

★ Roll Call Number

Agenda Item Number

34

May 22, 2006

Date

RECEIPT OF 2005 ANNUAL SAFETY REPORT

Submission of 2005 Annual Safety Report.

(Council Communication No. 06-285 Attached)

Moved by \_\_\_\_\_ to receive and file.

COUNCIL ACTION	YEAS	NAYS	PASS	ABSENT
COWNIE				
BROOKS				
COLEMAN				
HENSLEY				
MAHAFFEY				
KIERNAN				
VLASSIS				
TOTAL				

MOTION CARRIED

APPROVED

.....Mayor

CERTIFICATE

I, DIANE RAUH, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

..... City Clerk

# City of Des Moines

## 2005 Annual

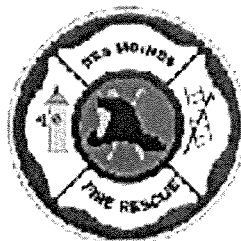
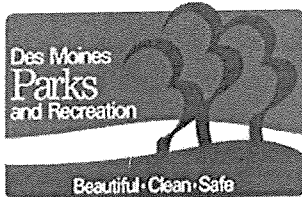
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### Occupational Health & Safety Report

**Des Moines Public Works**



*Protecting the Public's  
Safety, Health & Waterways*



## City of Des Moines – 2005 Annual Safety Report

### Summary of Data

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The Occupational Health and Safety Report is designed to summarize the City's 2005 injury experience and the costs associated with these injuries. It includes comparative information since 2001. Total injury cost declined in 2005, but key safety measures did not.

#### **Measurements**

One widely used indicator of safety performance is the *Incidence Rate* (page 5), which represents the number of Lost Time, Restricted Duty and Medical Treatment injuries occurring per 100 employees.

In 2005, the Incidence Rate increased three points for the second year in a row to 18. Engineering is the only department to improve their incidence rate down from 6 to 2. Public Works' remained unchanged at 19. Divisions within Public Works that improved their incidence rate included Administration, Fleet Maintenance, and the wastewater facility. All other City departments, Aviation, Public Housing, Police and Fire worsened their injury record in 2005.

Incidence rate is a reflection of the number of injuries. The City incurred 343 injuries in 2005 up 66 from the previous year. Police and Fire experienced the sharpest increase with 53 more injuries in 2005 than in 2004.

Similar measurements, which are more representative of injury severity, are the *Lost Workdays Case Rate* and the *Lost Workday Rate*. Lost Workday Case Rate is the number of lost time and restricted duty injuries per 100 employees. Lost Days Rate is the total number of restricted duty days and days off work per 100 employees.

The Lost Workday Rate (page 10) increased for the first time in three years, up 51% from 2004 to 249 days lost or restricted per 100 employees- the highest workday rate in eight (8) years. Public Housing was the only department to improve this measurement.

Lost Workday Case Rate (page 11) worsened slightly to 12 lost time and restricted duty injuries per 100 employees. Engineering improved their rate down three. Public Works improved from 16 to 15. Solid Waste, Street Cleaning, Fleet Maintenance and the WRA improved in this category in 2005.

Summary of Data

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**Injury Costs**

Direct hard dollar costs of work-related injuries come from three sources: medical, indemnity and permanency. Total injury cost decreased \$115,658 in 2005.

Medical costs (page 15) consist of the charges for medical services provided to injured employees, such as x-rays, surgery, pain management, work hardening, lab fees, etc. This includes medical costs for injuries occurring in 2005 and in prior years, as well as for retired sworn police and fire personnel who have an injury accepted under Chapter 411, such as heart, lung and other maladies arising out of their employment as a Des Moines Police Officer or Firefighter. Medical cost decreased nearly \$150,000 in 2005. Public Works' accounted for \$100,000 of that savings; their lowest amount in ten years.

Indemnity payments, also known as temporary total payments, for non-sworn personnel are required under Chapter 85, Code of Iowa, as income replacement for employees completely off work due to a work-related injury. Sworn personnel receive full pay when off duty for a work-related injury. For sworn staff, the pay received while off work determined their indemnity cost. Indemnity costs (page 16) increased in 2005 to \$257,154; which corresponds with the higher 2005 lost workday rates. The City of Des Moines mitigates indemnity payments by utilizing an aggressive return-to-work program. Employees are required to return to work and perform some form of productive work that is within their physical restrictions prior to full recovery from their work related injury.

Permanency cost only pertains to workers' compensation (non-sworn). Permanency increased slightly in 2005. Permanency consists of settlements between the City and the injured employee, either agreed upon by both parties or as awarded by the State Industrial Commissioner. The permanency award represents the estimated loss of the injured employee's future earnings caused by the injury. In 2005, the City paid \$865,630 in permanency payments, an increase of \$1,040 (page 17). Permanency payments made in 2005 are mostly for injuries occurring prior to 2005; thus this measurement is typically a measurement of past experience and not the current year. Only three injuries that occurred in 2005 paid out permanency in 2005. Eleven injuries that occurred in 2005 are expected to result in future permanency payments. As of December 31, 2005, the City has reserved \$1,097,670 for future permanency payments. Outstanding permanency reserves increased \$163,633 since December 31, 2004. Appendix B enumerates injuries resulting in permanency payments and reserves by date of injury.

Summary of Data

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**Conclusion**

Total injury costs declined in 2005, however, total injuries and key severity indicators, such as restricted duty and lost-time injuries increased. The cost associated with these injuries will be reflected in future years as evidenced by the additional reserves established.

Injury prevention is the single most effective means to lower injury cost. Hazard identification, safety controls, personal protective equipment and safety awareness are methods to prevent accidents and injuries. Operational changes, such as automated solid waste collection, can and have dramatically reduced injuries by eliminating the hazard from the workplace.

Unfortunately, most hazards associated with a municipal government, such as jack hammering streets, fighting fires, combating criminals, trimming trees, etc., cannot be engineered out or administratively controlled. Preventing injuries is incumbent on the employees who work in these hazardous occupations. Safe work practices like proper lifting techniques, wearing the appropriate protective gear, and focusing on the task at hand are the employee's only defense to a hazardous workplace.

Departmental safety teams are working diligently to mitigate occupational injuries. Public Works, for example, is raising safety awareness through an incentive plan based on improved safety measurements. Other efforts include accident and injury review teams that identify the root cause in an effort to avoid reoccurrence. These teams are comprised of labor and management and push safety responsibility out to the operating departments and their employees.

The City of Des Moines will continue to promote and require safe work practices. Improving the occupational health of the City of Des Moines will considerably improve the City's financial picture and bolster employee morale and productivity.

## INCIDENCE RATE AND INJURY COST

Year	Incidence Rate	Total Cost	Total Payroll	Cost as % Payroll
<b>2005</b>	<b>18</b>	<b>\$2,642,610</b>	<b>\$104,227,836</b>	<b>2.54%</b>
2004	15	\$2,758,268	\$99,018,319	2.79%
2003	12	\$2,319,426	\$97,721,954	2.37%
2002	16	\$2,287,241	\$95,148,886	2.40%
2001	19	\$1,752,724	\$90,556,401	1.94%
2000	25	\$1,950,696	\$86,638,105	2.25%
1999	28	\$1,756,493	\$83,248,119	2.11%
1998	25	\$2,041,033	\$84,696,000	2.41%
1997	29	\$2,737,368	\$78,275,000	3.50%
1996	28	\$2,459,657	\$78,047,000	3.15%
1995	33	\$1,831,069	\$75,504,000	2.43%
1994	33	\$1,695,377	\$73,067,000	2.32%
1993	34	\$1,514,819	\$69,967,000	2.17%
1992	30	\$1,471,034	\$66,658,000	2.21%
1991	30	\$1,634,548	\$62,842,000	2.60%
1990	30	\$2,107,872	\$58,815,000	3.58%
1989	30	\$1,591,859	\$54,357,000	2.93%
1988	35	\$1,284,161	\$51,136,000	2.51%
1987	28	\$853,867	\$51,081,000	1.67%
1986	28	\$779,361	\$47,802,000	1.63%
1985	26	\$1,071,772	\$46,290,000	2.32%
1984	30	\$703,561	\$44,123,000	1.59%
1983	28	\$498,117	\$41,738,000	1.19%
1982	33	\$503,085	\$39,964,000	1.26%

**OSHA INCIDENCE RATE**  
(# of Injuries per 100 Employees)

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	21	18	13	24	31
Police	15	13	15	19	25
<b>Chapter 411 Total</b>	<b>18</b>	<b>15</b>	<b>14</b>	<b>22</b>	<b>28</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	9	0	9	0	0
Police	14	16	8	12	11
<b>Public Safety Subtotal</b>	<b>14</b>	<b>14</b>	<b>8</b>	<b>11</b>	<b>11</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>11</b>	<b>6</b>	<b>8</b>	<b>6</b>	<b>2</b>
Public Works Admin	0	0	0	23	0
Sewers	56	44	11	17	18
Solid Waste	48	90	53	33	36
Street Cleaning	38	18	38	46	58
Street Mtc./Sidewalks/Bridges	33	17	13	13	14
Fleet Maintenance	20	12	12	35	25
Forestry	61	36	57	9	42
WRA-WRF	7	16	18	11	8
<b>Public Works Subtotal</b>	<b>33</b>	<b>35</b>	<b>23</b>	<b>19</b>	<b>19</b>
<b>Park &amp; Rec Subtotal</b>	<b>17</b>	<b>11</b>	<b>7</b>	<b>11</b>	<b>17</b>
<b>Aviation</b>	<b>34</b>	<b>6</b>	<b>15</b>	<b>9</b>	<b>13</b>
<b>Infrastructure Subtotal</b>	<b>27</b>	<b>21</b>	<b>16</b>	<b>14</b>	<b>16</b>
<b>HOUSING SERVICES</b>					
<b>All</b>	<b>22</b>	<b>4</b>	<b>10</b>	<b>18</b>	<b>20</b>
<b>SERVICE &amp; OFFICE</b>					
<b>All</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>
<b>TOTAL CITY</b>	<b>19</b>	<b>16</b>	<b>12</b>	<b>15</b>	<b>18</b>

## TOTAL NUMBER OF INJURIES

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	68	59	41	73	102
Police	54	44	49	66	90
<b>Chapter 411 Total</b>	<b>122</b>	<b>103</b>	<b>90</b>	<b>139</b>	<b>192</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	1	0	1	0	0
Police	14	16	10	15	14
<b>Public Safety Subtotal</b>	<b>15</b>	<b>16</b>	<b>11</b>	<b>15</b>	<b>14</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>9</b>	<b>6</b>	<b>8</b>	<b>6</b>	<b>2</b>
Public Works Admin	0	0	0	1	0
Sewers	32	27	9	13	17
Solid Waste	43	67	40	20	21
Street Cleaning	9	6	3	3	4
Street Mtc./Sidewalks/Bridges	32	15	12	12	14
Fleet Maintenance	4	4	4	11	8
Forestry	8	5	7	1	5
WRA-WRF	8	15	16	11	7
<b>Public Works Subtotal</b>	<b>136</b>	<b>139</b>	<b>91</b>	<b>72</b>	<b>76</b>
<b>Park &amp; Rec Subtotal</b>	<b>29</b>	<b>27</b>	<b>15</b>	<b>23</b>	<b>34</b>
Aviation	27	5	12	8	11
<b>Infrastructure Subtotal</b>	<b>201</b>	<b>177</b>	<b>126</b>	<b>109</b>	<b>123</b>
<b>HOUSING SERVICES</b>					
All	9	2	5	9	9
<b>SERVICE &amp; OFFICE</b>					
All	12	8	4	5	5
<b>TOTAL CITY</b>	<b>359</b>	<b>306</b>	<b>236</b>	<b>277</b>	<b>343</b>
Total injuries include Injuries With Days Away From Work, Injuries With Restricted Duty Only, and Medical Treatment Injuries.					



## MEDICAL TREATMENT INJURIES

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	21	25	14	22	34
Police	24	20	17	44	50
<b>Chapter 411 Total</b>	<b>45</b>	<b>45</b>	<b>31</b>	<b>66</b>	<b>84</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	1	0	1	0	0
Police	4	6	2	5	3
<b>Public Safety Subtotal</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>3</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
Public Works Admin	0	0	0	1	0
Sewers	6	6	1	3	2
Solid Waste	6	8	4	3	7
Street Cleaning	2	3	1	0	1
Street Mtc./Sidewalks/Bridges	7	3	0	2	2
Fleet Maintenance	2	3	1	3	2
Forestry	1	2	1	1	3
WRA-WRF	4	2	1	0	2
<b>Public Works Subtotal</b>	<b>28</b>	<b>27</b>	<b>9</b>	<b>13</b>	<b>19</b>
<b>Park &amp; Rec Subtotal</b>	<b>9</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>6</b>
Aviation	16	2	1	4	2
<b>Infrastructure Subtotal</b>	<b>55</b>	<b>37</b>	<b>14</b>	<b>21</b>	<b>27</b>
<b>HOUSING SERVICES</b>					
<b>All</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>
<b>SERVICE &amp; OFFICE</b>					
<b>All</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>1</b>
<b>TOTAL CITY</b>	<b>120</b>	<b>94</b>	<b>50</b>	<b>97</b>	<b>117</b>
Medical treatment injuries require professional medical care and allow an employee to return to regular duty.					

## INJURIES WITH RESTRICTED DUTY ONLY

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	34	25	16	29	41
Police	15	9	21	3	4
<b>Chapter 411 Total</b>	<b>49</b>	<b>34</b>	<b>37</b>	<b>32</b>	<b>45</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	0		0	0	0
Police	8	6	3	5	10
<b>Public Safety Subtotal</b>	<b>8</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>10</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>6</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>1</b>
Public Works Admin	0	0	0	0	0
Sewers	21	14	3	8	9
Solid Waste	32	41	21	9	9
Street Cleaning	5	3	2	0	1
Street Mtc./Sidewalks/Bridges	19	8	10	5	8
Fleet Maintenance	1	1	3	5	4
Forestry	4	3	5	0	1
WRA-WRF	4	8	9	7	4
<b>Public Works Subtotal</b>	<b>86</b>	<b>78</b>	<b>53</b>	<b>34</b>	<b>36</b>
<b>Park &amp; Rec Subtotal</b>	<b>15</b>	<b>16</b>	<b>9</b>	<b>15</b>	<b>17</b>
Aviation	9	3	10	4	7
<b>Infrastructure Subtotal</b>	<b>116</b>	<b>101</b>	<b>79</b>	<b>56</b>	<b>61</b>
<b>HOUSING SERVICES</b>					
All	3	1	2	4	3
<b>SERVICE &amp; OFFICE</b>					
All	2	2	3	2	3
<b>TOTAL CITY</b>	<b>178</b>	<b>144</b>	<b>124</b>	<b>99</b>	<b>122</b>
<div style="border: 1px solid black; padding: 5px; margin-top: 10px;">                     1. A restricted duty injury prevents an individual from performing the essential functions of their job.                 </div>					

## INJURIES WITH DAYS AWAY FROM WORK

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	13	9	11	22	27
Police	15	15	11	19	36
<b>Chapter 411 Total</b>	<b>28</b>	<b>24</b>	<b>22</b>	<b>41</b>	<b>63</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	0	0	0	0	0
Police	2	4	5	5	1
<b>Public Safety Subtotal</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>1</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>
Public Works Admin	0	0	0	0	0
Sewers	5	7	5	2	6
Solid Waste	5	18	15	8	5
Street Cleaning	2	0	0	3	2
Street Mtc./Sidewalks/Bridges	6	4	2	5	4
Fleet Maintenance	1	0	0	3	2
Forestry	3	0	1	0	1
WRA-WRF	0	5	6	4	1
<b>Public Works Subtotal</b>	<b>22</b>	<b>34</b>	<b>29</b>	<b>25</b>	<b>21</b>
<b>Park &amp; Rec Subtotal</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>11</b>
Aviation	2	0	1	0	2
<b>Infrastructure Subtotal</b>	<b>30</b>	<b>39</b>	<b>33</b>	<b>32</b>	<b>35</b>
<b>HOUSING SERVICES</b>					
All	0	0	2	3	4
<b>SERVICE &amp; OFFICE</b>					
All	1	1	0	0	1
<b>TOTAL CITY</b>	<b>61</b>	<b>68</b>	<b>62</b>	<b>81</b>	<b>104</b>
<div style="border: 1px solid black; padding: 5px;"> An injury with days away from work is defined as any injury requiring one full day or more away from work after the date of injury. </div>					

## LOST WORKDAY RATE

(# of days off work and # of restricted days per 100 employees)

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	137	225	162	141	250
Police	229	172	74	68	206
<b>Chapter 411 Total</b>	<b>186</b>	<b>198</b>	<b>117</b>	<b>103</b>	<b>227</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	0	0	0	0	0
Police	127	118	202	212	228
<b>Subtotal</b>	<b>114</b>	<b>106</b>	<b>186</b>	<b>197</b>	<b>213</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>35</b>	<b>265</b>	<b>112</b>	<b>90</b>	<b>191</b>
Public Works Admin	0	0	0	0	0
Sewers	862	905	376	129	692
Solid Waste	754	1,690	1,366	674	845
Street Cleaning	217	322	102	334	1,926
Street Mtc./Sidewalks/Bridges	214	151	354	410	252
Fleet Services	611	97	537	880	196
Forestry	834	240	1,476	0	340
WRA-WRF	14	578	542	288	40
<b>Public Works Subtotal</b>	<b>381</b>	<b>657</b>	<b>598</b>	<b>385</b>	<b>426</b>
<b>Park &amp; Rec Subtotal</b>	<b>173</b>	<b>57</b>	<b>159</b>	<b>182</b>	<b>333</b>
Aviation	322	21	245	142	387
<b>Infrastructure Subtotal</b>	<b>288</b>	<b>367</b>	<b>375</b>	<b>266</b>	<b>368</b>
<b>HOUSING SERVICES</b>					
<b>All</b>	<b>0</b>	<b>38</b>	<b>185</b>	<b>130</b>	<b>69</b>
<b>SERVICE &amp; OFFICE</b>					
<b>All</b>	<b>5</b>	<b>25</b>	<b>7</b>	<b>3</b>	<b>8</b>
<b>TOTAL CITY</b>	<b>190</b>	<b>235</b>	<b>215</b>	<b>164</b>	<b>249</b>

## LOST WORKDAY CASE RATE

(# of lost time and restricted duty injuries per 100 employees)

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	15	11	9	17	21
Police	8	7	10	6	11
<b>Chapter 411 Total</b>	<b>11</b>	<b>9</b>	<b>9</b>	<b>11</b>	<b>16</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	0	0	0	0	0
Police	10	10	6	8	9
<b>Public Safety Subtotal</b>	<b>9</b>	<b>9</b>	<b>6</b>	<b>8</b>	<b>8</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>8</b>	<b>6</b>	<b>8</b>	<b>5</b>	<b>2</b>
Public Works Admin	0	0	0	0	0
Sewers	45	34	10	13	16
Solid Waste	41	79	48	28	24
Street Cleaning	30	9	26	46	44
Street Mtc./Sidewalks/Bridges	26	13	13	11	12
Fleet Maintenance	10	3	9	25	18
Forestry	53	22	49	0	17
WRA-WRF	4	14	17	11	6
<b>Public Works Subtotal</b>	<b>26</b>	<b>28</b>	<b>21</b>	<b>16</b>	<b>15</b>
<b>Park &amp; Rec Subtotal</b>	<b>11</b>	<b>8</b>	<b>5</b>	<b>9</b>	<b>14</b>
Aviation	14	4	13	5	11
<b>Infrastructure Subtotal</b>	<b>19</b>	<b>17</b>	<b>14</b>	<b>11</b>	<b>12</b>
<b>HOUSING SERVICES</b>					
<b>All</b>	<b>7</b>	<b>2</b>	<b>8</b>	<b>14</b>	<b>15</b>
<b>SERVICE &amp; OFFICE</b>					
<b>All</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>TOTAL CITY</b>	<b>13</b>	<b>11</b>	<b>10</b>	<b>10</b>	<b>12</b>

## DAYS OF RESTRICTED DUTY

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	165	386	160	262	375
Police	223	183	45	65	313
<b>Chapter 411 Total</b>	<b>388</b>	<b>569</b>	<b>205</b>	<b>327</b>	<b>688</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	0	0	0	0	0
Police	113	86	206	188	272
<b>Public Safety Subtotal</b>	<b>113</b>	<b>86</b>	<b>206</b>	<b>188</b>	<b>272</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>29</b>	<b>265</b>	<b>113</b>	<b>72</b>	<b>179</b>
Public Works Admin	0	0	0	0	0
Sewers	454	254	229	98	399
Solid Waste	571	1,158	897	332	409
Street Cleaning	31	110	8	18	125
Street Mtc./Sidewalks/Bridges	196	129	138	216	205
Fleet Maintenance	10	18	12	256	54
Forestry	106	33	178	0	35
WRA-WRF	15	417	433	243	21
<b>Public Works Subtotal</b>	<b>1,383</b>	<b>2,119</b>	<b>1,895</b>	<b>1,163</b>	<b>1,248</b>
<b>Park &amp; Rec Subtotal</b>	<b>270</b>	<b>141</b>	<b>354</b>	<b>327</b>	<b>541</b>
<b>Aviation</b>	<b>196</b>	<b>17</b>	<b>200</b>	<b>120</b>	<b>328</b>
<b>Infrastructure Subtotal</b>	<b>1,878</b>	<b>2,542</b>	<b>2,562</b>	<b>1,682</b>	<b>2,296</b>
Housing Services					
All	0	20	6	31	14
<b>SERVICE &amp; OFFICE</b>					
All	15	55	19	7	12
<b>TOTAL CITY</b>	<b>2,394</b>	<b>3,272</b>	<b>2,998</b>	<b>2,235</b>	<b>3,282</b>

## DAYS AWAY FROM WORK

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	268	333	346	166	441
Police	614	412	203	167	432
<b>Chapter 411 Total</b>	<b>882</b>	<b>745</b>	<b>549</b>	<b>333</b>	<b>873</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	0	0	0	0	0
Police	13	33	52	69	7
<b>Public Safety Subtotal</b>	<b>13</b>	<b>33</b>	<b>52</b>	<b>69</b>	<b>7</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>1</b>	<b>18</b>	<b>0</b>	<b>15</b>	<b>7</b>
Public Works Admin	0	0	0	0	0
Sewers	39	308	66	3	255
Solid Waste	110	102	138	81	84
Street Cleaning	20	0	0	4	7
Street Mtc./Sidewalks/Bridges	11	6	182	116	47
Fleet Maintenance	14	0	0	64	10
Forestry	4	0	2	0	5
WRA-WRF	0	111	49	33	12
<b>Public Works Subtotal</b>	<b>198</b>	<b>527</b>	<b>437</b>	<b>301</b>	<b>420</b>
<b>Park &amp; Rec</b>	<b>31</b>	<b>2</b>	<b>12</b>	<b>57</b>	<b>118</b>
<b>Aviation</b>	<b>56</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>
<b>Infrastructure Subtotal</b>	<b>286</b>	<b>547</b>	<b>450</b>	<b>373</b>	<b>548</b>
<b>HOUSING SERVICES</b>					
<b>All</b>	<b>0</b>	<b>0</b>	<b>89</b>	<b>35</b>	<b>18</b>
<b>SERVICE &amp; OFFICE</b>					
<b>All</b>	<b>1</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>9</b>
<b>TOTAL CITY</b>	<b>1,182</b>	<b>1,345</b>	<b>1,140</b>	<b>810</b>	<b>1,455</b>

## TOTAL INJURY COSTS

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	\$433,506	\$810,179	\$550,401	\$627,087	\$670,731
Police	\$373,025	\$523,431	\$491,483	\$787,895	\$738,672
<b>Chapter 411 Total</b>	<b>\$806,531</b>	<b>\$1,333,610</b>	<b>\$1,041,884</b>	<b>\$1,414,982</b>	<b>\$1,409,403</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	\$137	\$629	\$2,044	\$0	\$0
Police	\$72,956	\$59,985	\$43,619	\$68,919	\$30,318
<b>Public Safety Subtotal</b>	<b>\$73,093</b>	<b>\$60,614</b>	<b>\$45,663</b>	<b>\$68,919</b>	<b>\$30,318</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>\$11,293</b>	<b>\$50,936</b>	<b>\$36,021</b>	<b>\$10,075</b>	<b>\$45,080</b>
Public Works Admin	\$0	\$0	\$3,603	\$2,917	\$2,609
Sewers	\$114,765	\$199,367	\$194,370	\$119,547	\$156,245
Solid Waste	\$225,955	\$282,859	\$567,682	\$485,517	\$612,177
Street Cleaning	\$90,877	\$26,026	\$30,641	\$163	\$16,958
Street Mtc./Sidewalks/Bridges	\$42,805	\$27,142	\$60,279	\$191,987	\$35,334
Fleet Services	\$10,116	\$4,547	\$2,520	\$50,619	\$10,206
Forestry	\$73,631	\$5,918	\$6,251	\$16,757	\$5,721
WRA-WRF	\$90,510	\$144,161	\$60,190	\$88,765	\$96,701
<b>Public Works Subtotal</b>	<b>\$648,659</b>	<b>\$690,020</b>	<b>\$925,536</b>	<b>\$956,272</b>	<b>\$935,951</b>
<b>Park &amp; Rec Subtotal</b>	<b>\$115,592</b>	<b>\$90,896</b>	<b>\$150,783</b>	<b>\$137,193</b>	<b>\$123,900</b>
Aviation	\$73,403	\$52,560	\$89,673	\$133,299	\$38,100
<b>Infrastructure Subtotal</b>	<b>\$848,947</b>	<b>\$884,412</b>	<b>\$1,202,013</b>	<b>\$1,236,839</b>	<b>\$1,143,031</b>
<b>HOUSING SERVICES</b>					
All	\$8,478	\$1,675	\$77	\$0	\$0
<b>SERVICE &amp; OFFICE</b>					
All	\$15,675	\$6,930	\$29,789	\$37,528	\$59,858
<b>TOTAL CITY</b>	<b>\$1,752,724</b>	<b>\$2,287,241</b>	<b>\$2,319,426</b>	<b>\$2,758,268</b>	<b>\$2,642,610</b>
1. Public Safety Chapter 411 injury costs include medical expenses for active and retired employees.					



## MEDICAL COSTS

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire (Active Personnel)	\$154,691	\$522,737	\$280,765	\$204,235	\$385,707
Fire (Retired Personnel)	\$214,495	\$163,726	\$139,513	\$343,603	\$197,266
Police (Active Personnel)	\$163,150	\$146,886	\$69,325	\$272,718	\$368,996
Police (Retired Personnel)	\$101,069	\$302,470	\$366,216	\$461,401	\$276,611
<b>Chapter 411 Total</b>	<b>\$633,405</b>	<b>\$1,135,819</b>	<b>\$855,819</b>	<b>\$1,281,957</b>	<b>\$1,228,580</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	\$137	\$629	\$2,044	\$0	0
Police	\$25,553	\$45,458	\$38,882	\$28,507	\$14,482
<b>Public Safety Subtotal</b>	<b>\$25,690</b>	<b>\$46,087</b>	<b>\$40,926</b>	<b>\$28,507</b>	<b>\$14,482</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>\$5,012</b>	<b>\$24,321</b>	<b>\$24,568</b>	<b>\$3,711</b>	<b>\$10,391</b>
Public Works Admin	\$0	\$0	\$3,603	\$2,917	\$2,609
Sewers	\$65,939	\$91,637	\$89,029	\$18,909	\$44,032
Solid Waste	\$86,781	\$159,759	\$247,135	\$129,518	\$71,577
Street Cleaning	\$8,003	\$15,897	\$641	\$163	\$14,043
Street Mtc./Sidewalks/Bridges	\$18,183	\$22,928	\$43,796	\$69,668	\$12,579
Fleet Maintenance	\$8,514	\$1,999	\$2,520	\$22,109	\$9,516
Forestry	\$8,631	\$5,918	\$6,251	\$9,811	\$1,616
WRA-WRF	\$42,031	\$55,194	\$45,374	\$30,364	\$15,295
<b>Public Works Subtotal</b>	<b>\$238,082</b>	<b>\$353,332</b>	<b>\$438,349</b>	<b>\$283,459</b>	<b>\$171,267</b>
<b>Park &amp; Rec Subtotal</b>	<b>\$56,009</b>	<b>\$34,101</b>	<b>\$46,054</b>	<b>\$33,509</b>	<b>\$58,932</b>
Aviation	\$52,689	\$14,919	\$21,862	\$19,141	\$11,686
<b>Infrastructure Subtotal</b>	<b>\$351,792</b>	<b>\$426,673</b>	<b>\$530,833</b>	<b>\$339,820</b>	<b>\$252,276</b>
<b>HOUSING SERVICES</b>					
<b>*All</b>	<b>\$8,478</b>	<b>\$1,675</b>	<b>\$77</b>	<b>\$0</b>	<b>\$0</b>
<b>SERVICE &amp; OFFICE</b>					
<b>All</b>	<b>\$15,675</b>	<b>\$3,930</b>	<b>\$22,767</b>	<b>\$16,496</b>	<b>\$24,488</b>
<b>TOTAL CITY</b>	<b>\$1,035,040</b>	<b>\$1,614,184</b>	<b>\$1,450,422</b>	<b>\$1,666,780</b>	<b>\$1,519,826</b>
*Housing is fully-insured for workers' compensation and thus medical costs related to their work related injuries are paid by their insurance company.					

## INDEMNITY COSTS

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	\$64,320	\$123,716	\$130,123	\$79,249	\$ 87,758
Police	\$108,806	\$74,075	\$55,942	\$53,776	\$ 93,065
<b>Chapter 411 Total</b>	<b>\$173,126</b>	<b>\$197,791</b>	<b>\$186,065</b>	<b>\$133,025</b>	<b>\$ 180,823</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	\$0	\$0	\$0	\$0	\$0
Police	\$1,332	\$3,568	\$4,166	\$9,691	\$590
<b>Public Safety Subtotal</b>	<b>\$1,332</b>	<b>\$3,568</b>	<b>\$4,166</b>	<b>\$9,691</b>	<b>\$590</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>\$0</b>	<b>\$7,776</b>	<b>\$6,812</b>	<b>\$1,632</b>	<b>\$819</b>
Public Works Admin			\$0	\$0	\$0
Sewers	\$6,413	\$16,290	\$14,503	\$327	\$26,421
Solid Waste	\$13,140	\$26,596	\$43,781	\$38,030	\$20,823
Street Cleaning	\$1,301	\$10,129	\$0	\$0	\$2,915
Street Mtc./Sidewalks/Bridges	\$1,180	\$0	\$16,483	\$14,322	\$3,288
Fleet Maintenance	\$1,602	\$0	\$0	\$7,472	\$690
Forestry	\$0	\$0	\$0	\$0	\$0
WRA-WRF	\$0	\$7,905	\$2,668	\$17,242	\$1,250
<b>Public Works Subtotal</b>	<b>\$23,636</b>	<b>\$53,015</b>	<b>\$77,435</b>	<b>\$77,394</b>	<b>\$55,387</b>
<b>Park &amp; Rec Subtotal</b>	<b>\$4,604</b>	<b>\$3,806</b>	<b>\$8,731</b>	<b>\$5,157</b>	<b>\$18,276</b>
Aviation	\$13,027	\$1,358	\$1,660	\$0	\$0
<b>Infrastructure Subtotal</b>	<b>\$41,267</b>	<b>\$65,955</b>	<b>\$94,638</b>	<b>\$84,183</b>	<b>\$74,482</b>
<b>HOUSING SERVICES</b>					
<b>All</b>				\$0	\$0
<b>SERVICE &amp; OFFICE</b>					
<b>All</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,314</b>	<b>\$0</b>	<b>\$1,259</b>
<b>TOTAL CITY</b>	<b>\$215,725</b>	<b>\$267,314</b>	<b>\$287,183</b>	<b>\$226,899</b>	<b>\$257,154</b>
<div style="border: 1px solid black; padding: 5px;"> <p>1. Indemnity is a statutory payment made to employees injured on the job, except Chapter 411/Public Safety personnel. Chapter 411/Public Safety costs are an equivalent.</p> <p>2. Chapter 411/Public Safety Fire and Police indemnity costs are estimated based on the product of the number of hours lost.</p> </div>					

**INJURY SETTLEMENT COSTS (PERMANENCY PAYMENTS)**

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	N/A	N/A	N/A	N/A	N/A
Police	N/A	N/A	N/A	N/A	N/A
<b>Chapter 411 Total</b>	N/A	N/A	N/A	N/A	N/A
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	\$0	\$0	\$0	\$0	\$0
Police	\$46,071	\$10,959	\$571	\$30,721	\$15,246
<b>Public Safety Subtotal</b>	<b>\$46,071</b>	<b>\$10,959</b>	<b>\$571</b>	<b>\$30,721</b>	<b>\$15,246</b>
<b>INFRASTRUCTURE</b>					
<b>Engineering</b>	<b>\$6,281</b>	<b>\$18,839</b>	<b>\$4,641</b>	<b>\$4,732</b>	<b>\$33,870</b>
Public Works Admin	\$0	\$0	\$0	\$0	\$0
Sewers	\$42,413	\$91,440	\$90,838	\$100,311	\$85,792
Solid Waste	\$126,034	\$96,504	\$276,766	\$317,969	\$519,777
Street Cleaning	\$81,573	\$0	\$30,000	\$0	\$0
Street Mtc./Sidewalks/Bridges	\$23,442	\$4,214	\$0	\$107,996	\$19,467
Fleet Services	\$0	\$2,548	\$0	\$21,038	\$0
Forestry	\$65,000	\$0	\$0	\$6,946	\$4,105
WRA-WRF	\$48,479	\$81,062	\$12,148	\$41,159	\$80,156
<b>Public Works Subtotal</b>	<b>\$386,941</b>	<b>\$275,768</b>	<b>\$409,752</b>	<b>\$595,419</b>	<b>\$709,297</b>
<b>Park &amp; Rec</b>	<b>\$54,979</b>	<b>\$52,989</b>	<b>\$95,998</b>	<b>\$98,527</b>	<b>\$46,692</b>
<b>Aviation</b>	<b>\$7,687</b>	<b>\$36,283</b>	<b>\$66,151</b>	<b>\$114,158</b>	<b>\$26,414</b>
<b>Infrastructure Subtotal</b>	<b>\$455,888</b>	<b>\$383,879</b>	<b>\$576,542</b>	<b>\$812,836</b>	<b>\$816,273</b>
<b>HOUSING SERVICES</b>					
<b>All</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>SERVICE &amp; OFFICE</b>					
<b>All</b>	<b>\$0</b>	<b>\$3,000</b>	<b>\$4,708</b>	<b>\$21,032</b>	<b>34,111</b>
<b>TOTAL CITY</b>	<b>\$501,959</b>	<b>\$397,838</b>	<b>\$581,821</b>	<b>\$864,590</b>	<b>\$865,630</b>

## HOURS WORKED

	2001	2002	2003	2004	2005
<b>CHAPTER 411/PUBLIC SAFETY</b>					
Fire	632,574	638,814	624,327	607,348	651,995
Police	730,624	691,242	669,480	679,033	721,615
<b>Chapter 411 Total</b>	<b>1,363,198</b>	<b>1,330,056</b>	<b>1,293,807</b>	<b>1,286,381</b>	<b>1,373,610</b>
<b>WORKERS' COMPENSATION</b>					
<b>PUBLIC SAFETY</b>					
Fire	21,954	22,752	22,431	18,649	17,132
Police	199,046	201,116	254,815	242,738	244,756
<b>Public Safety Subtotal</b>	<b>221,000</b>	<b>223,868</b>	<b>277,246</b>	<b>261,387</b>	<b>261,888</b>
<b>INFRASTRUCTURE</b>					
Engineering Admin	133,229	169,388	147,102	142,118	140,640
WRA-WRF	0	0	6,851	0	0
Traffic & Transportation	36,434	43,812	47,011	50,486	54,234
<b>Engineering</b>	<b>169,663</b>	<b>213,200</b>	<b>200,964</b>	<b>192,604</b>	<b>194,874</b>
Public Works Admin	8,505	7,352	7,424	8,517	8,805
Sewers	114,343	124,136	156,928	157,118	188,914
Solid Waste	180,588	149,098	151,500	122,467	116,721
Street Cleaning	46,959	68,298	15,664	13,180	13,706
Street Mtc./Sidewalks/Bridges	193,354	178,391	180,569	181,339	199,838
Fleet Maintenance	39,298	68,298	66,351	63,629	65,178
Forestry	26,367	27,494	24,395	21,943	23,551
WRA-WRF	220,173	182,587	177,735	191,886	165,634
<b>Public Works Subtotal</b>	<b>829,587</b>	<b>805,654</b>	<b>780,566</b>	<b>760,077</b>	<b>782,347</b>
Park & Rec	348,906	502,990	460,860	421,167	395,452
Aviation	156,601	161,274	164,186	169,272	170,930
<b>Infrastructure Subtotal</b>	<b>1,504,757</b>	<b>1,683,118</b>	<b>1,606,576</b>	<b>1,543,120</b>	<b>1,543,603</b>
<b>HOUSING SERVICES</b>					
All	82,506	104,685	102,743	101,851	92,252
<b>SERVICE &amp; OFFICE</b>					
All	593,896	595,105	574,798	525,081	534,708
<b>TOTAL CITY</b>	<b>3,765,357</b>	<b>3,936,832</b>	<b>3,855,170</b>	<b>3,717,820</b>	<b>3,806,061</b>

## Permanency Payment Analysis

Permanency Paid in 2005	
Year Injury Occurred	Permanency Amount
2005	\$12,564
2004	\$ 161,112
2003	\$ 142,921
2002	\$ 331,323
2001	\$ 83,269
2000	\$ 103,699
Pre 2000	\$ 30,742
Total	\$ 865,630

Outstanding Permanency Reserves	
Year Injury Occurred	Reserves Remaining
2005	\$217,511
2004	\$ 306,021
2003	\$ 294,140
2002	\$ 136,887
2001	\$ 81,448
2000	\$ 18,263
Pre 2000	\$ 43,400
Total	\$ 1,097,670