



Agenda Item:

47

## **COUNCIL COMMUNICATION**

### **City Manager's Office**

#### **GENERAL INFORMATION**

Agenda Date: 05/09/05  
255

Communication No.: 05-

Agenda Item Type: Receive/File  
No.:

Roll Call

Submitted by: Thomas G. Turner, Human Resources Director

#### **SUBJECT—**

2004 Annual Occupational Health and Safety Report.

#### **SYNOPSIS—**

Receive and file the 2004 Annual Occupational Health and Safety Report.

#### **FISCAL IMPACT—**

None.

#### **RECOMMENDATION—**

Approval.

#### **BACKGROUND—**

According to the 2004 Annual Occupational Health and Safety report, overall costs increased by \$438,843 to \$2,758,268. The increase is primarily attributable to permanency costs for injuries incurred in years preceding 2004 and medical cost relating to retired police and firefighters. Permanency payments consist of settlements between the City and the injured employee, either agreed upon by both parties or as awarded by the Industrial Commissioner. Permanency payments increased \$282,769 for a total cost of \$864,590 in 2004; however, only \$13,500 was paid for injuries occurring in 2004. Medical cost for retired police officers and firefighters increased nearly \$300,000.

Indicators that more accurately reflect on current year's performance are the number of injuries and the incidence rate (number of injuries in relation to hours worked). The City incurred 41 more injuries in 2004. Sworn public safety employees alone incurred 49 more injuries. This

increase pushed the incidence rate up to 15 from 13. Measurements that reveal injury severity are lost workday case rate and lost workday rate. Both measurements reveal improvement in 2004. The lost workday case rate declined for the third consecutive year and number of days either away from work or restricted declined by 1,093 days. Permanency reserves can also indicate current year performance. \$232,893 was reserved for injuries occurring in 2004, compared to \$584,926 that remains reserved for injuries incurred during the previous three years.

The Solid Waste and Forestry divisions deserve special recognition. Solid Waste in most categories halved their rates. Forestry recorded only one injury (medical treatment) in 2004. The City continues to raise safety awareness through the numerous safety teams in action throughout the City.

Please see the attached 2004 Annual Occupational Health and Safety Report for additional information pertaining to occupational health and safety.