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AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Howard A. Jordan
Chief of Police

SUBJECT: OPD Workers' Compensation Reduction Plan

DATE: June 1, 2012

City Administrator
Approval

Date

6/7/12

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff requests that Council accept this informational Workers' Compensation Report detailing how the Police Department plans to address the increase in Workers' Compensation claims in the department.

REASON FOR SUPPLEMENTAL

At the April 12, 2012 Finance and Management Committee meeting, staff was directed to provide an informational supplemental report that details the plan from the Oakland Police Department addressing the projected increase in Workers' Compensation claims. This report will meet the expectations of the request to develop a plan to reduce the projected increase in Workers' Compensation claims.

OUTCOME

Acceptance of this informational report will provide approval for the implementation of the Oakland Police Department's efforts in developing an effective and efficient reduction plan in reducing employee injuries, claims and improving safe working conditions. The Workers' Compensation Program will focus on reducing claims and preventing unnecessary costs to the City.

BACKGROUND/LEGISLATIVE HISTORY

The City of Oakland Police Department has faced challenges with an increasing pattern of injury claims in the past year. The following graph and insert indicates the recent interest and inquiry from the City Council. The statistics indicate the Oakland Police Department will have a 29% increase in claims compared to the previous year.

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- (1) Claims Analysis – The total number of new claims (Indemnity and Medical Only) as of December 31, 2011 was 300, compared to 288 in the previous year. The following chart projects a total increase of 24 claims (4 percent) in FY 2011-12, compared to claims in FY 2010-11.

Table 5: Claims, by Department

	FY 10-11 Actual	FY 2011-12 (12/31/12)	FY 2011-12 Projected	Projected Net Change FY 2010-11 Actual FY 2011-12 Projected	Projected % Change FY 2010-11 Actual FY 2011-12 Projected
Police	214	138	276	62	29%
Fire	143	64	128	(15)	-10%
PWA	115	55	110	(5)	-4%
All Others	104	43	86	(18)	-17%
Total	576	300	600	24	4%

Based on the data collected during the first 6 months, the City projected the injuries for OPD to exceed the prior year's total by 62 claims. As an update, based on data ending April 30, 2012 – OPD new claims (211 claims) are now 33 claims in excess over last years' claims (178 claims) for the same period. Projected forward, it appears that OPD will incur 39 more claims this year than last year. We estimate that OPD will incur approximately 253 new injury claims.

ANALYSIS

The Oakland Police Department has been directed to provide a detailed plan addressing how the department plans to address workers' compensation claims.

This report details steps that will be taken to evaluate the current reporting practices and claims and identify specific causes for claims. The Oakland Police Department will conduct a complete analysis of previous claims to identify the proper response necessary to reduce claims and injuries in the work place. A review of previous claims and reporting practices will be evaluated as a starting point to identify the common contributing factors. Once identified, a preventive plan will be established to ensure the elimination and prevention of identical reported claims or similar contributing factors in the work place.

The Police Department will establish and implement a comprehensive action plan of strategies to include reducing the number of claims and injuries, and improve safety and wellness in the work place for all employees.

The following topics will be addressed in the Workers Compensation reduction strategy:

- Injury avoidance
- Reporting elements and root cause of claims
- Complete analysis of claims to identify a proper response for reduction
- Work site employee wellness programs

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- Employee awareness and referrals
- Health and fitness in the work place
- Work site inspections and assessments
- Injury reduction training
- Risk management
- Evaluation of in-service training practices

The following are brief details of what will be accomplished to establish a work place strategy for injury reduction and employee wellness.

Injury avoidance:

All Department managers and supervisors shall review the current working practices as it pertains to their work site. This shall be reviewed and shared with staff for a complete work site evaluation. The following areas shall be addressed: awareness and education of the current working conditions, work site equipment, job duties and risk assessments; identifying the contributing factors to employee injuries associated with equipment use and daily job activity. An evaluation of employee practices and applications will be completed to fully assess the root causes of claims. Specific training and evaluation is an employee awareness and educational component; an evaluation of industry and Cal OSHA standards will be addressed.

Reporting elements and root cause of claims:

In an evaluation of the current reporting practices and claims, the Oakland Police Department will conduct a complete analysis of previous claims to identify the proper response necessary to reduce claims and injuries in the work place. A review of previous claims and reporting practices will be evaluated as a starting point to identify the common contributing factors. Once identified a preventive plan will be established to ensure the elimination and prevention of identical reported claims and similar contributing factors in the work place.

Work site employee wellness programs:

City of Oakland EAP and employee services training and exposure will be implemented at the in-service training classes, and information will be distributed to all employees for their use and education. This training can be as easy as established programs, such as wellness walks at the work place. An employee experiencing a high level of active stress-related incidents in the work place, can work out or perform exercise programs used to develop team building and employee health. An evaluation will be conducted of current work site facilities to accommodate employee needs for fitness and wellness. This process can be as simple as providing employees with soft mats for stretching and exercising in the work place during lunch periods or breaks.

Focus areas include:

1. Employee awareness and referrals
2. Health and fitness in the work place
3. Classroom discussion to identify best practices and solutions in reducing employee injuries and claims
4. Injury reduction training

Risk Management

An evaluation of work site equipment and facilities will be completed pertaining to proper ventilation, chairs, ergonomic evaluations and employee exposure. Work site inspections and assessments of all areas will be conducted to determine if best practices and proper use of existing equipment is being utilized in the proper and safest manner.

Evaluation of in-service training practices

In-service training can be physical and demanding on the employee. A full review and assessment of current training practices will be completed and contributing factors that lead to employee injuries will be documented. The OPD Training Section shall evaluate the safest and most practical methods used to reduce training-related injuries.

PUBLIC OUTREACH/INTEREST

This item did not require any additional outreach other than the required posting in the City's website.

COORDINATION

This report was prepared in coordination with the Risk Management Department.

COST SUMMARY/IMPLICATIONS

FISCAL IMPACT: This is an informational report only; there is no fiscal impact.

SUSTAINABLE OPPORTUNITIES

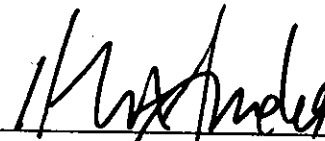
Economic: No direct economic opportunities have been identified.

Environmental: No environmental opportunities have been identified.

Social Equity: No social equity opportunities have been identified.

For questions regarding this report, please contact Carlos A. Gonzalez, Lieutenant of Police,
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Respectfully submitted,



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Chief of Police

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