

CITY OF OAKLAND
AGENDA REPORT

OFFICE OF THE CITY ADMINISTRATOR
2007 APR 24 PM 7:22

TO: Office of the City Administrator
ATTN: Deborah A. Edgerly
FROM: Finance and Management Agency
DATE: April 24, 2007

RE: **Supplemental Report on the Workers' Compensation Program for Fiscal Year 2005-06**

SUMMARY

This supplemental report provides additional information on the City of Oakland's Workers' Compensation Program for Fiscal Year 2005-06. It specifically pertains to information requested by the Finance and Management Committee on March 27, 2004.

The requested information is discussed in detail under the "Key Issues and Impacts" section of this report. Additionally, the Oakland Police department (OPD), Oakland Fire Department (OFD) and Public Works Agency (PWA) have provided separate responses in Attachments A, B and C, respectively.

FISCAL IMPACTS

This is an informational report. It provides information and data regarding the existing program as compared to previous years. No new costs are introduced within this report.

BACKGROUND

On March 27, 2007 the Finance and Management Committee heard the 2005-06 Workers' Compensation Annual Report. During the course of that meeting, additional information was requested from staff to be presented in a supplemental report. The specific information requested is summarized in the agenda minutes as:

The Committee directed staff to return to the next committee meeting addressing the following issues: 1) how many injuries, the sources of those injuries, and what is their indemnity expense that occurred in the Police department during the years 2005-2006; 2) how many injuries occurred in the Fire department during agility testing and what is their indemnity expense; 3) what is the method of training for reducing lift injuries that have occurred in the Public Works Agency; 4) what is the total cost for City employees on long-term worker's compensation leave; 5) provide legal analysis of holding

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classifications of injured workers; and 6) provide a five year trend report on workers' compensation claims for each division that increased, flattened out, and decreased.

KEY ISSUES AND IMPACTS

The following data responds to the information requested by the Finance and Management Committee on March 27, 2007.

I. Cause of Injury by Department (Item 1 & 2)

The Committee requested information on the number of injuries, causes of injury and their associated costs for Fiscal Year 2005-06 specific to the Police and Fire Department. Separate responses regarding this inquiry are provided by the departments and included in this report as Attachments A and B.

The tables presented below provide information on the top causes of injury in the Police and Fire Departments encompassing the past two fiscal years. This information is an excerpt from Attachment D of this report. Attachment D details the Cause of Loss by Department for Fiscal Years 2004-05 and 2005-06.

Oakland Police Department	Fiscal Year 2004-05				Fiscal Year 2005-06			
	Number of Injuries	Total Paid	Total Incurred	Average Paid	Number of Injuries	Total Paid	Total Incurred	Average Paid
Person in act of crime	85	\$ 1,319,663	\$ 1,944,697	\$ 15,525	64	\$ 653,386	\$ 1,409,387	\$ 10,209
Fall, slip or trip	17	\$ 175,473	\$ 415,897	\$ 10,322	10	\$ 66,931	\$ 202,056	\$ 6,693
Vehicle; collide with other vehicle	16	\$ 771,599	\$ 1,400,981	\$ 48,225	19	\$ 198,079	\$ 447,792	\$ 10,425
Strain; twisting	14	\$ 213,601	\$ 339,269	\$ 15,257	9	\$ 99,623	\$ 170,271	\$ 11,069
Contact with	11	\$ 15,484	\$ 868,632	\$ 1,408	6	\$ 25,187	\$ 27,422	\$ 4,198
Strain; repetitive motion	11	\$ 120,598	\$ 134,297	\$ 10,963	8	\$ 44,096	\$ 73,224	\$ 5,512
Cumulative	10	\$ 204,476	\$ 633,946	\$ 20,448	14	\$ 317,235	\$ 1,052,754	\$ 22,660
Police/Fire Physical Fitness	8	\$ 136,442	\$ 258,334	\$ 17,055	18	\$ 249,411	\$ 459,367	\$ 13,856
Sports/Physical fitness	0	\$ -	\$ -	\$ -	13	\$ 37,130	\$ 93,315	\$ 2,856
Baton Training/Defensive Tactics/Fitness Training	0	\$ -	\$ -	\$ -	5	\$ 29,547	\$ 36,920	\$ 5,909
All Other Causes	85	\$ 1,302,569	\$ 1,195,742	\$ 15,324	125	\$ 1,073,858	\$ 2,517,959	\$ 8,591
Total	257	\$ 4,259,905	\$ 7,191,795	\$ 16,576	273	\$ 2,727,806	\$ 6,360,232	\$ 9,992

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Oakland Fire Department	Fiscal Year 2004-05				Fiscal Year 2005-06			
	Number of Injuries	Total Paid	Total Incurred	Average Paid	Number of Injuries	Total Paid	Total Incurred	Average Paid
Firefighting	17	\$ 596,752	\$ 843,353	\$ 35,103	26	\$ 508,351	\$ 928,561	\$ 19,552
Strain; lifting	13	\$ 404,212	\$ 513,020	\$ 31,093	9	\$ 202,705	\$ 304,730	\$ 22,523
Cumulative	12	\$ 81,884	\$ 227,207	\$ 6,824	7	\$ 18,046	\$ 70,240	\$ 2,578
Contact with	11	\$ 22,977	\$ 22,977	\$ 2,089	19	\$ 34,886	\$ 72,071	\$ 1,836
Fall, slip or trip	9	\$ 620,449	\$ 868,632	\$ 68,939	10	\$ 62,212	\$ 75,514	\$ 6,221
Police/Fire physical fitness	3	\$ 30,815	\$ 30,815	\$ 10,272	12	\$ 115,493	\$ 175,033	\$ 9,624
Sports/Physical fitness	2	\$ 157,522	\$ 210,906	\$ 78,761	6	\$ 141,234	\$ 266,018	\$ 23,539
All Other Causes	68	\$ 724,433	\$ 1,124,571	\$ 10,653	77	\$ 630,941	\$1,163,681	\$ 8,194
Total	133	\$ 2,481,522	\$ 3,630,575	\$ 18,658	160	\$ 1,572,634	\$2,789,830	\$ 9,829

It should be noted that for both Police and Fire Departments, there was an increase in injuries related to physical fitness and training. In the case of the Police Department, the majority of these injuries were sustained by Police Officer Trainees while going through the recruit academy. Inasmuch as the City is investing significant monies toward the recruitment and training of these future officers, Risk Management recommends that the Police Department review its training protocols and methodology to incorporate injury reduction techniques.

The Fire Department physical fitness injuries tend to occur during daily physical training sessions and during the agility test process. As with the Police Department, Risk Management recommends that the Fire Department review its training protocols and methodology to incorporate injury reduction techniques.

II. PWA Loss Reduction Efforts (Item 3)

The Committee requested information on injury reduction efforts being utilized by the Public Works Agency. A separate response regarding this inquiry are provided by the department and included in this report as Attachment C.

The table presented below provides information on the top causes of injury in the Public Works Agency encompassing the past two fiscal years. This information is an excerpt from Attachment D of this report.

Public Works Agency	Fiscal Year 2004-05				Fiscal Year 2005-06			
	Number of Injuries	Total Paid	Total Incurred	Average Paid	Number of Injuries	Total Paid	Total Incurred	Average Paid
Strain; lifting	23	\$ 252,614	\$ 431,517	\$ 10,983	17	\$ 139,224	\$ 249,132	\$ 8,190
Strain; or injury by	12	\$ 27,384	\$ 43,115	\$ 2,282	6	\$ 54,410	\$ 79,147	\$ 9,068
Strain; pushing or pulling	11	\$ 102,329	\$ 204,441	\$ 9,303	12	\$ 75,601	\$ 104,051	\$ 6,300
Vehicle; Collide with other vehicle	9	\$ 68,970	\$ 178,782	\$ 7,663	7	\$ 52,829	\$ 144,272	\$ 7,547
Fall, slip or trip	8	\$ 184,679	\$ 315,705	\$ 23,085	14	\$ 114,683	\$ 208,534	\$ 8,192
Strike; object being lifted or handled	8	\$ 58,372	\$ 92,146	\$ 7,297	5	\$ 2,729	\$ 5,575	\$ 546
Misc; Absorption/ingestion/inhalation	0	\$ -	\$ -	\$ -	24	\$ 24,123	\$ 24,123	\$ 1,005
All Other Causes	76	\$ 579,961	\$ 1,032,692	\$ 7,631	123	\$ 502,890	\$ 926,694	\$ 4,089
Total	147	\$ 1,274,309	\$ 2,298,398	\$ 8,669	184	\$ 942,366	\$ 1,717,405	\$ 5,122

This table shows that strain related injuries continue to represent the highest frequency of injury within this department. Risk Management recommends that the Public Works Agency review its training programs and incorporate additional field ergonomics training and equipment/material handling safety training focusing on injury reduction techniques.

III. Long Term Workers' Compensation Leave Costs (Item 4)

The Committee requested information about the financial impact of Workers' Compensation cases where the employee has been absent from work for an extended period. The chart below provides information on the Workers' Compensation cases open as of June 30, 2006 where the employee had been off work due to injury for one year or more. Those cases in *Italics* denote employees who have since retired or otherwise separated from the City.

DOI	Department	Job Class	Totals paid through 6/30/2006	Incurred Expenses through 6/30/2006
<i>11/11/04</i>	<i>Fire</i>	<i>Captain of Fire</i>	<i>\$126,682.59</i>	<i>\$154,261.96</i>
<i>1/25/99</i>	<i>Fire</i>	<i>Engineer of Fire</i>	<i>\$52,287.27</i>	<i>\$80,427.40</i>
<i>5/28/01</i>	<i>Fire</i>	<i>Firefighter</i>	<i>\$100,344.02</i>	<i>\$141,851.95</i>
2/7/03	Fire	Firefighter	\$96,071.38	\$135,748.64
8/4/03	Fire	Firefighter	\$141,237.20	\$173,680.21
11/1/04	Fire	Firefighter	\$149,797.88	\$177,690.75
8/10/05	Fire	Firefighter	\$84,921.23	\$113,250.40
5/17/05	Fire	Firefighter /Paramedic	\$146,103.29	\$217,561.94
5/8/98	DHS	Food Service Worker	\$73,119.90	\$95,400.00
7/19/01	FMA	Parking Control Tech.	\$249,239.42	\$319,804.32
11/1/04	FMA	Public Svc Rep	\$66,190.25	\$82,816.70

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DOI	Department	Job Class	Totals paid through 6/30/2006	Incurred Expenses through 6/30/2006
12/22/04	Police	Account Clerk III	\$67,837.83	\$104,174.67
2/1/04	Police	Police Comm. Disp	\$67,231.45	\$104,248.11
6/14/04	Police	Police Comm. Disp.	\$68,302.02	\$134,001.55
4/23/05	Police	Police Comm. Disp	\$60,113.48	\$116,000.00
6/15/04	Police	Police Comm. Disp	\$70,914.84	\$88,497.69
10/15/03	Police	Police Officer	\$151,804.39	\$172,775.35
11/14/03	Police	Police Officer	\$151,011.68	\$209,530.00
11/16/03	Police	Police Officer	\$95,846.40	146,280.00
1/4/04	Police	Police Officer	\$151,909.96	\$228,388.00
1/28/04	Police	Police Officer	\$73,828.79	\$110,400.00
6/20/04	Police	Police Officer	\$100,999.16	\$157,250.00
4/15/05	Police	Police Officer	\$87,603.14	\$178,253.80
7/25/05	Police	Police Officer	\$81,529.96	111,074.91
3/15/04	Police	Sergeant of Police	\$110,413.68	\$139,000.00
12/21/00	PWA	Custodian	\$130,815.49	\$216,370.68
10/3/02	PWA	Garden Crew Leader	\$147,065.74	\$223,050.00
1/6/03	PWA	Gardener II	\$93,226.00	\$148,902.79
6/15/05	PWA	Gardener II	\$40,172.11	\$96,859.76
3/22/04	PWA	Greenskeeper	\$75,250.02	\$180,000.00
1/22/99	PWA	Painter	\$375,979.84	\$473,048.56
8/18/04	PWA	PW Maint. Worker	\$66,544.99	\$154,468.70
5/6/04	PWA	Sewer Maint. Worker	\$79,702.73	\$96,142.24
3/31/05	PWA	Sewer Maint. Worker	\$41,837.58	\$45,264.54
TOTALS:			\$3,675,935.71	\$5,326,475.62

Workers' Compensation strategies for all long-term absence cases involve moving cases to closure and assisting employees with the job reassignment as required under the Federal Employment and Housing Act (FEHA) and/or the disability retirement process as appropriate. This usually occurs once a case reaches the point where the employee has permanent medical restrictions and it has been determined that the employee can no longer perform the essential functions of their job classification. In some cases, depending on the severity of the injury, it takes more than 12 months for this determination to be made. Until this stage is reached, the City is obligated to continue working with the employee and his/her medical provider in returning them to full functionality in their designated job classification.

Based on the above information, the classifications impacted by these long-term cases as compared to the overall position vacancies (as taken from the February 27, 2007 Position Vacancy Report) are as follows:

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Classification	Number of Positions Held by Long Term WC Absences	Number of Authorized Vacancies as of Feb 27, 2007
Captain of Fire	1	4
Engineer of Fire	1	17
Fire Fighter	5	24
Fire Fighter/Paramedic	1	8
Food Service Worker	1	0
Parking Control Tech.	1	2.7
Public Service Rep.	1	1
Account Clerk III	1	4
Police Comm. Dispatcher	4	7
Police Officer	8	89
Sergeant of Police	1	7
Custodian	1	1.5
Garden Crew Leader	1	0
Gardener II	2	1
Greenskeeper	1	0
Painter	1	2
PW Maint. Worker	1	0
Sewer Maint. Worker	2	0

It should be noted that in only four of the identified 18 classifications, the number of positions occupied by long-term WC cases exceeds the number of authorized vacancies. The greatest impact of these occupied positions is on the Public Works Agency. A legal analysis regarding how to treat the impacted positions has been requested of the City Attorney's Office.

IV. Position Vacancy due to WC Leave – Legal Analysis (Item 5)

This information will be presented in a separate report from the City Attorney's Office.

V. Five-Year Trend Analysis by Department (Item 6)

The Committee requested that staff provide a five year trend report on workers' compensation claims for each division that increased, flattened out, and decreased. The charts below reflect the claims activity for the three departments with the greatest number of claims over the past five years.

Chart 1 displays the claims activity grouped according to the fiscal year within which the claims occurred. It shows that while the number of claims generally trended downward, there was a slight increase in claims filed during the fiscal year ending June 30, 2006.

This is largely due to a single incident that occurred in Public Works which resulted in approximately 30 additional medical only claims.

Chart 1

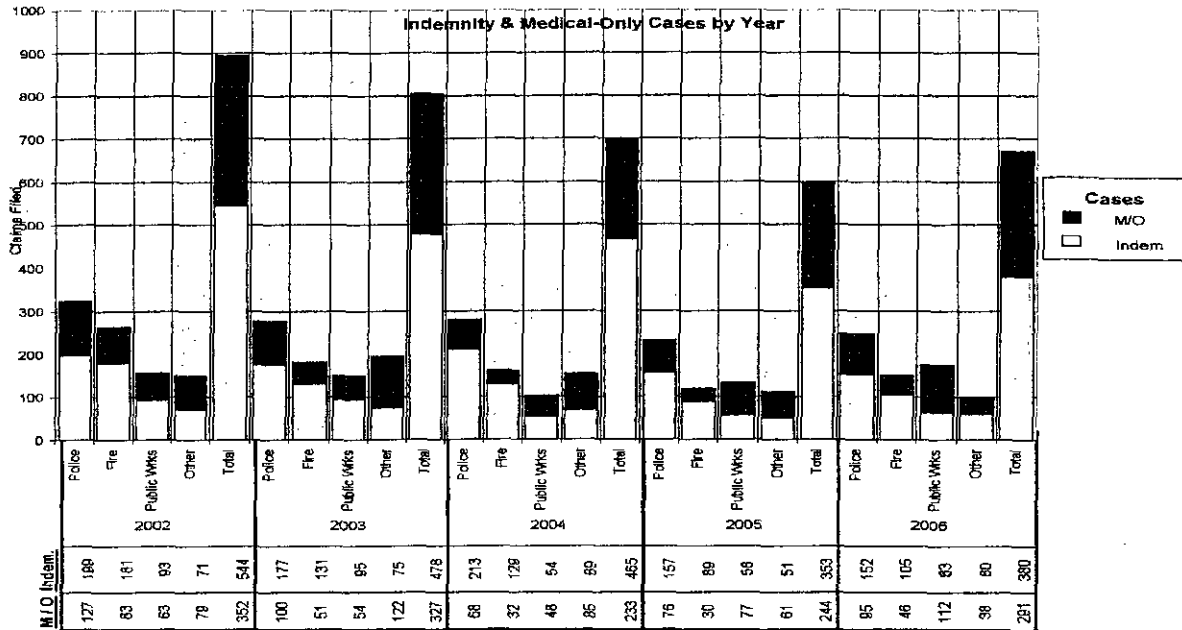
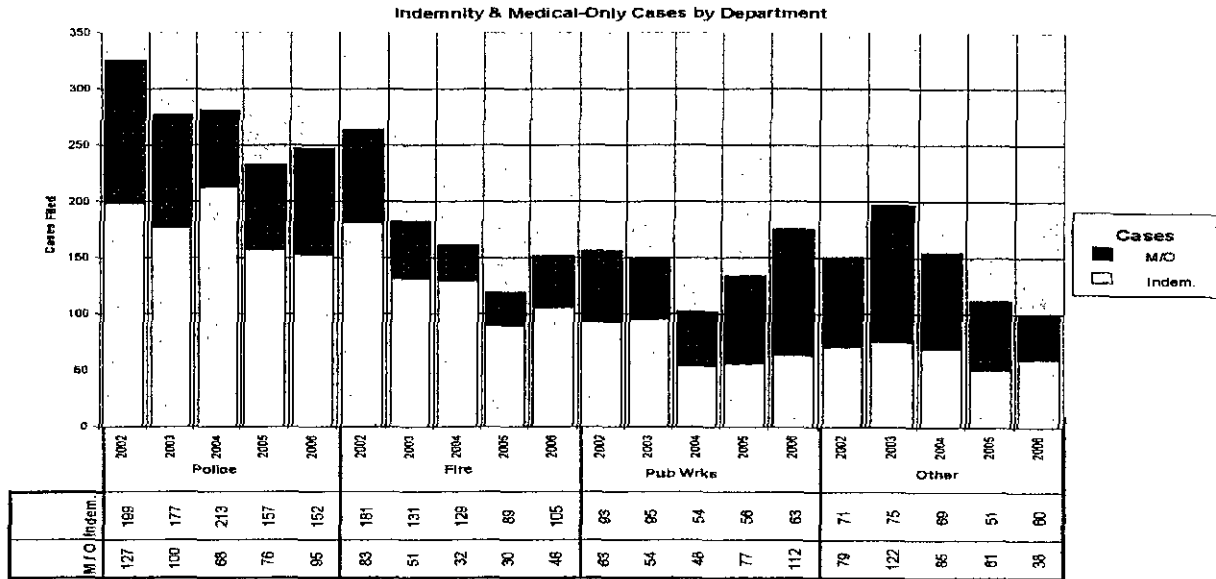


Chart 2 displays the claims activity grouped according to the department within which the claims occurred. It shows that Public Works has experienced an increase in the number of claims filed over the past two years which could indicate the need for more focused injury reduction training among personnel. It also shows that the Police and Fire Departments have had an increase in the number of claims over the previous fiscal year. These departments should carefully review their ongoing claim activity to identify injury reduction training needs in the various work groups.

Further, this chart shows that with the exception of Public Works, all departments within the City have enjoyed a significant reduction in the number of claims over the past five years. Please note that Public Works did experience a re-organization during this period when the Parks Department was merged with Public Works. This could have factored into the increase in the number of claims attributed to that department in the fiscal year ending June 30, 2005.

Chart 2



SUSTAINABLE OPPORTUNITIES

There are no economic, environmental or social equity opportunities associated with this report.

DISABILITY AND SENIOR CITIZEN ACCESS

There are no disability and senior citizen access issues contained in this report.

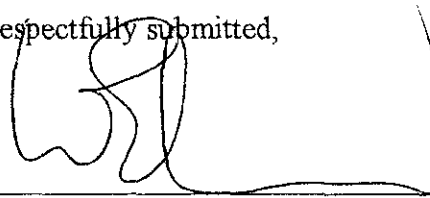
RECOMMENDATION(S) AND RATIONALE

Staff recommends that Council accept the supplemental workers' compensation information contained within this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff requests that the Council accept the supplemental workers' compensation report.

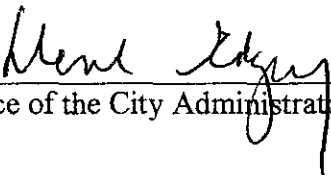
Respectfully submitted,



William E. Noland
Director, Finance and Management Agency

Prepared by
Deborah Grant, Acting Risk Manager
Risk Management Division

APPROVED AND FORWARDED TO THE
FINANCE & MANAGEMENT COMMITTEE:


Office of the City Administrator

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Attachment A

CITY OF OAKLAND

Memorandum

To: Office of the City Administrator
 Attn: Deborah Edgerly
 From: Police Department
 Date: April 24, 2007

Re: **Annual Worker's Compensation Report FY 2005-2006 Supplemental Information**

During the fiscal year of 2005-2006, there were a total of 32 police officer trainees injured during academies. The sources of those injuries varied, but were primarily a result of physical training.

Physical Training	Defensive Tactics	Vehicle Operations	Baton Training
Sprains 1	Strains 1	**Multiple Injuries 1	Contusions 1
Strains 11			
Fractures 3			
*Multiple Injuries 2			
Ganglion 1			
Respiratory 2			
Contusions 1			
Heat Related 2			
29	1	1	1

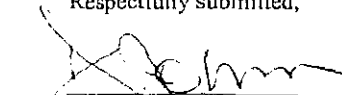
*Internal injuries sustained

** Injuries resulting from car accident

FY 05-06 Worker's Compensation Costs (POT)

Total Paid	Total Reserves	Total Incurred
\$176,098.15	\$132,426.46	\$308,524.61

Respectfully submitted,


 Wayne G. Tucker
 Chief of Police

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Attachment BMemorandum

TO: Deborah Grant- Risk Management
FROM: Daniel D. Farrell- Fire Chief
DATE: April 4, 2007
SUBJECT: Supplemental Information Request on Oakland Fire Department Worker's Compensation questions from Finance Committee of March 13, 2007

This informational report is in response to Councilmember questions for the Oakland Fire Department regarding the March 13, 2007 2005-2006 Workers' Compensation Report. In particular, Council members inquired about a reported increase in claims filed and measures that the Department is taking to address that increase. They also inquired about the number of injuries that occurred during the Fire Department Annual Physical Agility testing.

INCREASED CLAIMS

The March 13, 2007, 2005-06 Workers' Compensation report by the Risk Management Division showed an increase in Oakland Fire Department Workers' Compensation claims from 131 in 2004-05 to 162 in 2005-06 or a 24.4% increase for the year. It should be noted that the overall cost of the Oakland Fire Department Worker's Compensation claims according to the report were significantly lower. The increase in claims can be attributed to several factors:

1. **A Decrease in Declinations filed in favor of filing actual Worker's Compensation claims**

A Declination is filed when an employee needs basic first aid only or simply wants to record that an injury incident of some kind occurred but no treatment is presently needed.

For example, a firefighter falls on wet pavement at a fire and bruises a knee but continues to work and does not seek medical treatment. The Declination filed in this case gives the Fire department documentation of the event so that if it worsens and medical treatment is eventually needed an investigation by the Worker's Compensation administrator will usually not be required. Sometimes a firefighter will work many months with this type of injury before seeking medical treatment.

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The current trend noted by the Fire department Worker's Compensation coordinator is that during the 2005-06 period, sworn employees were more inclined and opted to file the complete Worker's Compensation package than to file the Declination.

In 2004-05 sworn employees filed 110 Declinations and in 2005-06 sworn members filed 78 Declinations or a 29% decrease in Declination filings for the 2005-06 period.

Increase in filing of Cumulative Trauma (CT) claims by retired employees and those nearing retirement

A Cumulative Trauma (CT) claim is filed for an injury/illness that may have occurred as a result of long term employment in the Fire department. Typically these are filed for hearing loss, cancers, and heart disease. Two cases filed in 2005 - 06 were CT cancer claims by employees that retired 10 years ago.

As with all claims the Workers' Compensation Administrator will ultimately determine if the claim is accepted or denied.

EFFORTS TO ADDRESS WORKERS' COMPENSATION/SAFETY ISSUES

The Department is actively working on programs to address Worker's Compensation and general safety issues. Those programs include:

Increased Loss Prevention Efforts

Safety Training

The Oakland Fire Department (OFD) is partnering with the Risk Management Division to develop safety training specific for Fire department sworn members. The Risk Management division has provided the funding for OFD to contract with Dr. Russell Freeman to teach lifting/safety classes to all sworn employees.

The training is comprised of a series of mandatory hands -on classes that Dr. Freeman developed to address the most common types of injuries sustained by sworn employees in the Fire department. This class begins in the fire recruit academy with regularly scheduled refreshers in the fire stations. Included as part of this program are workplace posters showing actual OFD employees using correct lifting techniques. Following the start of this program in the recent past, OFD employees showed a marked decline in lifting related injuries.

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Loss Prevention Efforts(continued)

Analysis and review of injury data

OFD Worker's Compensation staff is working to identify where injuries are occurring, how they occur and what types of injuries OFD is experiencing. This analysis will enable OFD to see if there are certain trends to our injuries and how to address them. For example, if employees are getting injured by slipping off an apparatus at a certain station we can see if anything can be done to correct the situation. Perhaps more training is needed or a modification to the apparatus is needed.

Continue to place injured workers in transitional duty assignments

The number of transitional duty days for OFD employees has increased approximately 350% in the last three years. OFD will continue to work with the Workers' Compensation Administrator and Back-To-Work Coordinator to seek restrictions from doctors in order to place recovering workers in productive positions that will benefit the department and decrease costs.

OFD Safety and Health Committee

The OFD Safety and Health committee meets at least once every 60 days to discuss safety and health conditions of the department and sworn employees. Items discussed include safety clothing, equipment, apparatus and recent injuries. The committee makes recommendations on changes to work practices or needed safety clothing, equipment or training to the Fire Chief. Members of the committee include sworn staff as well as the department Workers' Compensation coordinator (non-sworn) and/or OFD's Human Resources manager (non-sworn).

2005-05 FIRE DEPARTMENT PHYSICAL AGILITY TESTING INJURIES

For the 2005 and 2006 Physical Agility testing there has been minimal related injuries according to the OFD Worker's Compensation coordinator.

In 2006, there were no sworn employees' injuries sustained during the Physical Agility testing and there were a total of (5) five injuries sustained after the Physical Agility testing was concluded. There was (1) long term injury and (4) other injuries that had minimal work time lost.

For the 2005 Physical Agility testing the number of injuries related to the testing were similar.

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CONCLUSION

The Fire department has worked proactively for the last four years to reduce Worker's Compensation injuries, costs and claims. The department has been successful in accomplishing a *significant reduction of injuries and costs* for at least 3 years. The Fire department will continue to look at ways to reduce Worker's Compensation injuries and costs and continue to work closely with the Risk Management Division.

Respectfully submitted,


DANIEL D. FARRELL
Fire Chief

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Attachment C

Public Works Agency
Director's Office

Memorandum

To: William Noland, Finance and Management Agency Director

From: Raul Godinez II, Public Works Agency Director

Date: April 5, 2007

Re: Public Works Agency - Training to Reduce Occurrence of Lift Injuries

At the March 27, 2007 Finance and Management Committee, the Risk Management Division presented an informational report on the Workers' Compensation Program for Fiscal year 2005-06. During discussion of the report, the Committee inquired about the training methods for reducing lift injuries that have occurred in the Public Works Agency. This memorandum provides a response to that question.

The Public Works Agency (PWA) staff performs a broad cross section of services that requires frequent lifting motion or lifting of heavy items. Examples include emptying litter containers, removing and disposing of illegally dumped materials, use of hand and power tools, moving and using large, heavy or awkward materials at a work site, etc. PWA has a number of training and communication tools in place to reduce the occurrence of lift injuries.

Injury and Illness Prevention Plan

PWA strives to fully comply with the requirements of Labor Code Section 6401.7 and Section 3202 of Title #8, California Code of Regulations (General Industry Safety Orders). In doing so, PWA's Injury and Illness Prevention Plan (IIPP), and the accompanying Codes of Safe Practices, identifies lifting as one of the potential job risks for a number of job classifications, and safe practices are specified. Every new employee receives training on the IIPP upon hire via his or her direct supervisor. In addition, the IIPP is part of the annual communication by the PWA Director to all employees as a method of communicating the need for continual safety awareness in all that we do, and safe job practices in general are specified. Employees are regularly advised about safe work practices and the mandatory policy of using personal protective equipment.

Safety Committee

The PWA has an active Safety Committee that meets monthly. The committee is comprised of staff from all divisions and sections within the agency – Electrical Services, Environmental Services, Streets and Sidewalks, Sewers and Drainage, Tree Services, Keep Oakland Clean and Beautiful, Project Delivery and Construction, Equipment, Park Maintenance, Facilities and Administration. The committee agenda includes a standing item to review all accidents, injuries, occupational illness and unusual incidents that could affect safety. The committee investigates and analyzes the types of accidents and injuries that have occurred in the current month. They

discuss what types of actions need to be taken by supervisors and if additional training is recommended. Recently, it was recommended that an additional training be developed by the Safety Coordinator for routine lifting for a specific work group (painters) to be implemented in May.

Safety Training Courses

Sponsored by the Risk Management Division, PWA staff have the opportunity to attend safety courses at an annual three-day Safety Training Academy. During the academy, a wide range of workshops and classes are offered. Included are on-the-job safety workshops as required by law, including lifting, tips and informational materials for PWA employees. In the fall of each year, again in conjunction with the Risk Management Division, a Health and Safety Fair is held for all PWA employees, with health screenings and wellness and safety topics. Back safety and lifting techniques are included. Hundreds of PWA staff participate in this annual training event.

PWA follows the Cal/OSHA requirement for a monthly "Tailgate Training" program that supervisors initiate with staff. One of the topics included is back safety/safe lifting practices. This training material is provided to all supervisors, is available on the agency's intranet site and on our shared computer drive for use by any employee at any time. The Agency's Safety Coordinator also maintains a video training library that includes several titles related to back safety and proper lifting.

The PWA Safety Training Program also includes a series of monthly trainings focused on the legally required topics within the industry. Included is the topic of Personal Protective Equipment (PPE), one of which is the back brace for those individuals who need it. This protective equipment is purchased for employees as needed.

The Risk Management Division also provides a service upon request for additional awareness and training on back safety, proper lifting techniques and general ergonomics for specific job classifications. Recently this was utilized by the Electrical Services Division and was well received by the staff.

PWA employees are also able to benefit from the training classes provided by the Finance and Management Agency's Citywide Training classes through the Personnel Department. Safe lifting has been an ongoing annual topic. This is another opportunity for an individual to obtain training over the course of the year as needed.

Safety Newsletter

PWA has a quarterly employee Safety Newsletter highlighting the agency's safety training programs and includes tips and techniques to keep safety at the forefront. The upcoming issue (June 2007) will again provide additional back health and safety techniques.

I hope this answers the Committee's question and my staff will be available to answer any follow up questions. Thank you.

C c: Deborah Grant, Acting Risk Manager, Risk Management Division

Attachment D

2004-05 Cause of Loss by Department															Page 4													
City of Oakland															April 03, 2007													
As of 02/28/2007															11-33AM													
Report Categories: IMC															No. of Insured's Total													
Loss Cause	Open	Total	Ulighted	Lost	Ret.	Avg Days	Paid	Incurred	Avg Paid	Max. Paid	Reserve	Claims	Paid	Incur.														
Fire Services Agency																												
32 Fighting fire	4	17	4	0	0	0	596,751.66	843,352.76	35,103.04	165,129.89	246,801.10	2.6	6.8	5.9														
56 Strain; lifting	4	13	3	0	0	0	404,211.69	513,019.78	31,063.21	152,877.15	108,808.10	2.0	4.5	3.5														
98 Cumulative (NOC)	6	12	5	0	0	0	81,893.95	227,208.79	6,823.86	27,098.62	145,322.84	1.8	0.9	1.5														
05 Contact with	0	11	0	0	0	0	22,977.20	22,977.20	2,088.84	6,044.27	0.00	1.7	0.3	0.2														
31 Fall, slip or trip, NOC	5	9	3	0	0	0	620,446.16	868,631.77	68,938.80	227,492.59	248,162.81	1.4	7.1	5.9														
53 Strain; twisting	2	8	1	0	0	0	85,092.05	128,451.93	10,636.51	31,314.95	53,359.85	1.2	1.0	0.8														
81 Injured by, struck or injured NOC	3	8	1	0	0	0	111,339.38	257,363.51	13,917.42	84,152.04	146,064.13	1.2	1.3	1.8														
60 Strain; strain or injury by, NOC	2	6	1	0	0	0	37,374.01	62,384.28	6,239.00	18,581.82	25,010.27	0.9	0.4	0.4														
57 Strain; pushing or pulling	1	5	0	0	0	0	16,333.45	39,207.00	3,288.70	10,207.48	22,873.52	0.8	0.2	0.3														
58 Strain; reaching	1	4	2	0	0	0	27,300.08	46,367.32	6,825.02	19,368.77	16,067.23	0.6	0.3	0.3														
09 Adverse reaction	0	3	0	0	0	0	16,479.81	16,479.81	5,493.27	11,501.10	0.00	0.5	0.2	0.1														
91 Police/line physical fitness	0	3	0	0	0	0	30,814.86	30,814.86	10,271.55	15,393.58	0.00	0.5	0.4	0.2														
98 Bending	1	3	1	0	0	0	66,946.08	97,190.08	22,283.03	66,777.08	30,341.00	0.5	0.9	0.7														
97 Strain; repetitive motion	0	3	1	0	0	0	1,937.32	1,937.32	645.77	0.00	0.00	0.5	0.0	0.0														
99 Misc; other - miscellaneous, NOC	1	3	1	0	0	0	3,933.98	25,327.74	1,311.33	2,285.10	21,393.75	0.5	0.0	0.2														
19 Cut; caught, punctured, scraped, NOC	0	2	0	0	0	0	8,280.19	8,280.19	4,130.10	8,046.20	0.00	0.3	0.1	0.1														
30 Slipped; did not fall	0	2	1	0	0	0	65,293.59	65,293.59	32,848.80	82,291.13	0.00	0.3	0.7	0.4														
52 Sports/physical fitness	1	2	1	0	0	0	157,522.08	210,906.38	78,761.04	108,178.85	53,384.30	0.3	1.8	1.4														
86 Strike; object being lifted or handled	0	2	0	0	0	0	5,371.95	5,371.95	2,695.96	4,722.27	0.00	0.3	0.1	0.0														
68 Strike; stationary object	1	2	0	0	0	0	22,392.82	37,872.39	11,181.41	13,938.83	15,289.57	0.3	0.3	0.3														
82 Misc; absorption/ingestion/inhalation	1	2	1	0	0	0	56,048.20	81,313.50	28,024.80	55,719.14	5,284.30	0.3	0.9	0.4														
85 Injured by, animal or insect	0	2	0	0	0	0	287.42	287.42	143.71	287.42	0.00	0.3	0.0	0.0														
07 Climbing	0	1	1	0	0	0	1,180.16	1,180.16	1,180.16	1,180.16	0.00	0.2	0.0	0.0														
11 Burn; solid objects or substances	1	1	1	0	0	0	18,403.28	27,603.28	18,403.28	18,403.28	8,100.00	0.2	0.2	0.2														
16 Cut; broken glass	0	1	0	0	0	0	84.81	84.81	84.81	84.81	0.00	0.2	0.0	0.0														
16 Cut; hand tool, utensil, not powered	0	1	0	0	0	0	6,283.54	6,283.54	6,283.54	6,283.54	0.00	0.2	0.1	0.0														
34 Noise Exposure	0	1	0	0	0	0	3,374.57	3,374.57	3,374.57	3,374.57	0.00	0.2	0.0	0.0														
45 Vehicle; collide with other vehicle	0	1	0	0	0	0	2,275.38	2,275.38	2,275.38	2,275.38	0.00	0.2	0.0	0.0														
54 Strain; jumping	0	1	0	0	0	0	27.68	27.68	27.68	27.68	0.00	0.2	0.0	0.0														
70 Strike; against or stepping on NOC	0	1	0	0	0	0	3,890.06	3,890.06	3,890.06	3,890.06	0.00	0.2	0.0	0.0														
74 Injured by, another person	0	1	0	0	0	0	2,584.61	2,584.61	2,584.61	2,584.61	0.00	0.2	0.0	0.0														
75 Injured by, falling or flying object	0	1	0	0	0	0	2,623.44	2,623.44	2,623.44	2,623.44	0.00	0.2	0.0	0.0														
76 Injured by, hand tool or machine in use	0	1	0	0	0	0	879.82	879.82	879.82	879.82	0.00	0.2	0.0	0.0														
Totals for Fire Services Agency															34	133	27	9	0	0	2,481,522.25	3,630,574.62	18,658.06	227,482.58	1,169,052.57	20.0	28.4	24.8

Loss Cause	Open	Total	Litigated	Days			Paid	Incurred	Avg. Paid	Max. Paid	Reserves	% of Insured's Total				
				Lost	Rest.	Avg. Days						Claims	Paid	Incur.		
Police Services Agency																
89 Person in act of crime	13	85	11	0	0	0	1,318,662.77	1,944,697.31	15,525.44	155,231.80	825,034.54	12.8	15.1	13.3		
31 Fall, slip or trip, NOC	4	17	2	0	0	0	175,473.29	415,897.09	10,321.96	81,685.89	240,423.80	2.6	2.0	2.8		
45 Vehicle: collide with other vehicle	5	16	4	0	0	0	771,599.23	1,400,981.33	48,224.95	208,122.98	629,382.10	2.4	8.8	9.6		
53 Strain: twisting	2	14	2	0	0	0	213,800.53	339,288.67	15,257.18	123,869.33	125,868.14	2.1	2.4	2.3		
56 Strain: lifting	6	13	4	0	0	0	204,039.88	296,657.58	15,695.38	110,261.89	82,617.70	2.0	2.3	2.0		
05 Contact with	0	11	0	0	0	0	15,483.72	15,483.72	1,407.61	9,206.37	0.00	1.7	0.2	0.1		
97 Strain: repetitive motion	1	11	2	0	0	0	120,597.55	134,297.15	10,963.41	76,050.88	13,699.80	1.7	1.4	0.9		
98 Cumulative (NOC)	9	10	4	0	0	0	204,475.68	633,945.76	28,447.60	153,196.55	429,489.78	1.5	2.3	4.3		
60 Strain: strain or injury by, NOC	2	9	1	0	0	0	243,418.38	354,333.29	27,046.49	148,484.90	110,914.91	1.4	2.8	2.4		
81 Injured by: struck or injured NOC	1	9	3	0	0	0	6,382.78	19,288.53	709.20	5,025.47	12,805.75	1.4	0.1	0.1		
57 Strain: pushing or pulling	6	8	5	0	0	0	438,898.86	787,378.44	54,837.11	120,801.92	348,679.58	1.2	5.0	5.4		
91 Police/fire physical fitness	2	8	2	0	0	0	138,441.97	258,334.06	17,055.25	88,868.82	121,892.09	1.2	1.6	1.6		
85 Injured by: animal or insect	2	5	2	0	0	0	238,494.18	294,698.81	47,698.84	194,537.86	58,204.83	0.8	2.7	2.0		
19 Cut: caught, punctured, scraped, NOC	0	4	0	0	0	0	894.89	894.89	223.67	474.83	0.00	0.6	0.0	0.0		
54 Strain: jumping	1	4	0	0	0	0	44,387.87	61,193.64	11,096.97	31,994.23	16,805.77	0.6	0.5	0.4		
68 Strike: stationary object	0	4	0	0	0	0	962.74	962.74	240.69	608.63	0.00	0.6	0.0	0.0		
82 Misc:absorption/ingestion/inhalation	1	4	0	0	0	0	1,172.83	17,440.23	293.21	691.62	16,267.40	0.6	0.0	0.1		
08 Adverse reaction	0	2	0	0	0	0	2,557.97	2,557.97	1,278.99	2,207.45	0.00	0.3	0.0	0.0		
30 Slipped; did not fall	0	2	0	0	0	0	407.70	407.70	203.85	407.70	0.00	0.3	0.0	0.0		
86 Strike: object being lifted or handled	0	2	0	0	0	0	32,821.54	32,821.54	16,410.77	32,675.03	0.00	0.3	0.4	0.2		
78 Injured by: object being lifted/handled	0	2	0	0	0	0	462.26	462.26	231.13	270.67	0.00	0.3	0.0	0.0		
87 Foreign matter (body) in eye(s)	0	2	0	0	0	0	1,857.27	1,857.27	928.64	1,101.21	0.00	0.3	0.0	0.0		
93 Contagious or occup. disease	0	2	0	0	0	0	13,470.14	13,470.14	6,735.07	8,818.81	0.00	0.3	0.2	0.1		
96 Bending	1	2	0	0	0	0	10,197.84	24,380.75	5,098.92	6,348.08	14,192.81	0.3	0.1	0.2		
07 Climbing	0	1	0	0	0	0	2,813.45	2,813.45	2,813.45	2,813.45	0.00	0.2	0.0	0.0		
13 Caught; in, under, between, NOC	1	1	0	0	0	0	43,149.24	96,066.00	43,149.24	43,149.24	52,916.76	0.2	0.5	0.7		
16 Cut: hand tool, utensil, not powered	0	1	0	0	0	0	470.01	470.01	470.01	470.01	0.00	0.2	0.0	0.0		
48 Vehicle: collision with fixed object	0	1	0	0	0	0	1,193.57	1,193.57	1,193.57	1,193.57	0.00	0.2	0.0	0.0		
50 Vehicle: motor vehicle NOC	0	1	0	0	0	0	2,511.70	2,511.70	2,511.70	2,511.70	0.00	0.2	0.0	0.0		
58 Strain: reaching	1	1	1	0	0	0	2,878.15	21,500.00	2,878.15	2,878.15	18,821.85	0.2	0.0	0.1		
69 Stepping; on sharp object	0	1	0	0	0	0	265.65	265.65	265.65	265.65	0.00	0.2	0.0	0.0		
70 Strike: against or stepping on NOC	0	1	0	0	0	0	179.50	179.50	179.50	179.50	0.00	0.2	0.0	0.0		
74 Injured by: another person	1	1	0	0	0	0	8,506.77	14,700.00	8,506.77	8,506.77	6,193.23	0.2	0.1	0.1		
92 Skin Disease or disorders	0	1	0	0	0	0	153.70	153.70	153.70	153.70	0.00	0.2	0.0	0.0		
99 Misc: other - miscellaneous, NOC	0	1	0	0	0	0	222.86	222.86	222.86	222.86	0.00	0.2	0.0	0.0		

Loss Dates: 07/01/2004 - 06/30/2005 Ertmad Logical **2004-05 Cause of Loss by Department** v3.2
 Reporting Level: 2 / Break after levels: 2 Litigation All Claims Page 11
 Open and Closed // Info Included / Pending Included / Show Details // Date Type Calendar As of 02/28/2007 April 03 2007
 City of Oakland Report Categories: IMO 11:33AM

Loss Cause	Open	Total	Litigated	Days		Avg. Days	Paid	Incurred	Avg. Paid	Max. Paid	Reserves	% of Insured's Total		
				Lost	Rest							Claims	Paid	Incur.
Totals for Police Services Agency	58	257	43	0	0	0	4,259,904.57	7,191,795.11	16,575.50	208,122.98	2,931,890.54	38.6	48.8	48.1

Loss Cause	Open	Total	Litigated	Days			Avg. Days	Paid	Incurred	Avg. Paid	Max. Paid	Reserves	% of Insured's Total			
				Lost	Rest.								Claims	Paid	Incur.	
Public Works Department																
56 Strain: lifting	4	23	3	0	0	0	252,814.49	431,517.24	10,983.24	92,874.23	178,902.75	3.5	2.9	2.9		
60 Strain: strain or injury by, NOC	1	12	4	0	0	0	27,384.02	43,115.38	2,282.00	11,928.31	15,731.36	1.8	0.3	0.3		
57 Strain: pushing or pulling	2	11	1	0	0	0	102,329.20	204,441.33	9,302.65	57,932.75	102,112.13	1.7	1.2	1.4		
45 Vehicle: collide with other vehicle	4	9	3	0	0	0	68,969.86	178,782.30	7,863.32	42,110.87	109,812.44	1.4	0.8	1.2		
31 Fall, slip or trip, NOC	4	8	2	0	0	0	184,879.41	315,704.98	23,084.93	75,462.81	131,025.57	1.2	2.1	2.2		
66 Strike: object being lifted or handled	2	6	1	0	0	0	58,371.83	92,146.05	7,296.45	50,684.30	33,774.42	1.2	0.7	0.6		
53 Strain: twisting	2	7	0	0	0	0	50,876.57	79,818.73	7,239.51	27,413.87	29,140.16	1.1	0.6	0.5		
97 Strain: repetitive motion	1	7	0	0	0	0	48,729.73	57,086.56	8,861.39	39,612.62	8,358.83	1.1	0.6	0.4		
79 Injured by: object being lifted/handled	0	6	2	0	0	0	35,092.49	35,092.49	5,848.75	29,783.89	0.00	0.9	0.4	0.2		
65 Injured by: animal or insect	0	5	0	0	0	0	3,550.43	3,550.43	710.09	3,277.41	0.00	0.8	0.0	0.0		
97 Foreign matter (body) in eye(s)	0	5	0	0	0	0	1,898.86	1,898.86	339.37	547.72	0.00	0.8	0.0	0.0		
98 Cumulative (NOC)	2	5	3	0	0	0	73,114.36	144,236.59	14,622.87	56,312.20	71,122.23	0.8	0.8	1.0		
30 Slipped; did not fall	1	4	1	0	0	0	51,747.56	71,889.90	12,936.89	31,937.96	20,142.34	0.6	0.6	0.5		
05 Contact with	0	3	0	0	0	0	833.84	833.84	277.95	844.90	0.00	0.5	0.0	0.0		
19 Cut: caught, punctured, scraped, NOC	0	3	0	0	0	0	284.20	284.20	94.73	284.20	0.00	0.5	0.0	0.0		
74 Injured by: another person	1	3	1	0	0	0	6,729.46	84,857.07	2,243.15	8,595.56	78,127.61	0.5	0.1	0.6		
81 Injured by: struck or injured NOC	0	3	0	0	0	0	2,823.99	2,823.99	874.68	1,940.50	0.00	0.5	0.0	0.0		
96 Bending	1	3	1	0	0	0	111,657.42	274,361.19	37,219.14	108,788.41	162,703.77	0.5	1.3	1.9		
06 Caught: machine or machinery	0	2	1	0	0	0	29,269.25	29,269.25	14,534.63	28,947.46	0.00	0.3	0.3	0.2		
12 Caught: object handled	0	2	0	0	0	0	24,943.65	24,943.65	12,471.83	24,777.16	0.00	0.3	0.3	0.2		
13 Caught: in, under, between, NOC	1	2	1	0	0	0	70,177.24	124,385.94	35,088.62	69,711.89	54,208.70	0.3	0.8	0.8		
33 Fall: on stairs	0	2	0	0	0	0	6,317.57	6,317.57	3,158.79	5,994.47	0.00	0.3	0.1	0.0		
59 Strain: using tools or machinery	0	2	0	0	0	0	1,408.05	1,408.05	704.03	852.36	0.00	0.3	0.0	0.0		
69 Strike: stationary object	0	2	0	0	0	0	12,249.16	12,249.16	6,124.58	11,477.62	0.00	0.3	0.1	0.1		
02 Burn: Hot object or substance	0	1	0	0	0	0	98.84	98.84	98.84	98.84	0.00	0.2	0.0	0.0		
09 Adverse reaction	0	1	0	0	0	0	1,543.80	1,543.80	1,543.80	1,543.80	0.00	0.2	0.0	0.0		
10 Heat stress related	0	1	0	0	0	0	1,182.89	1,182.89	1,182.89	1,182.89	0.00	0.2	0.0	0.0		
16 Cut: hand tool, utensil, not powered	0	1	0	0	0	0	317.16	317.16	317.16	317.16	0.00	0.2	0.0	0.0		
34 Noise Exposure	0	1	0	0	0	0	921.26	921.26	921.26	921.26	0.00	0.2	0.0	0.0		
50 Vehicle: motor vehicle NOC	0	1	0	0	0	0	343.28	343.28	343.28	343.28	0.00	0.2	0.0	0.0		
58 Strain: reaching	1	1	0	0	0	0	37,116.72	86,046.00	37,116.72	37,116.72	28,929.28	0.2	0.4	0.5		
76 Injured by: hand tool or machine in use	0	1	0	0	0	0	4,179.38	4,179.38	4,179.38	4,179.38	0.00	0.2	0.0	0.0		
78 Injured by: moving parts of machine	0	1	0	0	0	0	2,020.02	2,020.02	2,020.02	2,020.02	0.00	0.2	0.0	0.0		
99 Misc: other - miscellaneous, NOC	0	1	0	0	0	0	1,125.02	1,125.02	1,125.02	1,125.02	0.00	0.2	0.0	0.0		
Totals for Public Works Department	27	147	24	0	0	0	1,274,308.81	2,298,398.40	8,868.77	108,788.41	1,024,089.59	22.1	14.6	15.7		

Loss Cause	Open	Total	Litigated	Days		Avg. Days	Paid	Incurred	Avg. Paid	Max. Paid	Reserves	% of Insured's Total			
				Lost	Rest.							Claims	Paid	Incur.	
Totals for City of Oakland	149	665	105	0	0	0	8,723,507.69	14,658,832.00	13,118.06	227,492.59	5,836,324.31	22	1	14.8	15.7

Loss Dates: 07/01/2005 - 06/30/2006 Extract Logical

2005-06 Cause of Loss by Dept

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Reporting Level: 2 / Break after level(s): 2 / Litigation All Claims

April 03, 2007

Open and Closed / Info Included / Pending Included / Show Details: N Days Type Calendar

As of 02/28/2007

11:49AM

City of Oakland

Report Categories: AGIMODPR

Loss Cause	Open	Total	Litigated	Days		Avg. Days	Paid	Incurred	Avg. Paid	Max. Paid	Reserves	% of Insured's Total				
				Lost	Ret.							Claims	Paid	Incur.		
Fire Services Agency																
32 Fighting fire	11	26	2	1,588	336	74	508,351.11	928,580.97	19,551.87	133,899.98	420,209.86	3.8	8.9	7.8		
05 Contact with	4	19	0	83	7	4	34,885.78	72,071.49	1,836.09	14,197.80	37,185.73	2.6	0.8	0.6		
91 Police/fire physical fitness	4	12	2	362	71	36	115,492.78	175,033.39	9,624.40	54,233.76	59,540.61	1.6	2.0	1.5		
31 Fall, slip or trip, NOC	1	10	0	180	28	19	82,212.17	75,514.17	6,221.22	29,299.25	13,302.00	1.4	1.1	0.8		
56 Strain; lifting	4	9	1	310	33	38	202,704.82	304,730.12	22,522.74	164,937.35	102,025.50	1.2	3.6	2.8		
60 Strain; strain or injury by, NOC	2	9	2	15	0	2	30,818.48	112,022.98	3,424.28	16,621.85	81,204.50	1.2	0.5	0.9		
81 Injured by; struck or injured NOC	1	7	0	4	0	1	6,950.40	10,181.25	992.91	1,469.50	3,230.85	1.0	0.1	0.1		
98 Cumulative (NOC)	3	7	3	14	0	2	18,048.34	70,239.88	2,578.05	6,800.08	52,193.54	1.0	0.3	0.8		
52 Sports/physical fitness	3	8	3	331	3	58	141,234.13	268,017.87	23,539.02	87,238.41	124,783.74	0.8	2.5	2.2		
53 Strain; twisting	3	5	0	600	218	164	179,048.97	284,530.41	35,809.79	111,855.98	85,481.44	0.7	3.1	2.2		
87 Foreign matter (body) in eye(s)	1	5	0	0	0	0	2,345.25	4,141.88	469.05	1,713.37	1,798.63	0.7	0.0	0.0		
93 Contagious or occup. disease	0	5	0	0	0	0	1,021.94	1,021.94	204.39	283.15	0.00	0.7	0.0	0.0		
18 Cut; hand tool, utensil, not powered	2	4	0	370	0	93	100,581.44	147,175.43	25,145.36	72,988.73	46,593.99	0.5	1.8	1.2		
57 Strain; pushing or pulling	1	4	1	83	0	18	21,688.36	39,783.46	5,422.08	12,553.87	18,075.10	0.5	0.4	0.3		
66 Strike; object being lifted or handled	0	4	0	14	59	19	6,275.62	8,353.16	1,568.91	5,634.34	77.54	0.5	0.1	0.1		
30 Slipped; did not fall	0	3	0	4	21	8	4,087.76	4,247.60	1,362.59	2,154.74	159.84	0.4	0.1	0.0		
75 Injured by; falling or flying object	0	3	0	0	5	2	2,813.96	2,813.98	937.98	1,678.44	0.00	0.4	0.0	0.0		
09 Adverse reaction	0	2	0	3	0	2	997.82	997.82	498.91	997.82	0.00	0.3	0.0	0.0		
13 Caught; in, under, between, NOC	1	2	0	117	5	81	40,937.64	68,393.39	20,468.82	39,978.09	27,455.75	0.3	0.7	0.6		
15 Cut; broken glass	0	2	0	0	0	0	551.35	551.35	275.88	294.28	0.00	0.3	0.0	0.0		
19 Cut; caught, punctured, scraped, NOC	0	2	0	18	5	12	6,998.58	6,998.58	3,499.29	6,351.61	0.00	0.3	0.1	0.1		
74 Injured by; another person	0	2	0	18	0	8	8,640.17	8,640.17	3,320.09	8,036.67	0.00	0.3	0.1	0.1		
82 Misc; absorption/ingestion/inhalation	0	2	0	0	0	0	1,066.09	1,066.09	533.05	850.38	0.00	0.3	0.0	0.0		
34 Noise Exposure	0	1	0	0	0	0	6.25	6.25	6.25	6.25	0.00	0.1	0.0	0.0		
58 Strain; reaching	0	1	0	5	0	5	2,222.01	2,222.01	2,222.01	2,222.01	0.00	0.1	0.0	0.0		
59 Strain; using tools or machinery	1	1	1	73	0	73	25,752.42	44,336.28	25,752.42	25,752.42	18,583.84	0.1	0.5	0.4		
88 Strike; stationary object	0	1	0	10	0	10	3,180.42	3,180.42	3,180.42	3,180.42	0.00	0.1	0.1	0.0		
69 Stepping; on sharp object	0	1	0	0	0	0	907.79	907.79	907.79	907.79	0.00	0.1	0.0	0.0		
77 Injured by; motor vehicle	1	1	1	60	49	109	28,732.37	57,630.00	28,732.37	28,732.37	30,897.63	0.1	0.5	0.5		
79 Injured by; object being lifted/handled	0	1	0	0	0	0	399.83	399.83	399.83	399.83	0.00	0.1	0.0	0.0		
89 Person in act of crime	1	1	0	33	118	151	14,042.75	108,440.00	14,042.75	14,042.75	94,397.25	0.1	0.2	0.9		
85 Abrasion/rubbed	0	1	0	0	0	0	1,678.00	1,678.00	1,678.00	1,678.00	0.00	0.1	0.0	0.0		
99 Misc; other - miscellaneous, NOC	0	1	0	0	0	0	1,981.82	1,981.82	1,981.82	1,981.82	0.00	0.1	0.0	0.0		
Totals for Fire Services Agency	44	160	16	4,231	956	32	1,572,634.20	2,789,828.54	9,828.98	164,937.35	1,217,195.34	21.9	27.6	23.4		

Loss Dates 07/01/2005 - 06/30/2006 Extract Logical

2005-06 Cause of Loss by Dept

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Reporting Level: 2 / Break after level(s) 2 Litigation All Claims

April 03, 2007

Open and Closed // Info Included / Pending Included / Show Details N Days Type Calendar

As Of 02/28/2007

11:49AM

City of Oakland

Report Categories: AGIMODPR

Loss Cause	Open	Total	Litigated	Days		Avg. Days	Paid	Incurred	Avg. Paid	Max. Paid	Reserves	% of Insured's Total				
				Lost	Resl.							Claims	Paid	Incur.		
Police Services Agency																
89 Person in act of crime	20	64	8	2,355	869	50	653,385.78	1,409,386.89	10,209.15	93,181.11	756,001.11	8.8	11.5	11.8		
45 Vehicle; collide with other vehicle	8	19	1	887	208	58	198,078.84	447,791.58	10,425.20	83,742.10	249,712.74	2.6	3.5	3.8		
91 Police/fire physical fitness	4	18	2	1,037	317	75	249,411.24	459,367.48	13,856.18	94,814.14	209,956.24	2.5	4.4	3.9		
98 Cumulative (NOC)	12	14	8	805	273	77	317,234.92	1,052,753.72	22,859.84	95,094.54	735,518.80	1.9	5.6	8.8		
52 Sports/physical fitness	4	13	2	335	372	54	123,050.47	201,971.89	9,485.42	87,879.74	78,921.42	1.8	2.2	1.7		
58 Strain; lifting	3	13	2	86	102	14	37,129.93	93,315.38	2,856.15	17,950.18	58,185.45	1.8	0.7	0.8		
85 Injured by; animal or insect	2	12	0	0	10	1	2,949.17	5,939.80	245.76	774.49	2,990.43	1.6	0.1	0.0		
81 Injured by; struck or injured NOC	4	11	4	903	3	82	292,803.04	845,116.78	26,618.46	124,528.09	352,313.74	1.5	5.1	5.4		
31 Fall, slip or trip, NOC	4	10	0	302	84	39	66,930.66	202,055.88	6,693.07	38,209.58	135,125.22	1.4	1.2	1.7		
53 Strain; twisting	3	9	2	415	133	61	99,823.25	170,270.92	11,089.25	70,300.37	70,647.87	1.2	1.7	1.4		
87 Strain; repetitive motion	2	8	1	222	208	54	44,096.42	73,223.53	5,512.05	33,281.12	29,127.11	1.1	0.8	0.6		
50 Vehicle; motor vehicle NOC	4	7	0	189	0	27	63,121.89	189,930.49	9,017.38	58,913.64	106,808.80	1.0	1.1	1.4		
80 Strain; strain or injury by, NOC	3	7	2	72	98	24	21,809.93	84,312.87	3,115.70	8,971.30	72,503.04	1.0	0.4	0.8		
88 Strike; object being lifted or handled	1	7	0	0	8	1	10,188.28	14,909.83	1,452.32	4,820.02	4,743.57	1.0	0.2	0.1		
05 Contact with	1	8	0	120	13	22	25,187.10	27,422.47	4,197.85	24,417.81	2,235.37	0.8	0.4	0.2		
74 Injured by; another person	2	6	0	21	0	4	17,878.33	173,953.29	2,979.72	10,722.38	158,074.86	0.8	0.3	1.5		
57 Strain; pushing or pulling	2	5	0	84	368	90	23,981.44	143,775.05	4,796.29	17,010.32	119,763.81	0.7	0.4	1.2		
88 Strike; stationary object	1	5	0	137	0	27	51,042.35	98,223.55	10,208.47	48,125.05	47,181.20	0.7	0.9	0.8		
27 Fall, from liquid or grease spills	3	4	1	298	28	81	52,370.19	149,900.64	13,092.55	44,850.90	97,530.45	0.5	0.9	1.3		
13 Caught; in, under, between, NOC	0	3	0	128	0	42	28,198.85	28,198.85	8,732.95	13,787.12	0.00	0.4	0.5	0.2		
75 Injured by; falling or flying object	0	3	0	0	0	0	1,029.32	1,029.32	343.11	598.05	0.00	0.4	0.0	0.0		
79 Injured by; object being lifted/handled	0	3	0	8	14	7	2,846.77	2,846.77	882.26	1,593.40	0.00	0.4	0.0	0.0		
82 Misc;absorption/ingestion/inhalation	0	3	0	0	0	0	1,179.41	1,179.41	393.14	1,179.41	0.00	0.4	0.0	0.0		
07 Climbing	1	2	1	387	151	259	99,180.29	142,890.47	49,590.15	90,380.85	43,510.18	0.3	1.7	1.2		
100 Baton Training	0	2	0	0	41	21	709.66	709.66	354.83	586.85	0.00	0.3	0.0	0.0		
101 Defensive Tactics	1	2	0	45	36	41	28,905.47	31,184.98	13,452.74	26,158.08	4,289.52	0.3	0.5	0.3		
19 Cut; caught, punctured, scraped, NOC	1	2	0	10	0	5	3,545.74	5,942.39	1,772.87	2,427.39	2,396.85	0.3	0.1	0.0		
58 Strain; reaching	2	2	1	376	53	215	101,364.55	151,736.17	58,882.28	71,841.83	50,371.82	0.3	1.8	1.3		
98 Bending	1	2	0	252	0	128	39,017.29	78,955.87	19,508.65	34,800.09	39,938.58	0.3	0.7	0.7		
09 Adverse reaction	0	1	0	0	0	0	196.26	196.26	196.26	196.26	0.00	0.1	0.0	0.0		
103 Fitness Training	1	1	0	0	0	0	1,932.16	5,015.00	1,932.16	1,932.16	3,082.84	0.1	0.0	0.0		
12 Caught; object handled	1	1	0	117	22	139	38,318.12	88,500.00	38,318.12	38,318.12	60,181.88	0.1	0.7	0.8		
14 Gunshot	0	1	0	28	0	28	7,958.07	7,958.07	7,958.07	7,958.07	0.00	0.1	0.1	0.1		
15 Cut; broken glass	0	1	0	0	0	0	74.39	74.39	74.39	74.39	0.00	0.1	0.0	0.0		
30 Slipped; did not fall	0	1	0	0	0	0	1,034.79	1,034.79	1,034.79	1,034.79	0.00	0.1	0.0	0.0		
54 Strain; jumping	0	1	0	115	22	137	24,906.10	24,906.10	24,906.10	24,906.10	0.00	0.1	0.4	0.2		
68 Stepping; on sharp object	0	1	0	0	0	0	260.15	260.15	260.15	260.15	0.00	0.1	0.0	0.0		

2005-06 Cause of Loss by Dept

Loss Cause	Open	Total	Litigated	Days			Paid	Incurred	Avg Paid	Max. Paid	Reserves	% of Insured's Total		
				Lost	Rest.	Avg. Days						Claims	Paid	Incurred
Police Services Agency (Continued)														
76 Injured by; hand tool or machine in use	1	1	0	0	0	0	216.25	145,500.00	216.25	216.25	145,283.75	0.1	0.0	1.2
77 Injured by; motor vehicle	0	1	0	0	0	0	517.38	517.38	517.38	517.38	0.00	0.1	0.0	0.0
87 Foreign matter (body) in eye(s)	0	1	0	0	0	0	363.78	363.78	363.78	363.78	0.00	0.1	0.0	0.0
Totals for Police Services Agency	92	273	35	9,686	3,425	48	2,727,805.81	6,380,231.78	9,991.96	124,528.09	3,632,425.95	37.4	47.8	53.4

Loss Dates: 07/01/2005 - 06/30/2006 Extract: Logical
 Reporting Level: 2 / Break after level(s): 2 / Location: All Claims
 Open and Closed // Info Included / Pending Included / Show Details: N / Days Type: Calendar
City of Oakland
 2005-06 Cause of Loss by Dept
 As Of 02/28/2007
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 April 03, 2007
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 Report Categories: AGIMODPR

Loss Cause	Open	Total	Litigated	Days			Avg. Days	Paid	Incurred	Avg. Paid	Max. Paid	Reserves	% of Insured's Total			
				Lost	Ret.								Claims	Paid	Incur.	
Public Works Department																
82 Misc;absorption/ingestion/inhalation	0	24	0	54	51	4	24,122.57	24,122.57	1,005.11	10,015.64	0.00	3.3	0.4	0.2		
56 Strain; lifting	5	17	1	678	464	66	139,224.41	249,131.70	8,169.67	60,570.04	109,607.29	2.3	2.4	2.1		
31 Fall, slip or trip, NOC	4	14	1	470	61	39	114,682.54	206,533.65	8,191.61	84,720.66	93,851.11	1.9	2.0	1.8		
57 Strain; pushing or pulling	4	12	2	268	261	44	75,609.88	104,050.74	6,300.07	33,960.12	28,442.86	1.6	1.3	0.9		
53 Strain; twisting	8	11	5	798	361	105	126,298.45	247,482.02	11,481.68	41,145.00	121,183.57	1.5	2.2	2.1		
05 Contact with	3	9	0	0	34	4	2,658.42	4,818.63	295.39	672.02	2,160.21	1.2	0.0	0.0		
13 Caught; in, under, between, NOC	1	8	0	235	214	56	58,884.26	72,208.30	7,335.53	54,243.38	13,524.04	1.1	1.0	0.6		
98 Cumulative (NOC)	3	8	4	0	34	4	15,416.27	67,840.77	1,927.03	5,651.21	52,424.50	1.1	0.3	0.6		
45 Vehicle; collide with other vehicle	5	7	0	145	107	36	52,826.71	144,272.00	7,546.96	31,780.80	91,443.29	1.0	0.9	1.2		
75 Injured by; falling or flying object	1	7	0	13	16	4	9,447.26	73,085.78	1,349.61	5,661.48	63,638.52	1.0	0.2	0.6		
76 Injured by; hand tool or machine in use	2	7	0	193	154	50	32,251.50	87,202.86	4,807.38	18,348.54	34,951.46	1.0	0.8	0.6		
19 Cut; caught, punctured, scraped, NOC	1	6	0	0	7	1	1,928.26	3,120.39	321.38	502.11	1,192.12	0.8	0.0	0.0		
60 Strain; strain or injury by, NOC	2	6	2	320	215	89	54,409.71	76,147.49	9,068.29	34,108.56	24,737.78	0.8	1.0	0.7		
66 Strike; object being lifted or handled	2	5	0	0	0	0	2,728.54	5,574.67	545.71	1,608.21	2,646.13	0.7	0.0	0.0		
79 Injured by; object being lifted/handled	3	5	1	319	227	109	59,566.30	89,983.42	11,913.26	34,719.26	30,417.12	0.7	1.0	0.8		
81 Injured by; struck or injured NOC	2	5	1	0	0	0	8,952.20	29,803.57	1,790.44	7,065.27	20,851.37	0.7	0.2	0.3		
97 Strain; repetitive motion	2	5	0	120	80	40	17,762.93	60,071.85	3,552.59	13,860.03	42,308.92	0.7	0.3	0.5		
30 Slipped; did not fall	2	3	1	384	332	239	68,501.70	102,210.93	22,833.90	40,589.34	33,709.23	0.4	1.2	0.9		
58 Strain; reaching	0	3	0	0	7	2	2,177.65	2,177.65	725.88	828.94	0.00	0.4	0.0	0.0		
85 Injured by; animal or insect	1	3	0	0	0	0	2,252.95	3,029.21	750.99	1,319.40	776.26	0.4	0.0	0.0		
87 Foreign matter (body) in eye(s)	1	3	0	0	0	0	825.95	1,868.38	208.65	284.57	1,240.43	0.4	0.0	0.0		
59 Strain; using tools or machinery	0	2	0	37	20	29	17,343.62	17,343.62	8,871.81	16,589.42	0.00	0.3	0.3	0.1		
74 Injured by; another person	0	2	0	0	0	0	447.63	447.63	223.82	441.38	0.00	0.3	0.0	0.0		
03 Burn; temperature extremes	0	1	0	0	15	15	1,266.75	1,266.75	1,266.75	1,266.75	0.00	0.1	0.0	0.0		
09 Adverse reaction	0	1	0	0	0	0	88.75	88.75	88.75	88.75	0.00	0.1	0.0	0.0		
16 Cut; hand tool, utensil, not powered	0	1	0	0	3	3	726.96	726.96	726.96	726.96	0.00	0.1	0.0	0.0		
26 Fall; from ladder or scaffolding	1	1	0	1	70	71	6,370.14	9,550.00	6,370.14	6,370.14	2,179.86	0.1	0.1	0.1		
27 Fall; from liquid or grease spills	0	1	0	0	7	7	1,617.55	1,617.55	1,617.55	1,617.55	0.00	0.1	0.0	0.0		
81 Strain; welding or throwing	0	1	0	0	0	0	148.58	148.58	148.58	148.58	0.00	0.1	0.0	0.0		
68 Strike; stationary object	0	1	0	0	7	7	493.63	493.63	493.63	493.63	0.00	0.1	0.0	0.0		
77 Injured by; motor vehicle	1	1	0	0	27	27	1,516.15	1,524.90	1,516.15	1,516.15	8.75	0.1	0.0	0.0		
78 Injured by; moving parts of machine	0	1	0	12	31	43	12,658.24	12,658.24	12,658.24	12,658.24	0.00	0.1	0.2	0.1		
93 Contagious or occup. disease	1	1	0	0	0	0	226.34	226.34	226.34	226.34	0.00	0.1	0.0	0.0		
96 Bending	1	1	0	0	7	7	2,030.26	2,727.21	2,030.26	2,030.26	696.95	0.1	0.0	0.0		
99 Misc; other - miscellaneous, NOC	1	1	1	203	15	218	27,280.26	29,830.00	27,280.26	27,280.26	2,539.74	0.1	0.5	0.3		

Loss Dates: 07/01/2005 - 06/30/2006 Extrad Logical
 Reporting Level: 2 / Break after level(s): 2 Litigation All Claims
 Open and Closed: / Info Included / Pending Included / Show Details: N Days Type Calendar
City of Oakland
2005-06 Cause of Loss by Dept
 As of 02/28/2007
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 April 03, 2007
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 Report Categories: AGIMODPR

Loss Cause	Open	Total	Litigated	Days		Avg. Days	Paid	Incurred	Avg Paid	Max. Paid	Reserves	% of Insured's Total		
				Lost	Rest.							Claims	Paid	Incur.
<i>Totals for Public Works Department</i>	58	184	19	4,248	2,847	39	942,366.32	1,717,404.83	5,121.56	84,720.86	775,038.51	25.2	16.5	14.4

Loss Dates: 07/01/2005 - 06/30/2006 Extrad Logical
 Reporting Level: 2 / Break after level(s): 2 Litigation All Claims
 Open and Closed // Info Included // Pending Included / Show Details: N Days Type Calendar
City of Oakland

2005-06 Cause of Loss by Dept

As Of 02/28/2007

Report Categories: AGIMODPR

Loss Cause	Open	Total	Litigated	Days		Avg. Days	Paid	Incurred	Avg. Paid	Max. Paid	Reserves	% of Insured's Total		
				Lost	Res.							Claims	Paid	Incur.
Totals for City of Oakland	244	729	79	20,797	8,884	41	5,701,857.43	11,911,245.76	7,821.48	184,937.35	8,209,388.33	25.2	18.5	14.4

4

FINANCE & MANAGEMENT SYSTEMS

APR 24 2007