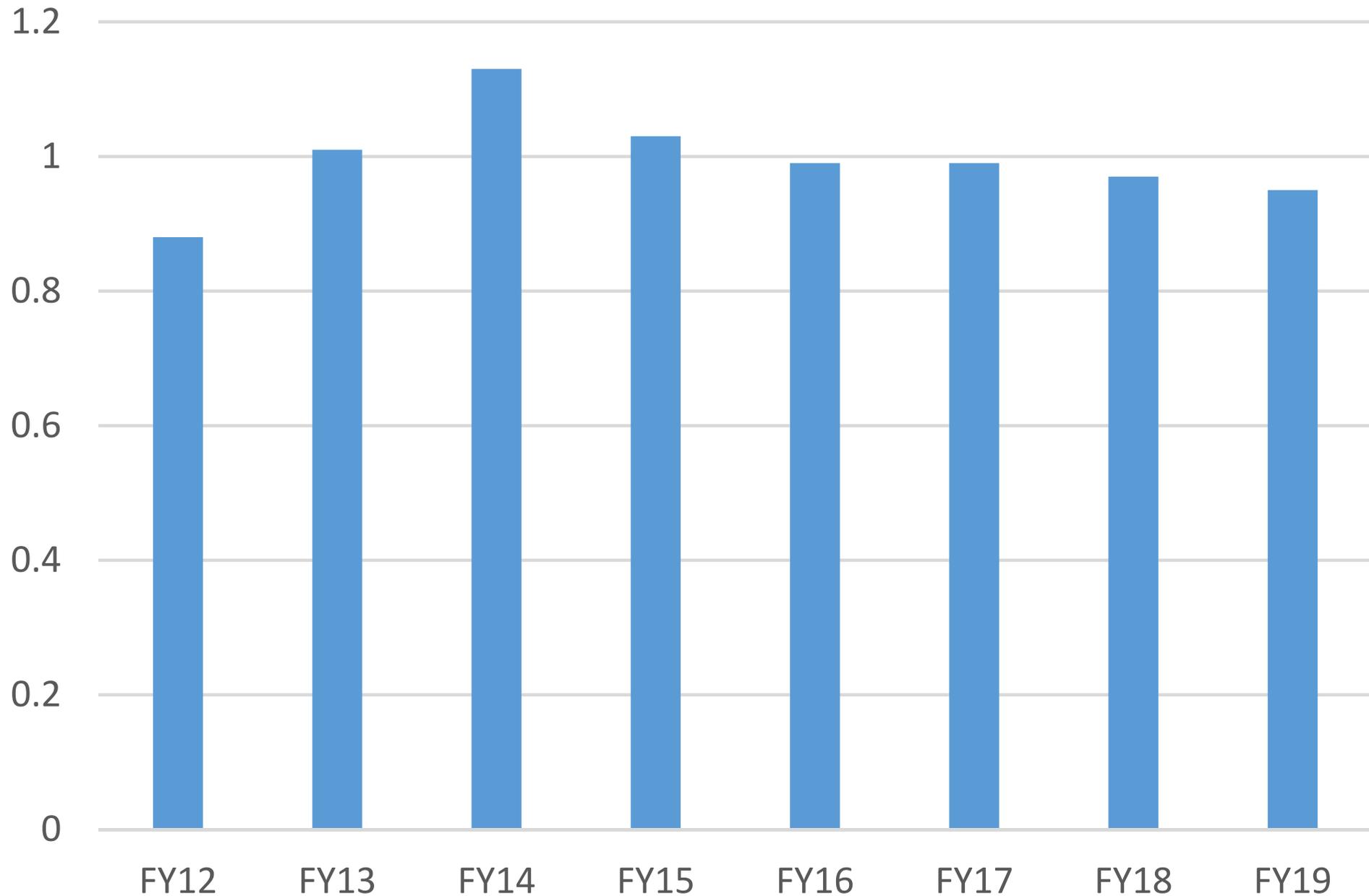


Unemployment Claims by Department

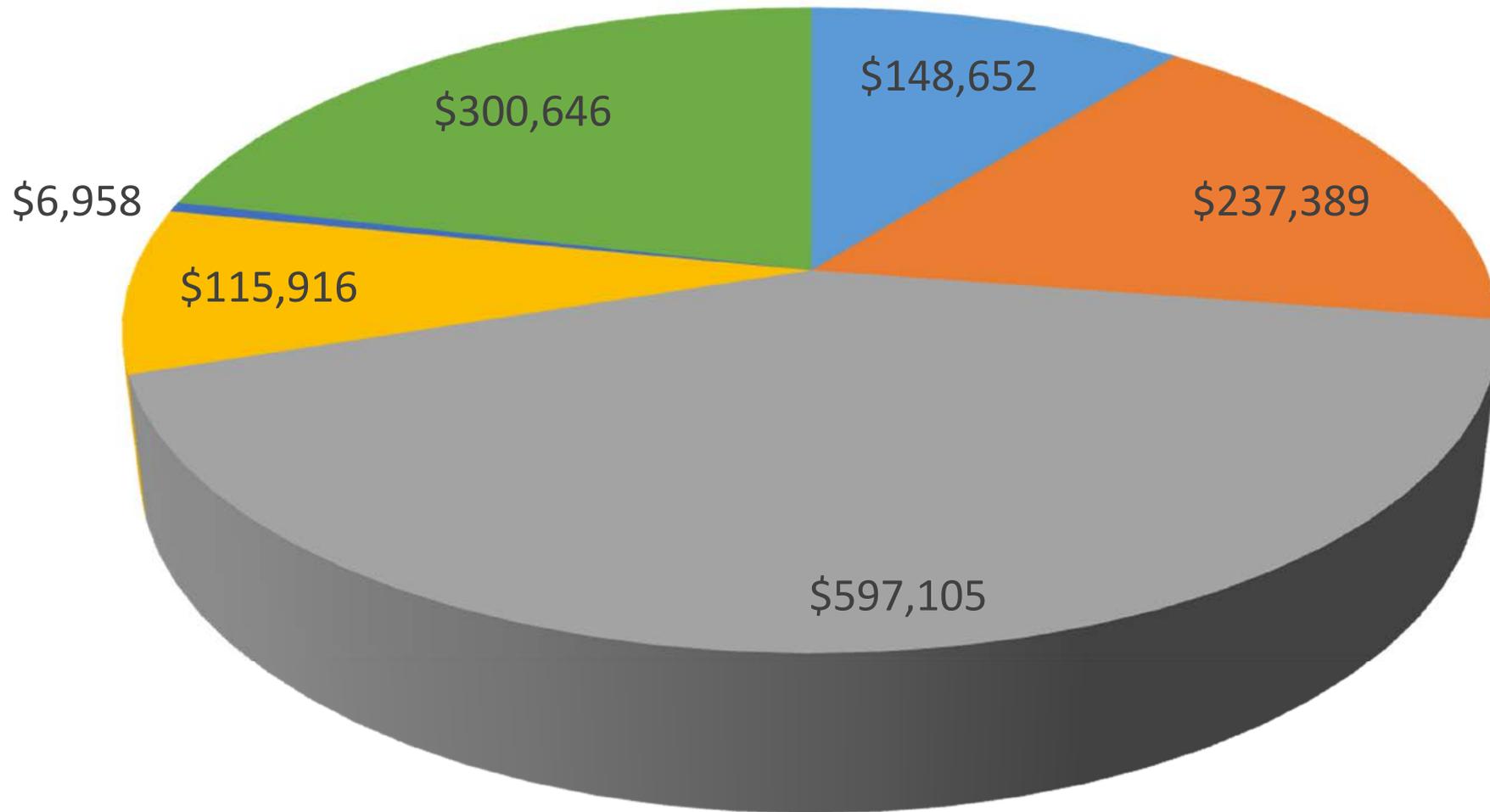


■ CS ■ EFD ■ EPD ■ LRCS ■ PPD ■ PW

Workers' Compensation Experience Modifier

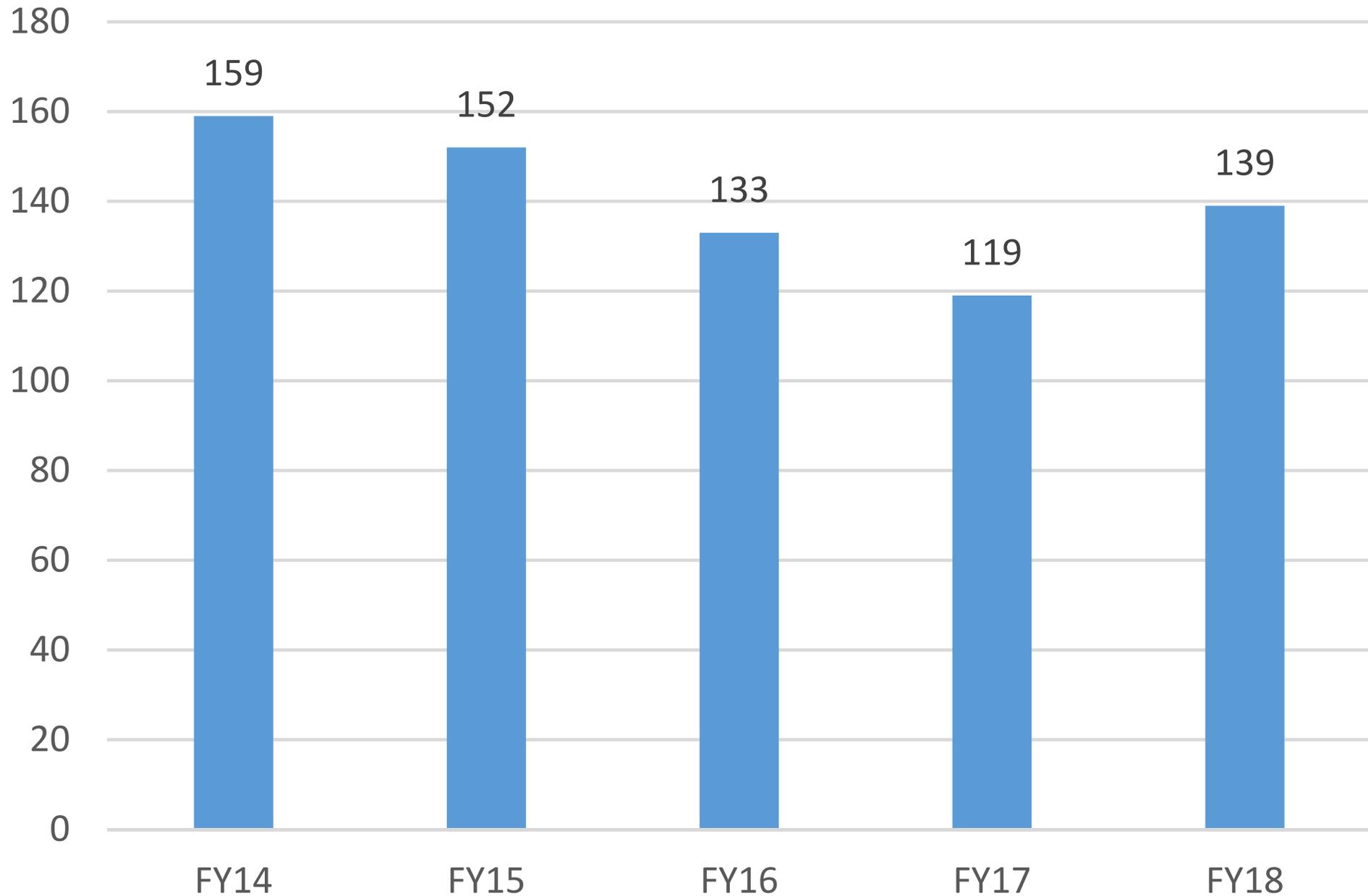


Workers' Compensation Paid in FY18

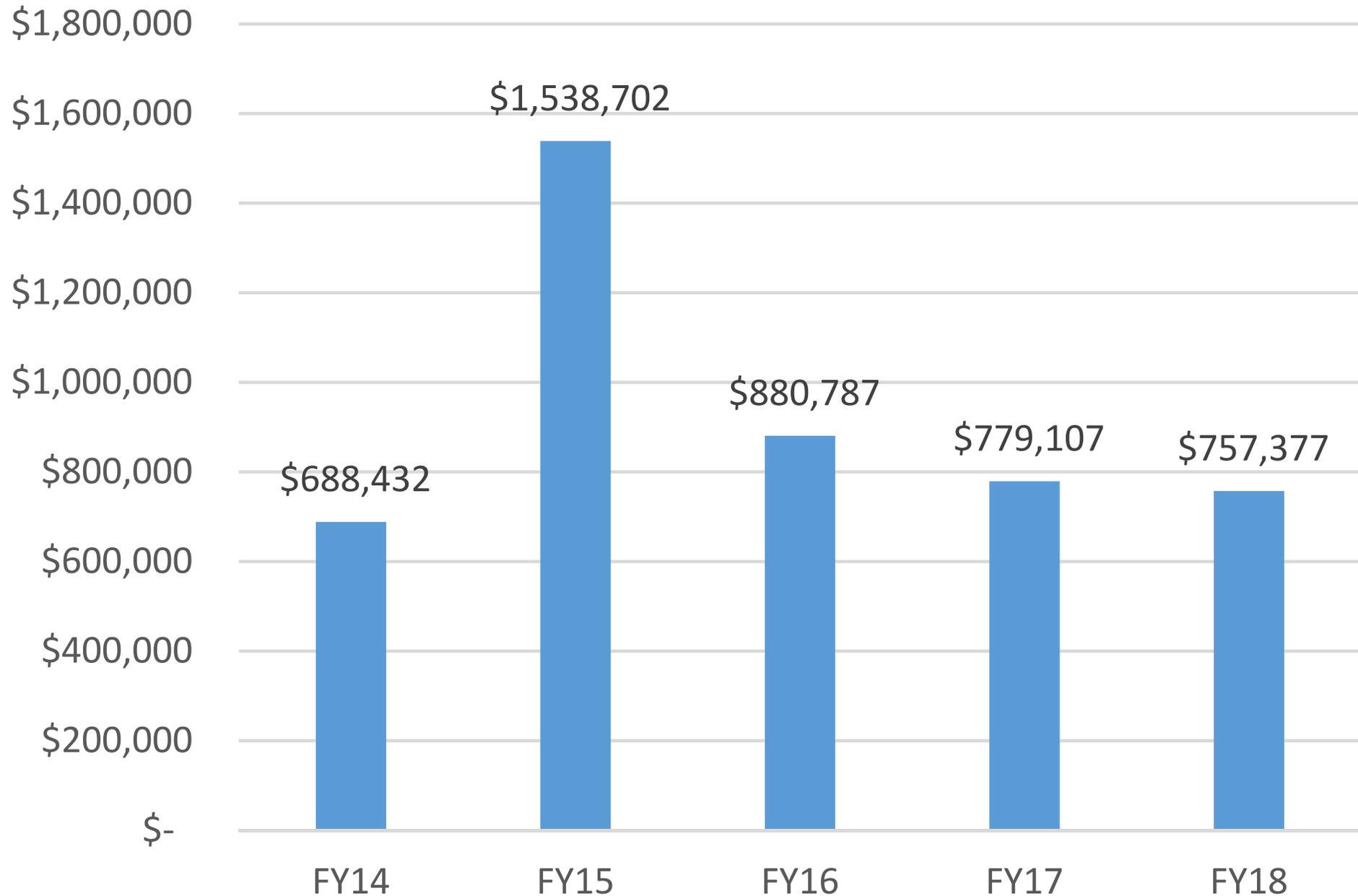


■ CS ■ EFD ■ EPD ■ LRCS ■ PPD ■ PW

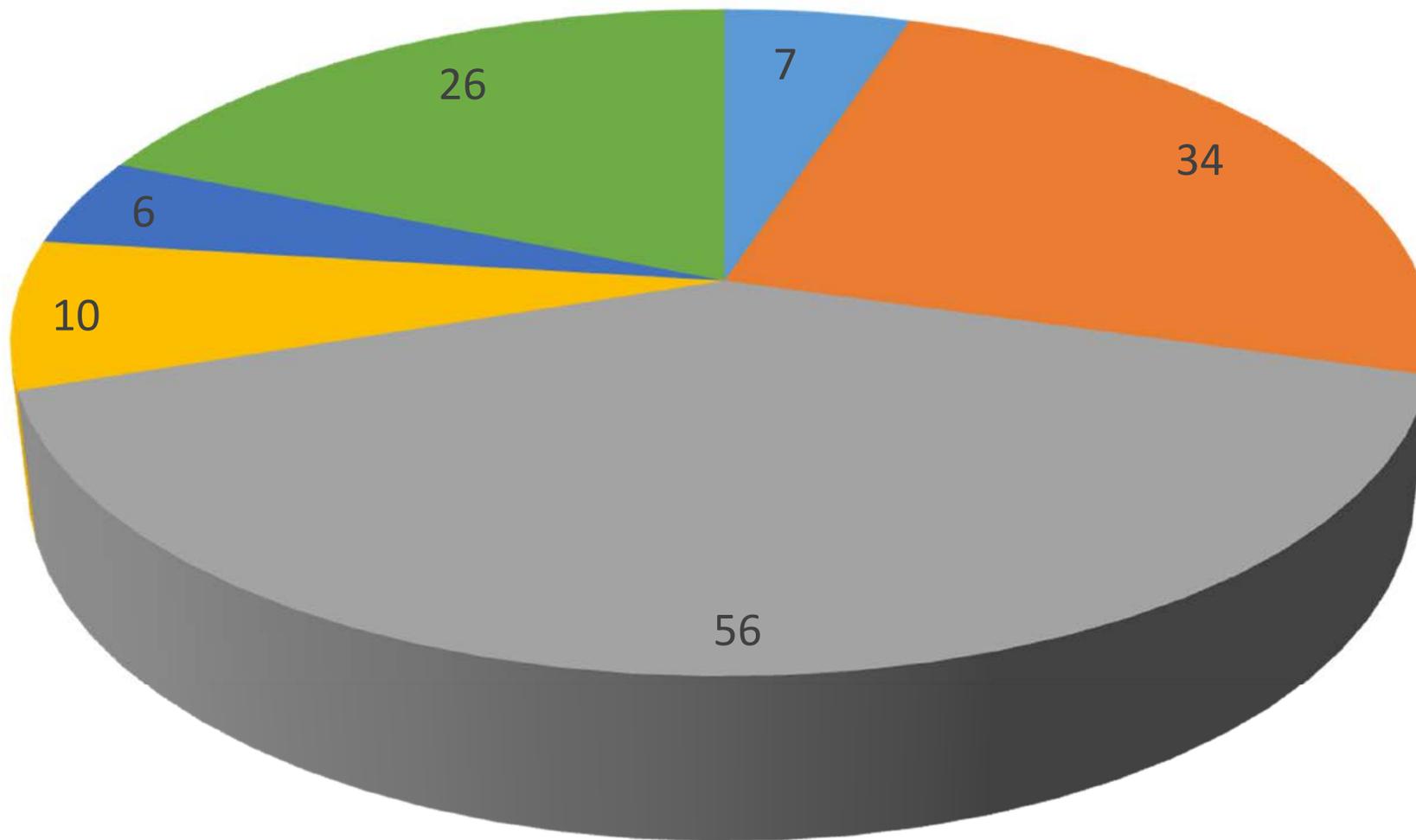
Workers' Compensation Claims



Workers' Compensation Incurred

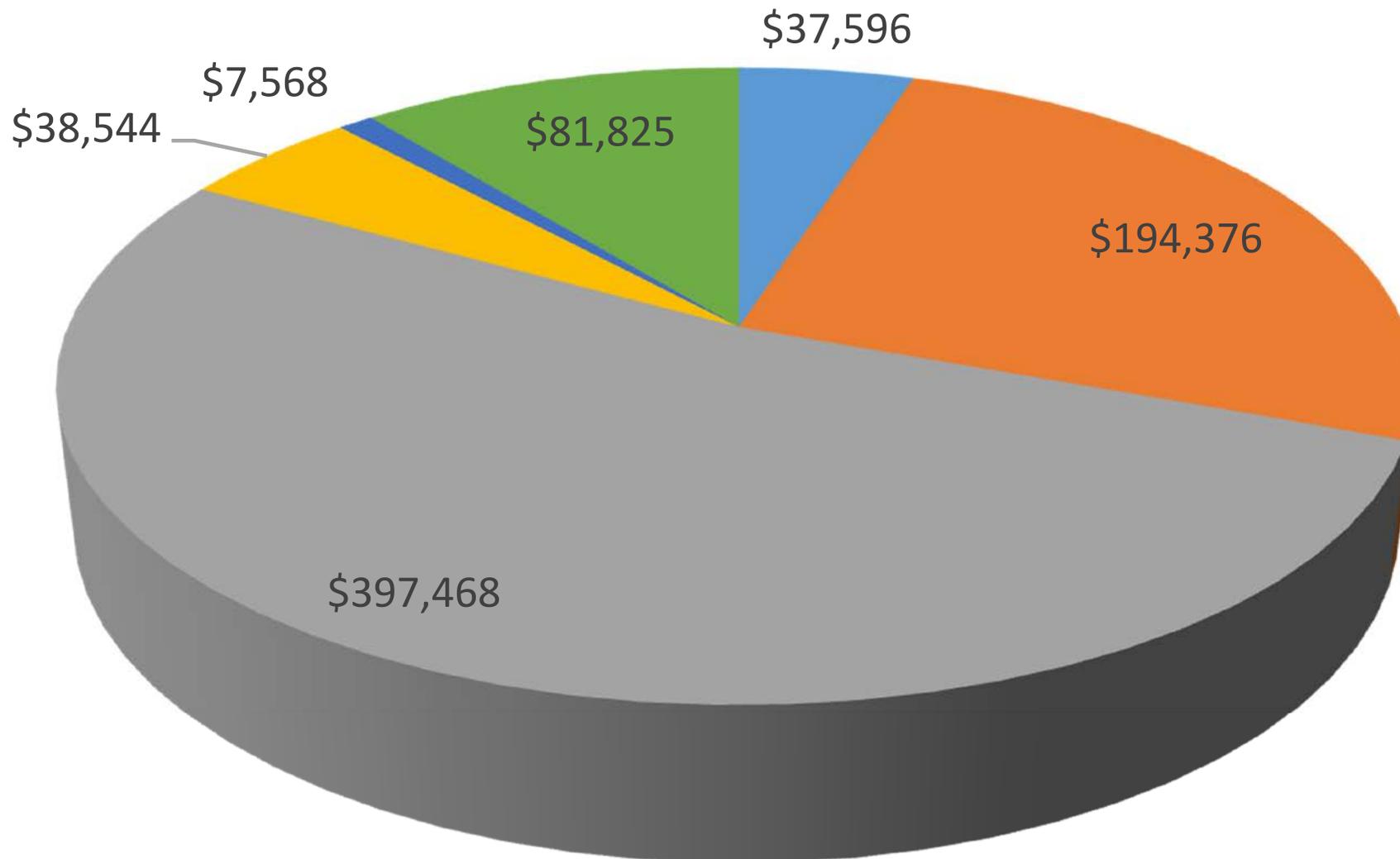


Workers' Compensation Claims by Department



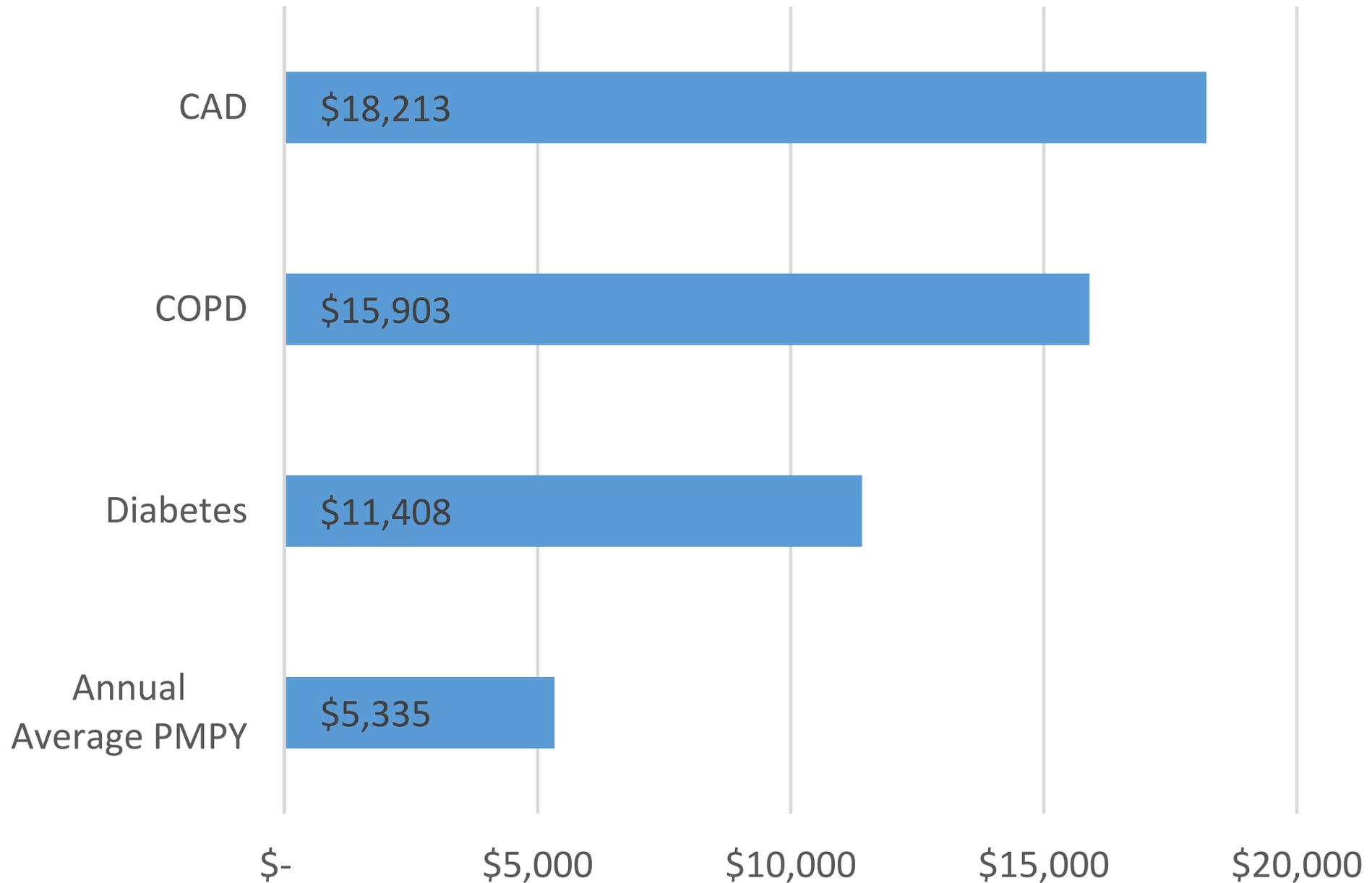
■ CS ■ EFD ■ EPD ■ LRCS ■ PPD ■ PW

Workers' Compensation Incurred by Department

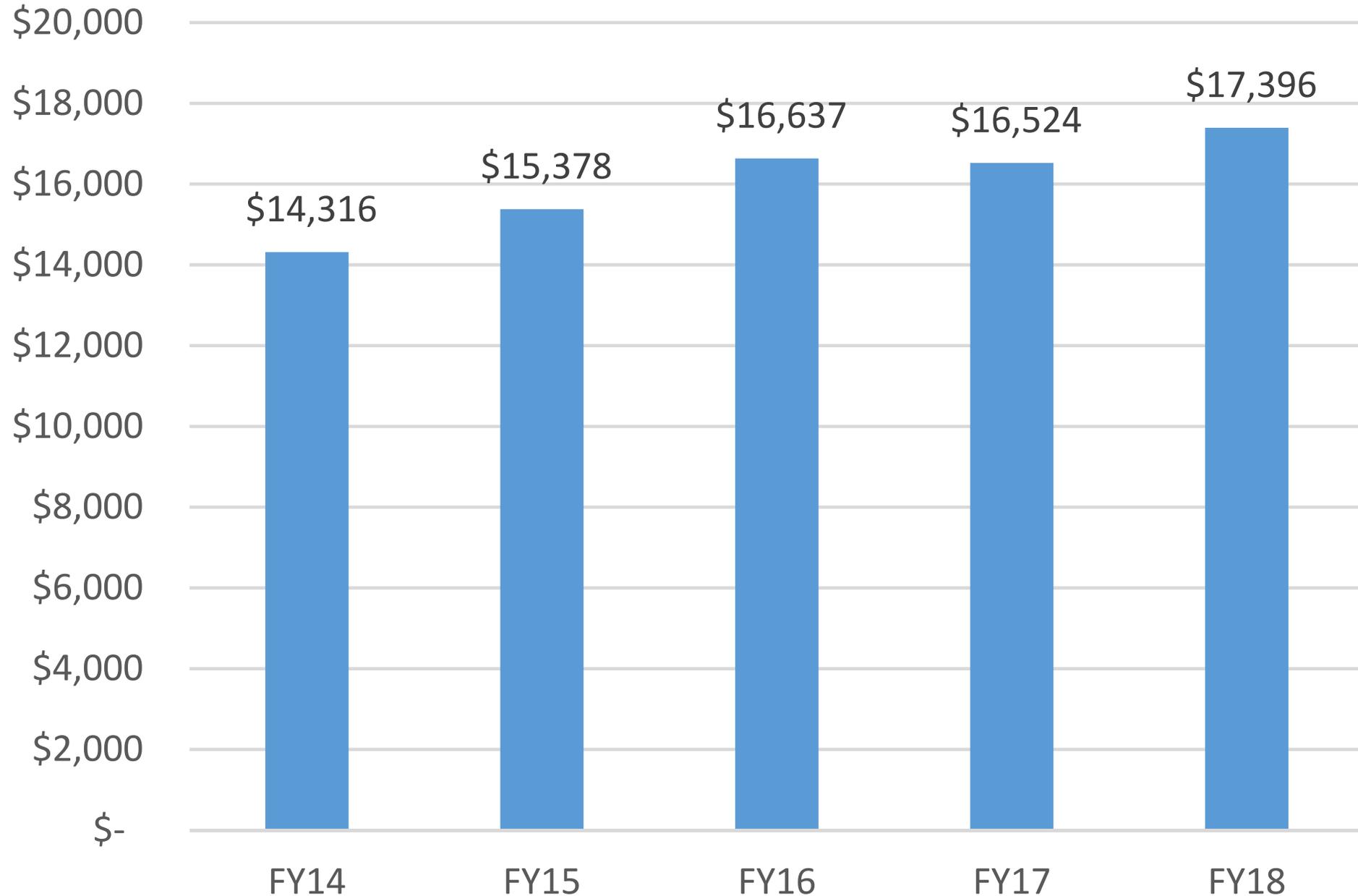


CS EFD EPD LRCS PPD PW

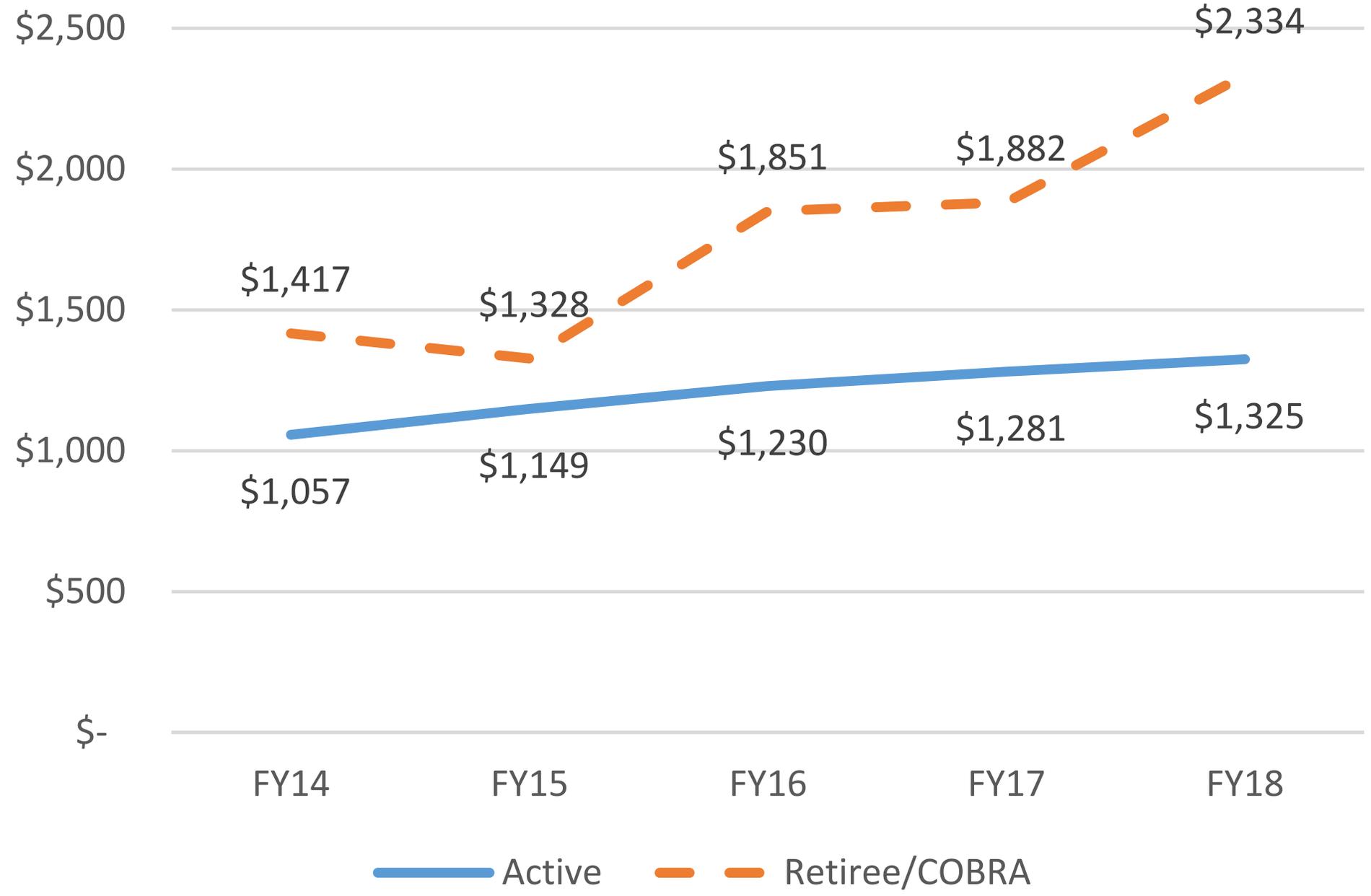
Highest Cost Chronic Condition in FY18



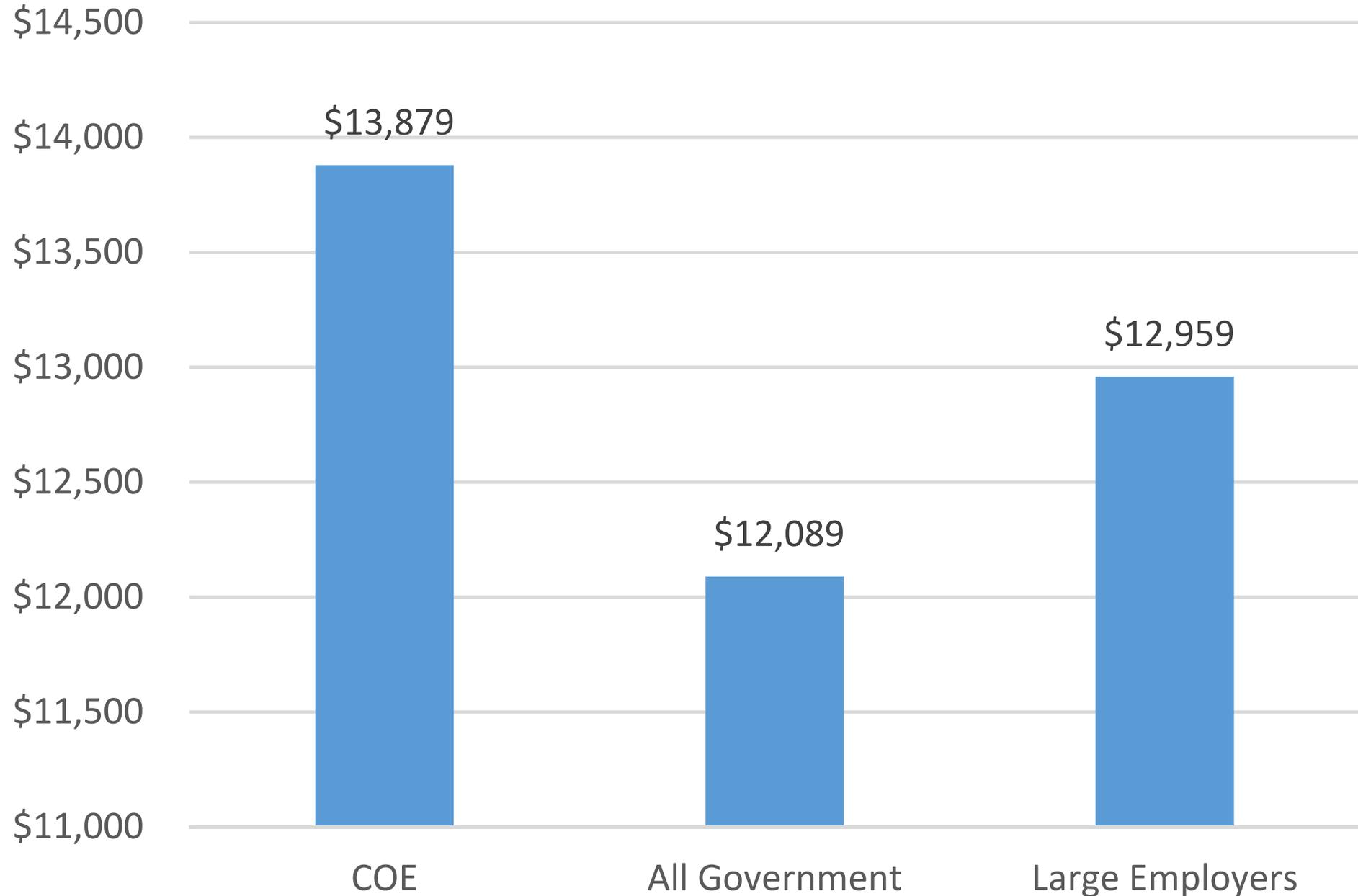
Average Annual Employer Cost per Active Employee



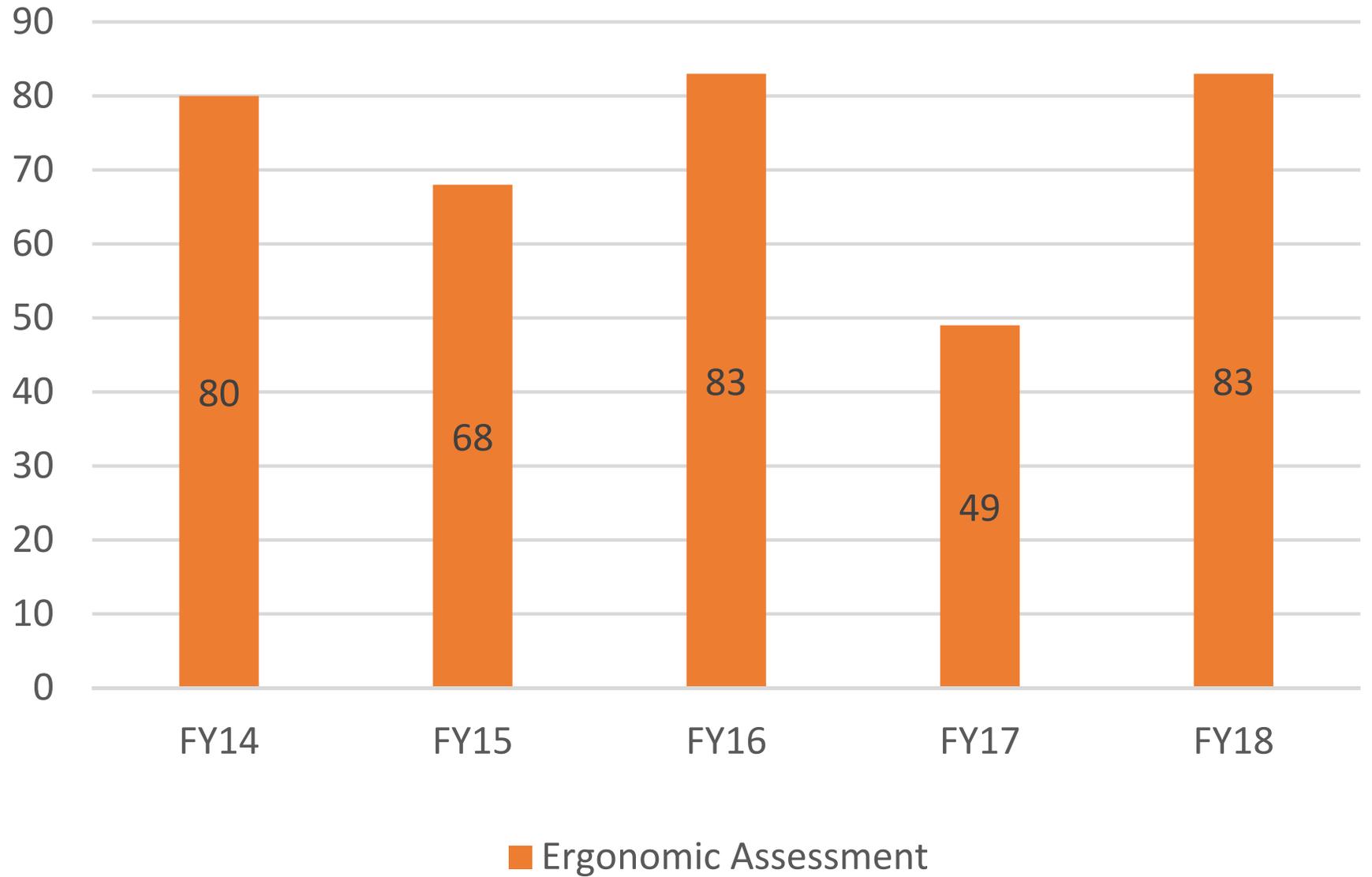
Monthly Health Insurance Cost Active vs Retiree/COBRA



Annual Health Plan Cost Comparison



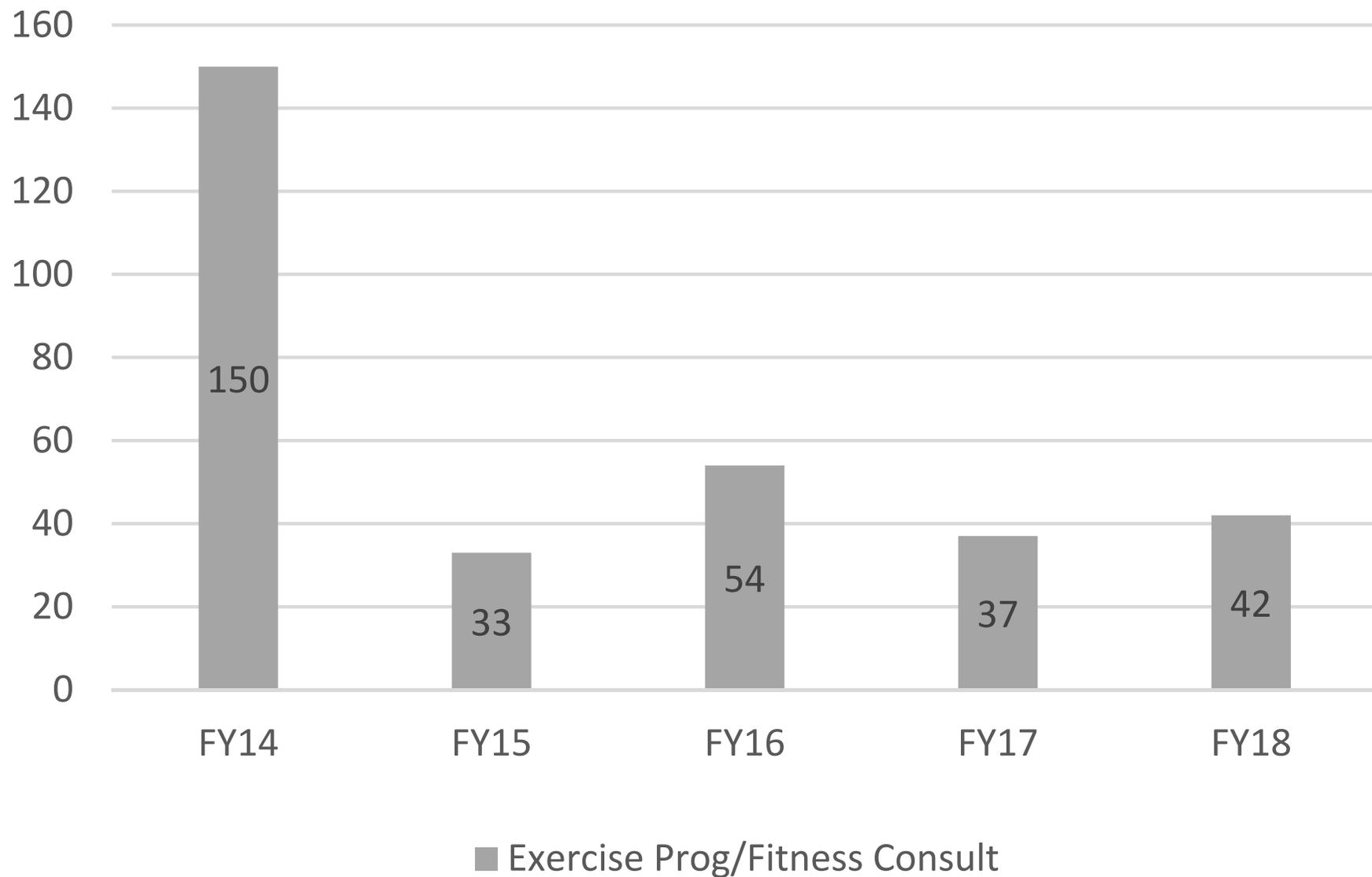
Ergonomic Assessments



- [Ergonomic Assessments](#)
- [Exercise Programs & Fitness Consults](#)
- [Fitness Classes](#)
- [Fitness Orientations](#)
- [Health Risk Appriasals](#)

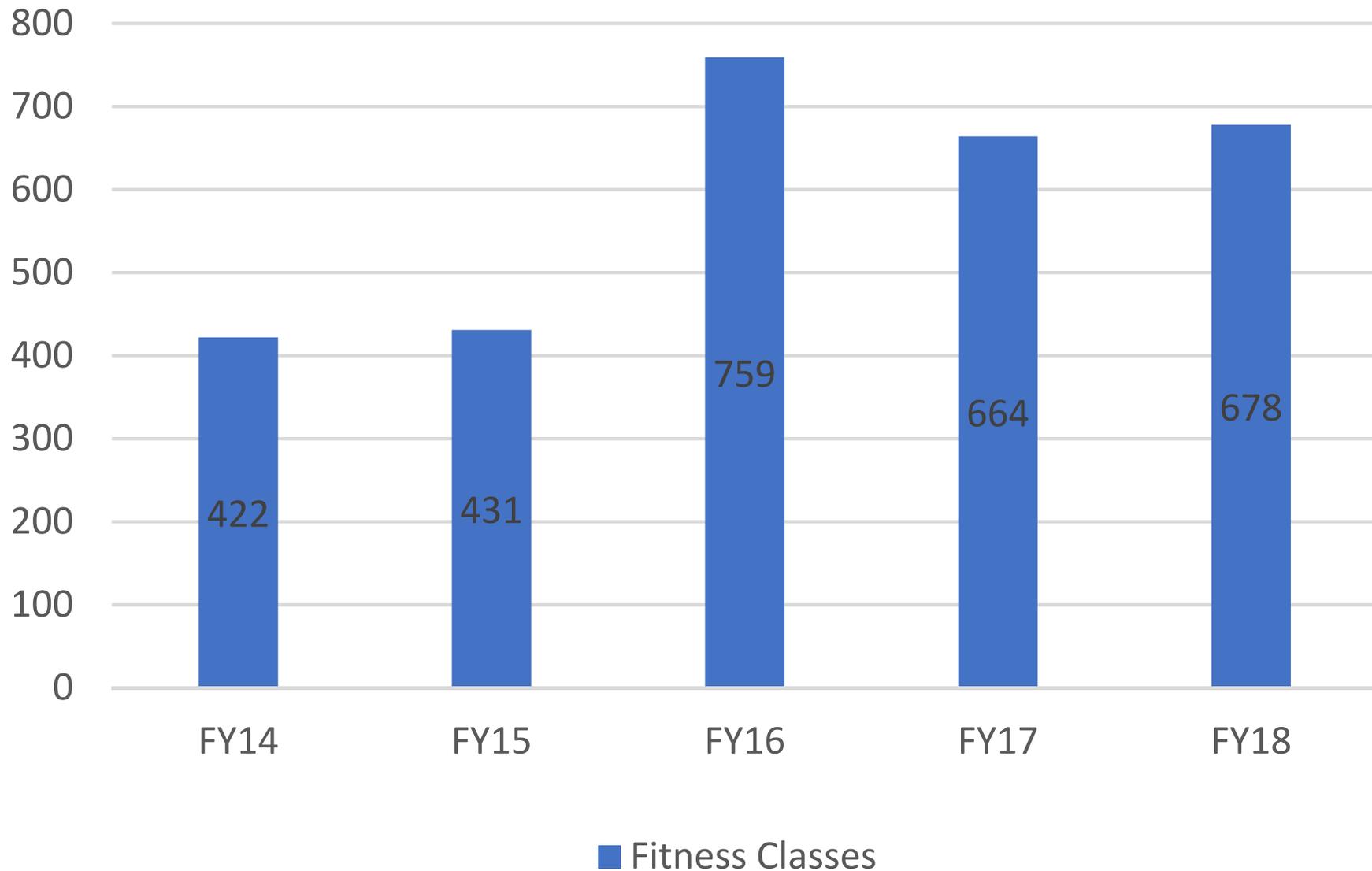
Exercise Programs & Fitness Consults

- [Ergonomic Assessments](#)
- [Exercise Programs & Fitness Consults](#)
- [Fitness Classes](#)
- [Fitness Orientations](#)
- [Health Risk Appriasals](#)



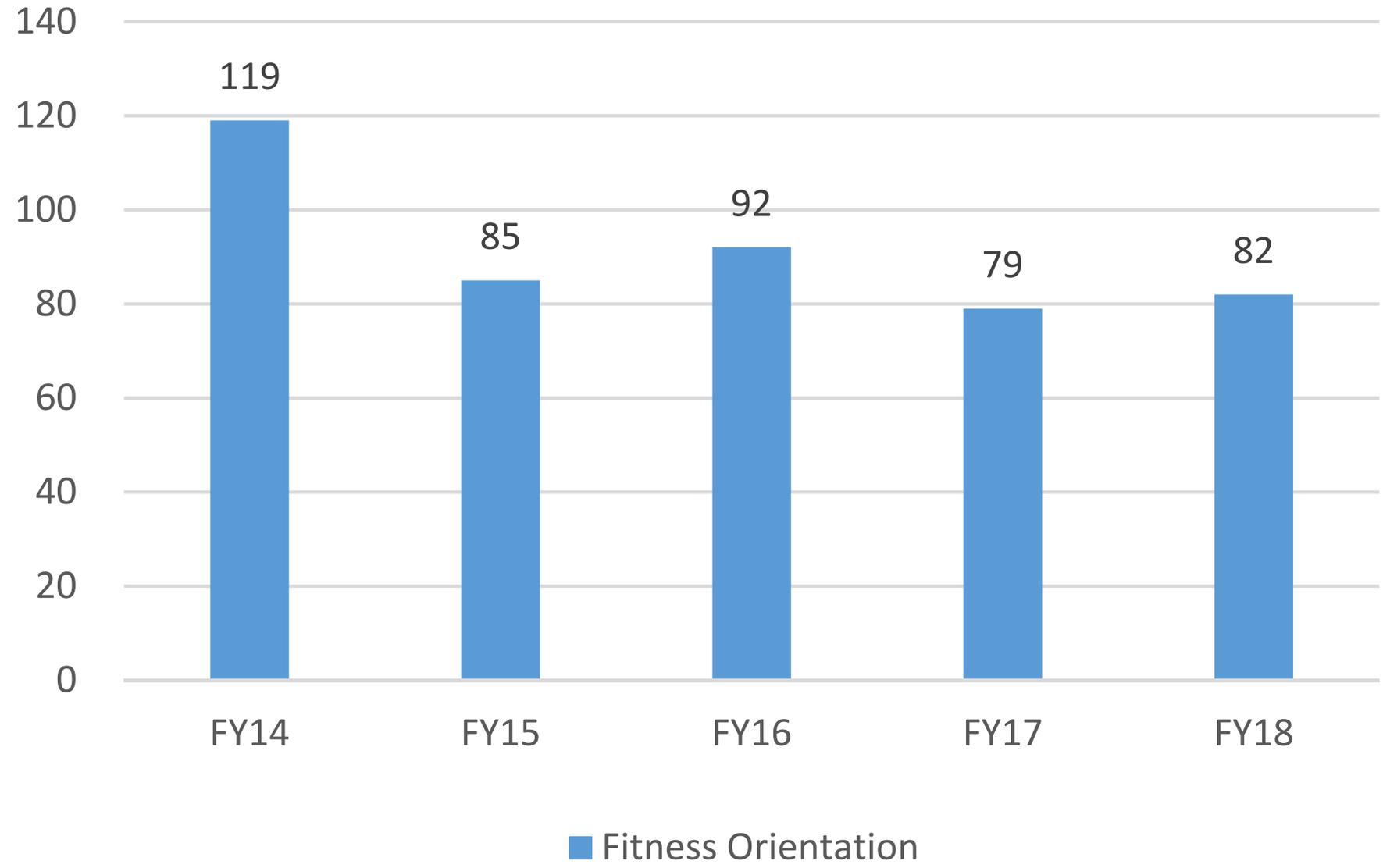
Fitness Classes

- [Ergonomic Assessments](#)
- [Exercise Programs & Fitness Consults](#)
- [Fitness Classes](#)
- [Fitness Orientations](#)
- [Health Risk Appriasals](#)

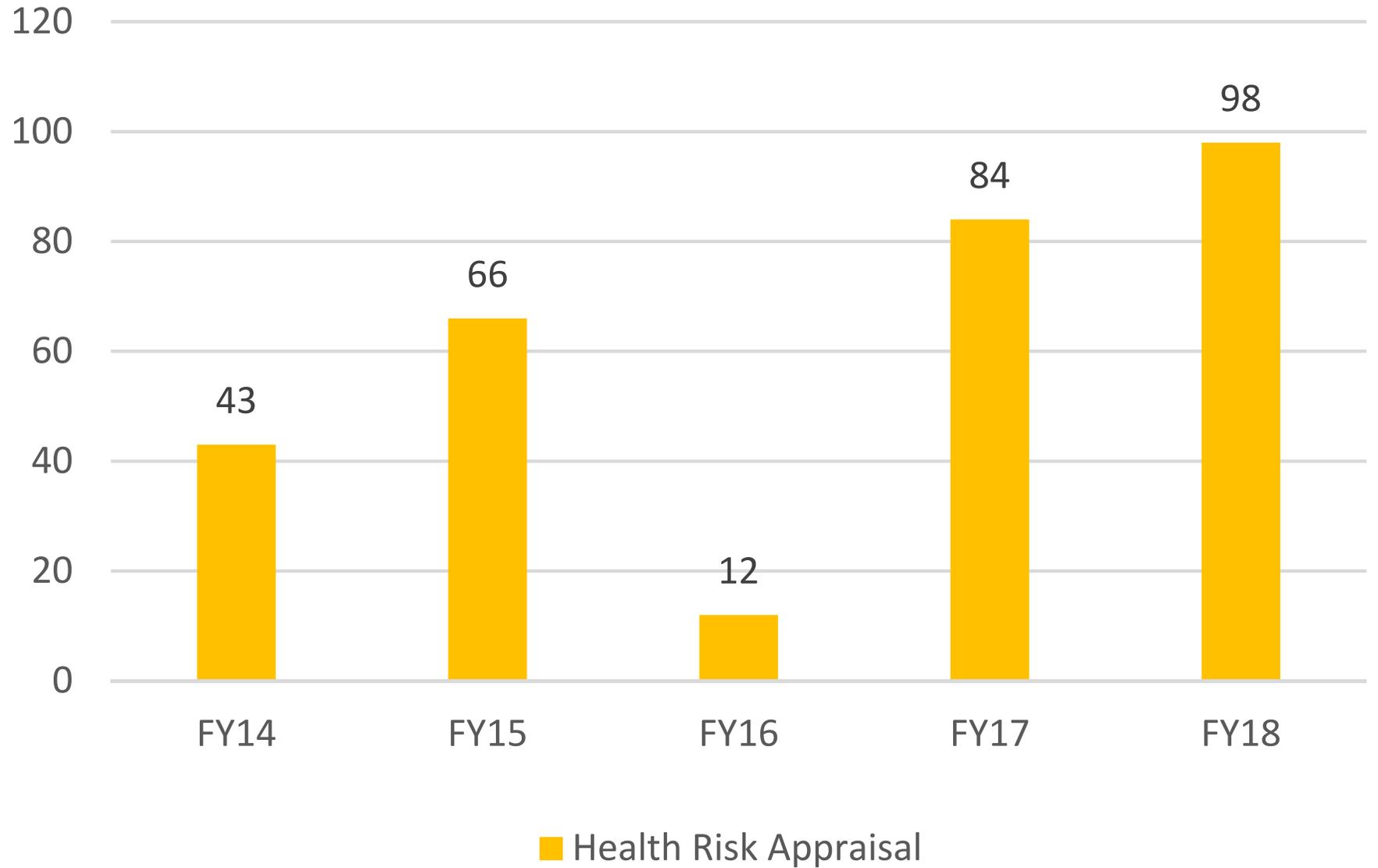


Fitness Orientations

- [Ergonomic Assessments](#)
- [Exercise Programs & Fitness Consults](#)
- [Fitness Classes](#)
- [Fitness Orientations](#)
- [Health Risk Appriasals](#)

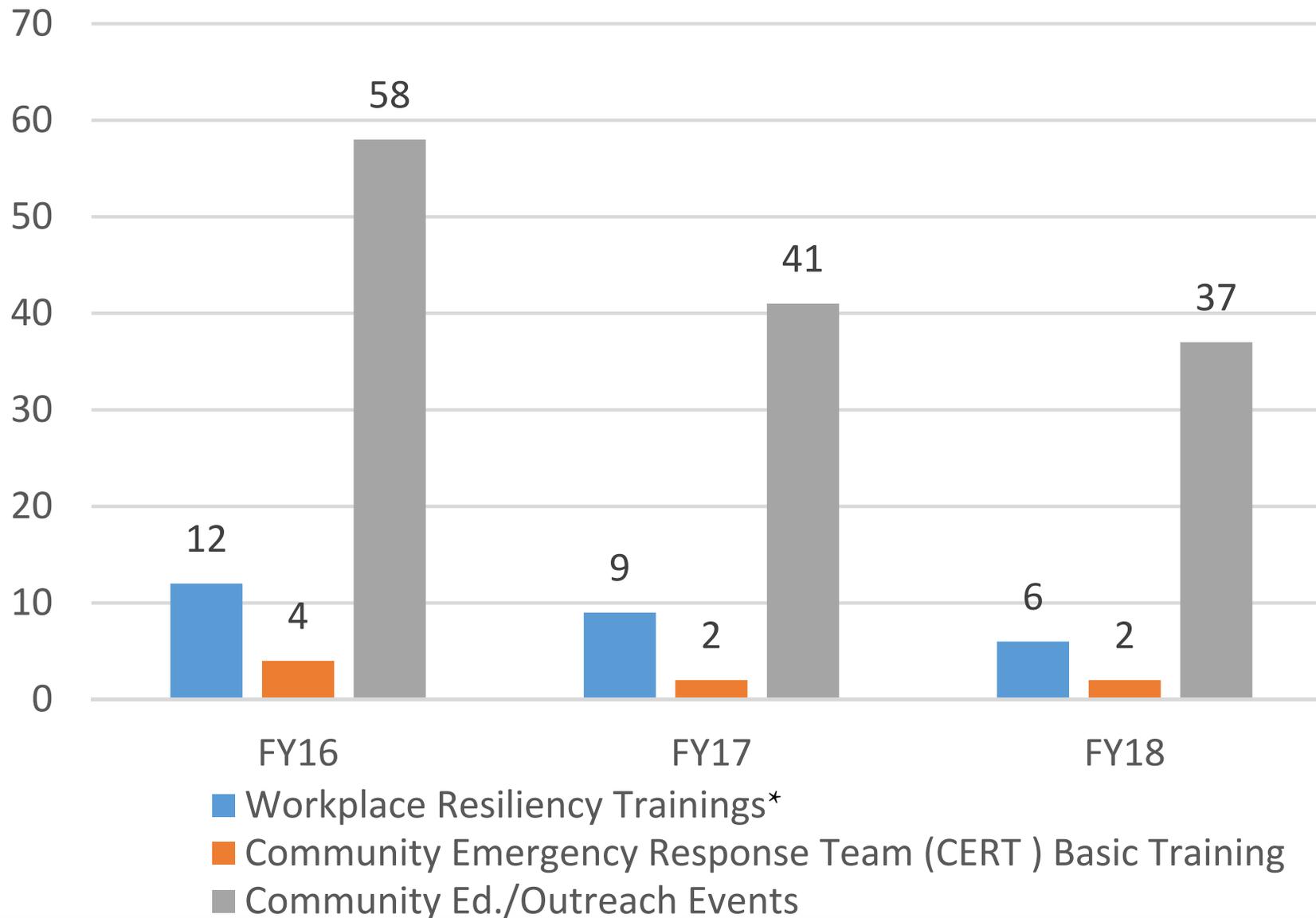


Health Risk Appraisals



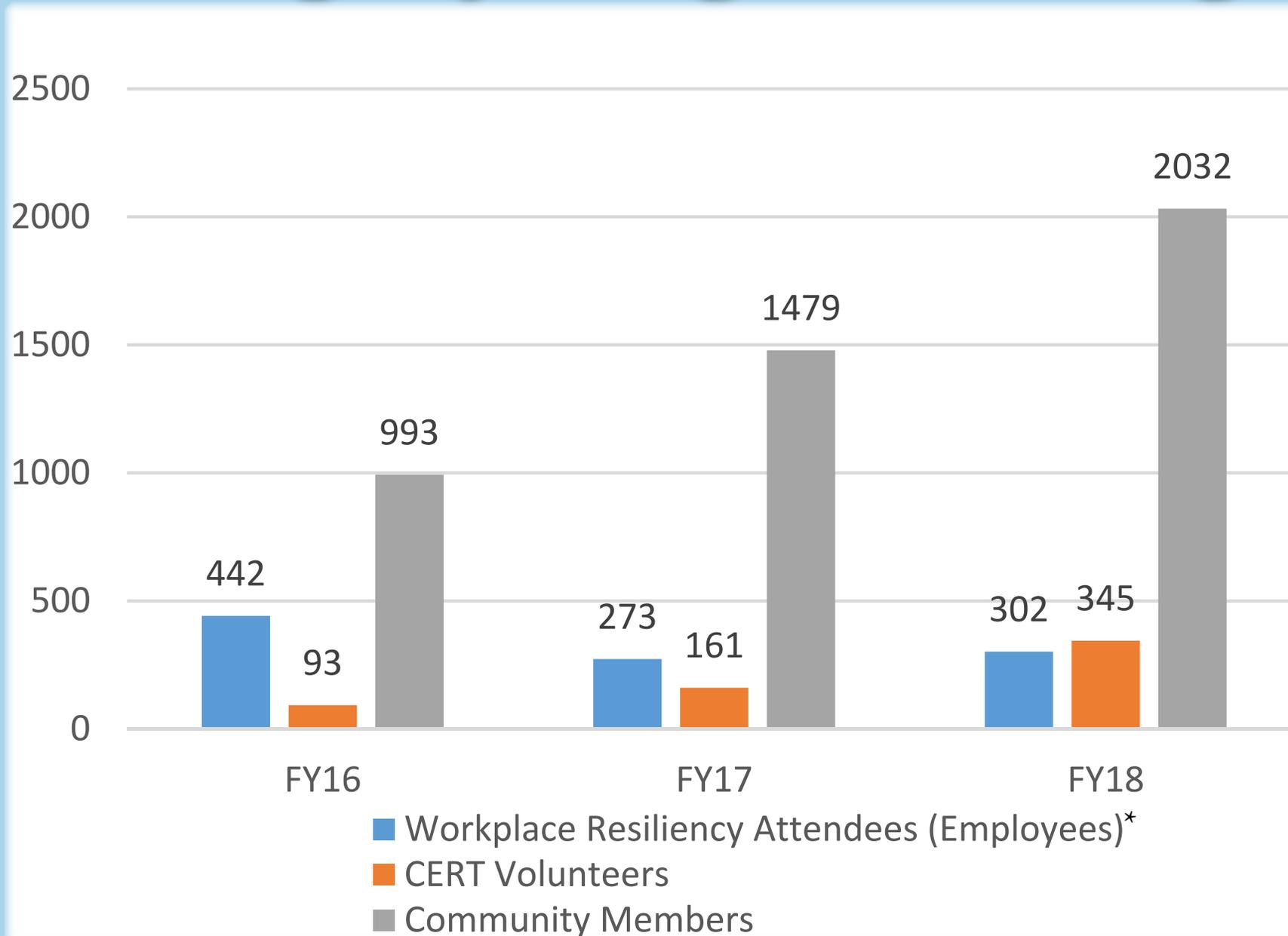
- [Ergonomic Assessments](#)
- [Exercise Programs & Fitness Consults](#)
- [Fitness Classes](#)
- [Fitness Orientations](#)
- [Health Risk Appraisals](#)

Emergency Management Trainings



* Workplace Resiliency Trainings are trainings provided to the City or other employers for employees in the workplace.

Emergency Management Training Participants



* Workplace Resiliency Attendees are employees with the City or other employers attending workplace specific resiliency trainings.

Preparedness Kit Ordering

