



# Memorandum

## MONTEREY REGIONAL WASTE MANAGEMENT DISTRICT

Reviewed by:  Date: 5/15/2020  
General Manager

DATE: May 15, 2020  
TO: General Manager  
FROM: Safety & Risk Manager  
SUBJECT: Employee Injuries and Property Loss Incidents for Calendar Year 2019

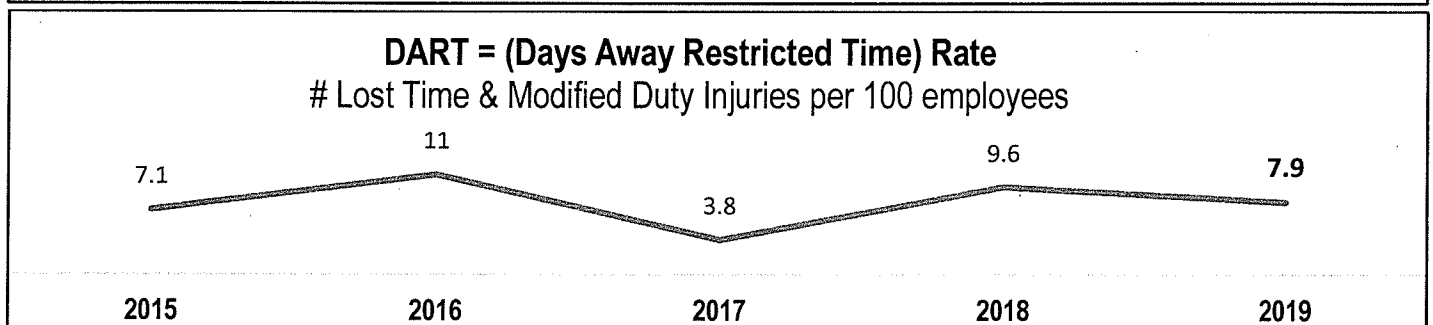
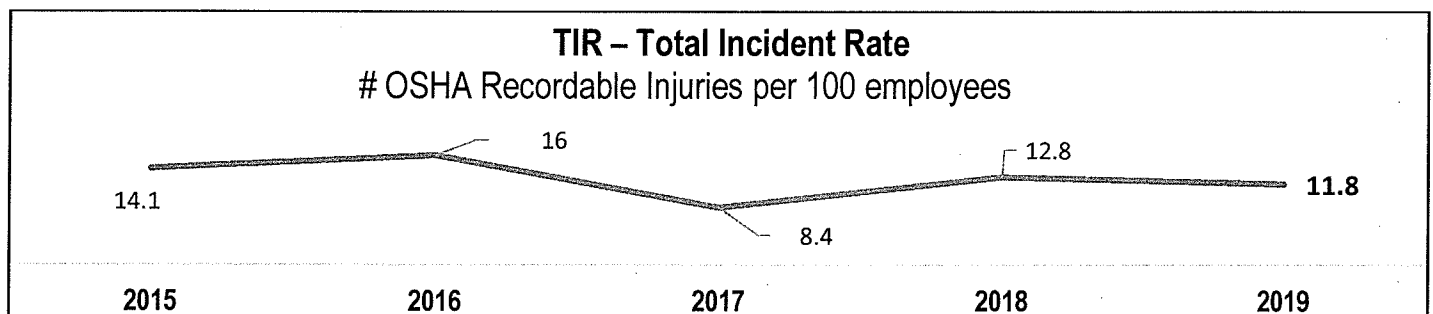
**RECOMMENDATION:** That the Board accept report on Employee Injuries and Property Loss Incidents for Calendar Year (CY) 2019

### DISCUSSION

**Employee Injuries:** The table below lists the number of OSHA reportable incidents for the last five calendar years.

Calendar Year (CY)	2019	2018	2017	2016	2015
Total OSHA Recordable Incidents	17	20	9	16	16
Total Lost Workdays	380	227	161	168	238
Total Modified Duty Workdays	447	566	155	115	211
Number of Employees (including temps.)	152	156	115	109	107

The charts below illustrate a downward trend in the District's TIR (Total Incident Rate) and DART (Days Away Restricted Time) rates. TIR is the number of employees per 100 employees involved in an OSHA recordable injury and the DART rate indicates the number of serious injuries per 100 employees. These are standard metrics that OSHA utilizes to compare the injury rates of various types of organizations and industries.

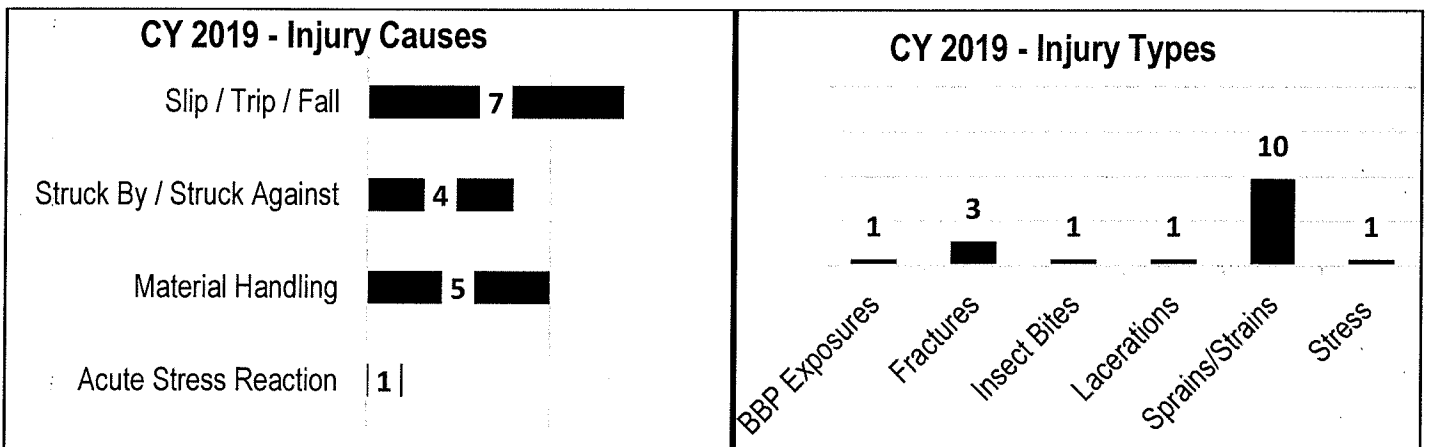
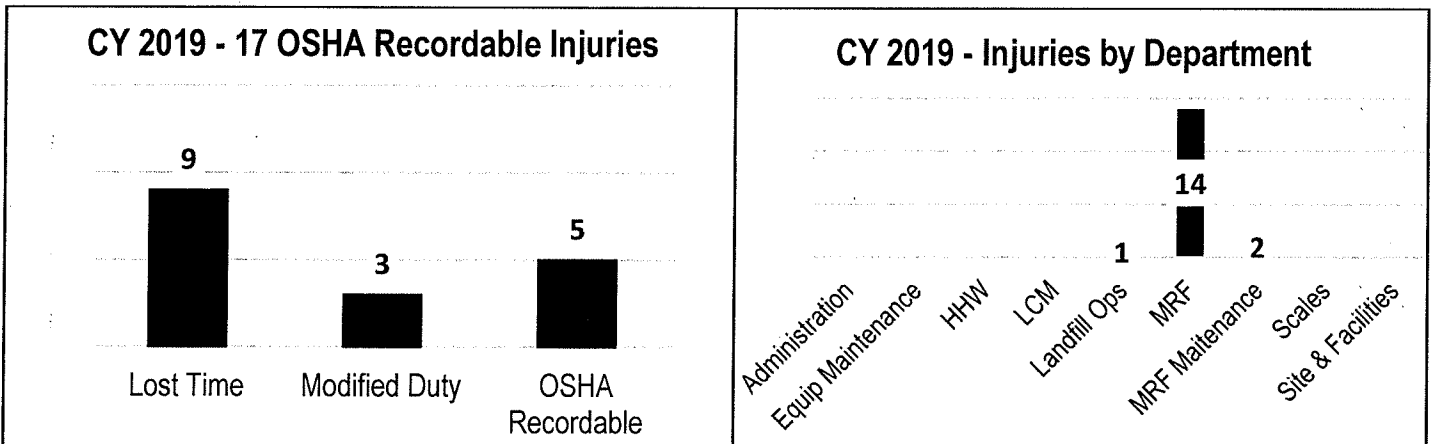


The following charts indicate that fourteen of the seventeen OSHA recordable injuries occurred within the MRF Department. Typically, the MRF is where most of injuries occur due to its largest population of District employees and most of the job tasks in this department are rated as high risk.

A significant achievement is that most other departments were injury-free in CY 2019 and Equipment Maintenance marked three consecutive years without an OSHA recordable injury although most of their work tasks are rated as high risk.

The number of *Slip/Trip/Fall (STF)* and *Struck By/Struck Against* incidents are a key concern of District staff as these types of incidents have a high potential to result in serious injury or even death. Three of the seven STF injuries in CY 2019 resulted in bone fractures.

In order to provide effective corrective action for the serious STF injuries of CY 2019, the Safety & Risk Department created a bilingual safety training course corresponding with *SSP 2-07, MRWMD Slip Trip Fall Prevention Safety Policy* that all employees must complete by the end of second quarter 2020. Additionally, all District supervisory personnel were assigned refresher safety training to be completed by end of 2Q 2020 as corrective action for both the STF and Struck By/Struck Against injuries.



On September 26, 2019 the District received a letter of complaint from Cal OSHA concerning the safe operations of Heavy Equipment (bulldozers, compactors, loaders) on the Landfill. This was an anonymous complaint of a vague nature that required the District to conduct an audit and reply in writing to Cal OSHA on various facets of landfill operations: Maintenance of Heavy Equipment; Safe Landfill Operations; Training of Landfill Operators.

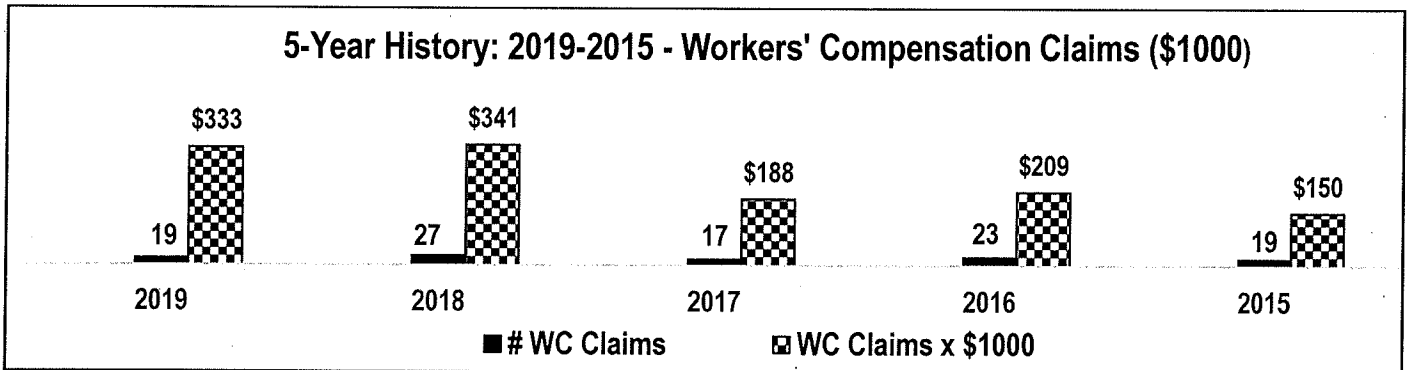
To address the OSHA complaint, the District conducted both internal and external audits of the Heavy Equipment Landfill Operations. The external auditors observed heavy equipment operators and traffic spotters operating safely at the Landfill. However, there were also areas for improvement identified such as in the documenting of Heavy Equipment Operators trainings which resulted in the generation of the following new Standard Safe Practices:

1. SSP 1-18 – Landfill Heavy Equipment Operator Qualification Program
2. SSP 2-86 – Safe Landfill Operations Guidelines

On October 17, 2019 the District participated in the Great Shakeout Earthquake Drill. This simulated earthquake drill and site-wide evacuation was the first of its kind at the site to occur during business involving the Public.

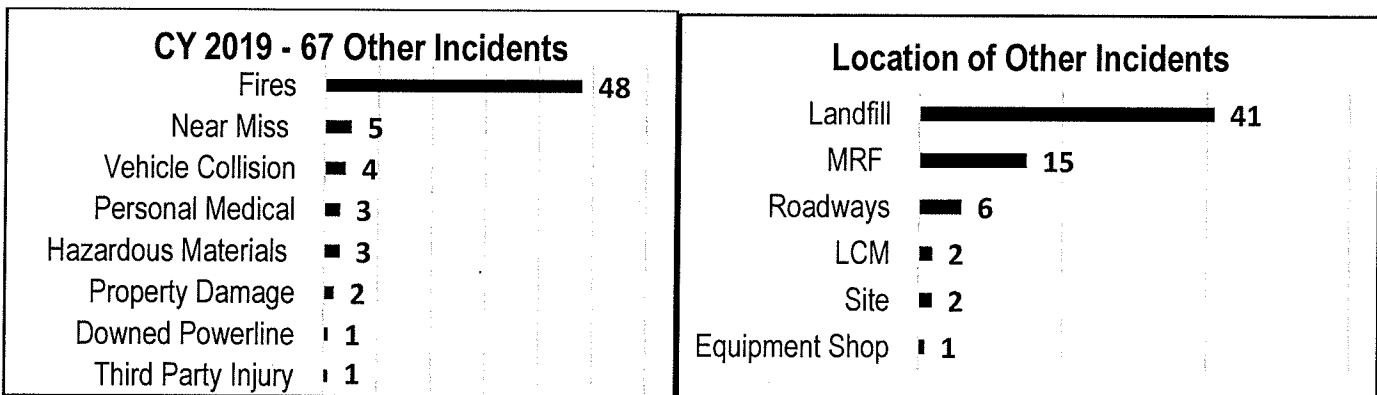
**Worker’s Compensation:** The table below illustrates workers’ compensation (WC) data from the last five years. In CY 2019 there was a total of nineteen new WC claims filed resulting in a total cost of \$332,648. This estimated total cost includes the actual expenses paid to date and the estimated reserves for future medical expenses to be paid until all CY 2019 generated claims are closed.

The annual cost of WC claims doesn’t necessarily increase with the number of injuries, but mainly due to the severity of the injuries and the expediency of claim closure. Of the nineteen new WC claims filed in CY 2019, five remain open at the time of this report and all were caused by STF injuries.



**Property Loss & Other Incidents:** The following charts illustrate the types and locations of 67 incidents other than District employee injuries that occurred in CY 2019.

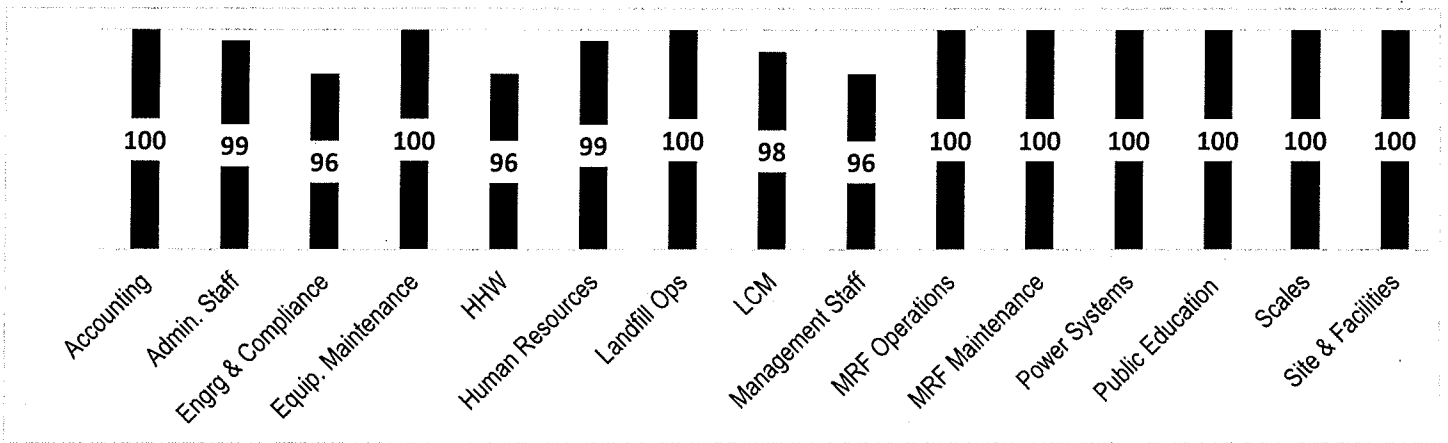
There was a significant increase in the number of minor fires reported at both the Landfill Tipping Area (41) and on the MRF Tipping Floor (9). Most of the fires were attributed to improperly disposed lithium ion batteries. To address the increase threat of fire, the District’s Fire Brigade was expanded from 23 members in 2018 to 45 members in 2019.



There weren’t any material property loss claims filed in CY 2019.

A risk reduction strategy for preventing minor first aid injuries from becoming OSHA recordable injuries was to contract with In-Focus Safety Consultants to conduct weekly external safety audits focusing primarily on the MRF. The In-Focus Safety Consultants also provided the District with an on-site first aid treatment service provided by EMTs (Emergency Medical Technicians).

A continuing site-wide risk reduction strategy for preventing all injuries and other incidents in CY 2019 was an enhanced focus on completing all outstanding safety trainings. The goal was set at a 95% safety training completion rate. This goal was met by all departments and many areas achieved and continue to maintain 100% compliance as illustrated in in the chart below.



**CONCLUSION**

In CY 2019 there was a significant reduction in the number of workers' compensation claims filed nineteen as compared to twenty-seven filed in CY 2018. However, the total cost of these claims was comparable to the total costs of all CY 2018 due to the severity of the STF injuries.

The downward trend of TIR and DART is encouraging especially given the increased risk of injury due to the increased amount of tonnage and increased number of Public visits in CY 2019.

*Kacey L. Christie*

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